# Gender Equity Policy

## Introduction

Swarrnim Startup & Innovation University is committed to fostering a gender-inclusive, safe, and equitable environment where all members of the academic community—regardless of gender—are provided with equal opportunities, support, and respect. The university recognizes that gender inequality persists in various forms, both within educational institutions and in society at large. As a result, it is essential to adopt policies and practices that promote gender equity in all aspects of university life.

The university's **Gender Equity Policy** aims to address and eliminate gender-based discrimination, promote awareness of gender-related issues, and ensure that all students, faculty, and staff have equal access to resources and opportunities for academic and personal development.

## Policy Statement

The university strives to create an academic and work environment that is free from gender discrimination, harassment, and stereotyping. It ensures that individuals are not treated unfairly or excluded based on their gender and that opportunities for growth, leadership, and participation are available equally to all. Swarrnim Startup & Innovation University upholds the principle of gender equality and seeks to provide a platform for both men and women to thrive in their academic, professional, and personal pursuits.

## Objectives

- Ensure Equal Educational Opportunities: To provide all students, regardless of gender, with equal access to quality education, academic resources, and extracurricular activities.

- Foster Gender-Inclusive Leadership: To encourage and support gender diversity in leadership roles, both in academic and administrative positions.

- Promote Gender Awareness and Sensitivity: To promote understanding of gender-related issues and the importance of gender equity within the academic community through training, workshops, and awareness campaigns.

- Prevent and Address Gender-Based Violence and Harassment: To create a safe environment for all students, faculty, and staff by preventing and addressing gender-based violence, harassment, and discrimination in all forms.

- Support Work-Life Balance: To support policies and practices that promote gender-sensitive work-life balance for both male and female students, faculty, and staff.

- Ensure Equal Representation: To work towards gender parity in admissions, recruitment, and promotion within the university, and ensure that the perspectives and needs of all genders are addressed.

## Principles of Gender Equity

- Non-Discrimination: All individuals, irrespective of gender, shall be treated equally and without bias in all aspects of university life.

- **Equal Access to Opportunities:** Opportunities for academic progression, leadership roles, employment, and personal development will be available to all, with no gender-based barriers.

- **Respect for Dignity:** The university will respect and uphold the dignity of all individuals, ensuring that no one is subject to harassment, marginalization, or unfair treatment due to their gender.

- **Zero Tolerance for Gender-Based Violence and Harassment:** The university will take strict measures to prevent and address all forms of gender-based violence, harassment, and abuse.

- **Inclusive Curriculum:** Courses and programs will be designed to include gender perspectives and promote the values of gender equity, diversity, and inclusion.

## Implementation Framework

- **Gender Equity Cell:** The university will establish a Gender Equity Cell (GEC) responsible for implementing the policy, addressing gender-related grievances, and conducting awareness programs. The GEC will act as a liaison between the administration, faculty, and students to address gender equity concerns.

- **Awareness and Training Programs:** The university will organize regular workshops, seminars, and training sessions to raise awareness about gender issues, gender sensitization, and the importance of an inclusive academic environment.

- **Gender-Sensitive Recruitment Practices:** The university will ensure that recruitment practices for faculty, staff, and students are free from gender bias, promoting equal representation of all genders in various roles.

- **Workshops on Gender Equality:** Faculty and staff will be regularly trained on gender equality, gender-based discrimination, and gender-sensitive pedagogies to ensure an inclusive educational experience.

- **Support for Gender Diversity in Leadership:** The university will take proactive measures to encourage and support the participation of all genders in leadership positions, both in student bodies and faculty/staff governance structures.

## Gender-Based Violence and Harassment Prevention

- **Safe Campus Initiative:** The university will create a safe campus environment where all individuals are free from gender-based violence, harassment, or discrimination. This includes clear guidelines and support mechanisms for addressing incidents of sexual harassment and violence.

- **Internal Complaints Committee (ICC):** The university will establish a robust Internal Complaints Committee (ICC) to handle complaints related to sexual harassment, gender-based violence, or any other form of discrimination. The committee will ensure that complaints are taken seriously, investigated impartially, and resolved promptly.

- Support Systems for Victims: The university will provide counseling, legal, and social support for victims of gender-based violence or harassment, ensuring they receive the help they need to recover and pursue their academic goals without fear of retaliation.

- Confidential Reporting Mechanisms: A confidential reporting system will be implemented to allow students, faculty, and staff to report incidents of gender-based violence or harassment without fear of stigma or reprisal.

## Measures for Ensuring Gender Equality

- Balanced Representation in Academic and Non-Academic Roles: The university will make conscious efforts to ensure balanced gender representation across all academic departments, administrative positions, and student organizations. Gender-specific barriers will be identified and removed to facilitate equal participation.

- Promoting Women in STEM and Leadership Roles: Special initiatives will be introduced to encourage women to pursue careers in STEM (Science, Technology, Engineering, and Mathematics) and to promote gender diversity in leadership positions within the university.

- Gender Sensitivity in Curriculum Design: Courses across all disciplines will include content related to gender equality, social justice, and women's rights. The university will also encourage research that addresses gender disparities in various fields.

- Inclusive Campus Design: Campus spaces, including bathrooms, hostels, and other facilities, will be designed to be inclusive of all genders. The university will ensure that there are facilities available to accommodate the needs of diverse gender identities.

- Equal Pay for Equal Work: The university will uphold the principle of equal pay for equal work, ensuring that salaries and benefits for staff are based on qualifications and responsibilities, not gender.

## Monitoring and Accountability

- Periodic Gender Audits: Regular gender audits will be conducted to assess the effectiveness of the Gender Equity Policy and ensure that gender-based discrimination is not taking place.

- Feedback Mechanism: Students, faculty, and staff will be encouraged to provide feedback on gender equity issues through surveys, suggestion boxes, and focus groups.

- Annual Report on Gender Equity: An annual report will be published by the Gender Equity Cell to assess the progress of gender equity initiatives, identify areas for improvement, and ensure accountability.

- Grievance Redressal Mechanism: The university will ensure that any issues or complaints related to gender discrimination, harassment, or violence are addressed in a fair and timely manner through a dedicated grievance redressal mechanism.

## Conclusion

Swarrnim Startup & Innovation University recognizes that achieving gender equity is an ongoing process that requires commitment, awareness, and action at all levels of the

institution. Through this **Gender Equity Policy**, the university is dedicated to creating a community where all individuals, regardless of gender, can thrive academically, socially, and professionally, with the opportunity to contribute to and benefit from the university's diverse and dynamic environment.

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