



ASSAM
down town
UNIVERSITY

GENDER EQUITY

POLICY



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INTRODUCTION

In principle, AdtU is committed to maintain discrimination free culture; race can be discriminated on the basis of caste, creed, color, sex, religion and region. It is trying to maintain inclusiveness rather than discrimination. Assam down town University is committed to building and maintaining a community where students, teachers, non-teaching staff are provided a conducive environment free of all forms of gender violence, harassment, exploitation, intimidation, and discrimination.

Assam down town University strives to ensure that male, female and third gender students have equal access to skills and expertise. The University focuses on promoting equal opportunities, equal participation, and the prohibition of any form of gender stereotyping, as well as zero tolerance for gender discrimination.

Furthermore, the stakeholders are committed to ensuring that efforts are made to recognise transgender presence in the student community. The University is firmly committed to gender equality and condemns all forms of gender discrimination and violence. It aims to foster a gender-inclusive environment in teaching, learning, research, administration, and management.

This Policy will serve as a framework of principles and practices which will guide all operations at Assam downtown University to ensure gender equity.

OBJECTIVES OF THE POLICY

- a) To fulfill the National commitment to gender equality.
- b) To prevent violations of National Acts that prohibit gender injustices, aim to redress any violations of gender-based rights and to work towards the empowerment of women.
- c) To create a gender sensitive environment that respects gender diversity and the intersectionality of other marginalities.
- d) To ensure equal opportunity to all women without any discrimination.
- e) To evolve mechanisms for the prevention and redressal of gender-based violence and discrimination, including sexual harassment at the Assam down town University.
- f) To ensure the implementation of this policy in letter and spirit.

IMPLEMENTING GUIDELINES

1. Gender stereotyping will be prohibited.
2. All forms of bias and discrimination including unconscious bias against women and other genders will not be tolerated.
3. Gender sensitivity will be employed in all recruitment, promotions and opportunity for leadership, to uphold the policy of equal representation of men, women and third genders.
4. In selection of staff for professional development opportunities and training, there will be no gender-based discrimination.
5. Special focus will be given to improve women's participation and representation in the areas of Science, Technology, Engineering, and any other field/ discipline in which women are underrepresented.
6. In formation of any Committee, the representation of women is mandatory.
7. In keeping with National policies, women specific leave will be granted.
8. No student will be denied admission on the grounds of gender.

GENDER EQUITY AND GENDER: DEFINITIONS

Gender' in this policy refers to those behaviours and attitudes which are culturally accepted as appropriate ways of being a women (femininity) and ways of being man (masculinity). The sex of a person is biologically determined, where as ways of being a man or women are learned: they are constructed, reinforced, maintained and reconstructed over time through social and cultural practices. Such social constructions of gender vary across cultures, social class and time.

'Equity' means fairness and without bias. In social exchange fairness exists when persons who have made the largest contributions receive relatively large rewards, those who have made small contributions receive small rewards, and so on. In a social context equity also involves conscience or principles of natural justice. This can result in people being given different if it is considered fair or just. Therefore, some people may be recognized as more deserving than others. The bias on which preferential treatment is made is important in judging whether a case is just or unjust. It can vary according to basic beliefs or political persuasion.

Gender equity refers to fairness and justice in the distribution of benefits and responsibilities between men, women and third genders. The concept recognizes that women, men and third genders have different needs and power and that these differences should be identified and addressed in a manner that rectifies the imbalance between the sexes.

EDUCATIONAL PRINCIPLES AND VALUES

The Indian higher education system encourages, supports, and promotes the following values and principles as essential to the development and implementation of high-quality curricula and educational experiences for both male and female students.

PRINCIPLES

- All students can reach their full potential; regardless of their gender.
- Female and male students may need to receive some preferential treatment at least initially in order for there to be equality of opportunity and outcomes in higher education for both genders.
- Strategies to improve the quality of education for female students should be based on the recognition that men and women are not the same as individuals or as a group, with different needs and coming from different socioeconomic and cultural backgrounds.

VALUES

- Both female and male students should value each other and be valued equally in all aspects of Campus life.
- High quality education for female students as well as for male students is a professional responsibility for all the educators in the system.
- Campus life for girls and boys should reflect the entitlements of all women, in their own right, to personal respect and personal safety, economic security, and participation in and influence over decisions making which affect their lives.

GENERAL POLICY STATEMENTS

The management arrangement for implementing the Gender Policy includes:

- i. Defining the role and position of major community stakeholders in relation to the Gender Policy.
- ii. Establishing a framework for coordinating, monitoring, and evaluating policy implementation.
- iii. Reviewing and establishing an enabling legislative and institutional framework.

AdtU will:

- Foster a work environment in which all employees are treated with dignity and respect.
- Ensure that no-one is disadvantaged by conditions or requirements which cannot be shown to be relevant to performance.
- Confront discriminatory behaviours or attitudes wherever they occur.
- Respond to any instances of discrimination in a timely and sensitive manner.
- Make any reasonable adjustments to ensure that people with disabilities have access to our services and employment.
- Ensure that employees' religions or beliefs, as well as related observances, are respected and accommodated to the greatest extent possible, provided that their expression does not infringe on the legitimate rights of others.
- Ensure that we take account of the needs of our employees' pregnancy or maternity.
- Celebrate a diverse workforce to ensure fair treatment.

EXPECTED OUTCOMES

The Gender Equity Policy in campus is expected to result in:

- Education of female, male and third gender students for a satisfying, responsible and productive life, including work inside and outside the home.
- Provision of a curriculum which, in content, language and methodology meets the educational needs and rights of female students as well as male students.
- Acknowledgement and respect of positive cultural values and individual differences.
- Provision of a curriculum which challenges unfair cultural practices and recognizes the contribution of women to society and the full range as well as the contributions of diverse groups of men.
- Encouragement the development of positive attitudes and behaviours in male, female and others students which promote social responsibility, empathy, and sensitive, equal and nonviolent relationships.
- Provision of a challenging learning environment which is socially and culturally supportive and physically comfortable for female, male as well as third gender students.
- Preparing female, male, third genders students for their rights to personal respect and safety and provision of an environment that is safe and free from all forms of harassment and violence.
- Provision of finances and personnel resources to ensure that the capacities of male and female students are fully and equally realized.
- Acknowledgement and effective changes and lasting improvements in campus and an high degree of awareness, understanding and acceptance of the educational needs of female students on the part of students, parents, teachers, management and all stakeholders.

BREACHES OF THIS POLICY

Staff should use the grievance procedure to file a formal written complaint about any instance of harassment or discrimination. Serious violations of the Workplace Gender Equality and Diversity Policy will be considered gross misconduct and will result in serious disciplinary action and dismissal of the employee.

Anyone found guilty will face disciplinary action in accordance with the disciplinary procedures. AdtU is committed to protecting those who report harassment or discrimination under the terms of this policy from retaliation.

Any direct or indirect action that might be suggested, threatened, or taken to harm an employee who has reported misconduct or who is suspected of doing so is referred to as "retaliation" or "victimization." Retaliation against someone who reports violations of this policy may result in disciplinary action, leading to disciplinary action.

