



# GAUHATI UNIVERSITY GENDER POLICY

(Version - 1.0)



Guwahati - 781014, Assam



## Gender equality - Policy Document

Gender equality entails ensuring equal rights, responsibilities, and opportunities for both women and men. It signifies a state where women, girls, men, and boys have equitable access to opportunities, resources, benefits, and legal protections, acknowledging their inherent human dignity, worth, and unalienable rights. This principle recognizes the diverse needs, interests, and priorities of individuals, irrespective of gender. Women comprise half of the resources and potential in any society, yet these remain unrealized in the face of inequality and discrimination. Globally, women encounter violations of their fundamental rights and discrimination in various spheres including education, employment, social protection, inheritance, economic assets, resource allocation, and participation in decision-making processes. Persistent disparities between genders have detrimental effects on society at large. In alignment with this, Gauhati University has crafted its curriculum to instill a positive shift in students' mindsets, thereby contributing to a more inclusive and equitable India.

The University's vision is to foster a thriving and harmonious nation where individuals of all genders – women, girls, men, and boys – enjoy equal access to economic, social, cultural, civil, and political rights. This includes empowerment to improve their lives, families, and communities. Our dedication to empowering women and girls nationwide is integral to our pursuit of self-reliance, as a nation cannot thrive if it marginalizes the talents and perspectives of half its population. Ensuring that women and girls realize their full potential is not only essential for achieving gender equality and empowerment but also for advancing sustainable development goals. To this end, the University organizes Skill Development Programmes aligned with the 5<sup>th</sup> target of the Sustainable Development Goals (SDGs) – Gender Equality. Additionally, University conduct various awareness programs and training sessions, supported by the Ministry of Women and Child Development and the National Commission for Women, to promote recognition and support for the unique skills, leadership, and contributions of women and girls. These efforts aim to foster their economic, social, and political empowerment, benefiting individuals, communities, and society as a whole.



## Gender Equality Policy

Gauhati University, deeply embedded in Indian traditions and culture, remains steadfast in its commitment to promoting gender equality. Aligned with the principles enshrined in the Indian Constitution, including its Preamble, Fundamental Rights, and Fundamental Duties, the university upholds the dignity of every individual and recognizes the paramount importance of human beings, irrespective of gender, within society. It ensures equal opportunities for all without discrimination based on gender.

The University demonstrates unwavering dedication to the empowerment of women and girls. It builds upon extensive research and acknowledges significant legislative and policy strides made in advancing women's empowerment. Women's empowerment is realized when women possess the freedom to participate fully in society, enjoy equal legal rights to men, and fulfill their potential as valued members of society. This includes their ability to shape their life trajectories, assume leadership positions, and contribute to decision-making processes at various levels, including households, communities, and societies. Continuous enhancement of a comprehensive, gender-balanced campus is achievable through systematic evaluations and expert recommendations.

### Objectives

1. Ensure a secure working environment for female staff and students at the University, in accordance with the POSH Act of 2013. Should any harassment complaints arise under this Act, the Internal Complaints Committee (ICC) of Gauhati University is tasked with impartially investigating and resolving them according to the Act's guidelines and institutional service regulations.
2. Integrate principles of gender equality and women's empowerment into the University's curriculum.
3. Involve men and boys in fostering gender equality within both the campus and society at large.
4. Ensure equitable distribution of unpaid and paid work between women and men, along with wages and salaries sufficient for independent living.

5. Enhance selection processes to uphold equality in recruitment, promotion, and support for researchers across the University and its affiliated colleges.
6. Develop mechanisms to enhance women's representation in academic and research leadership roles within the University and affiliated colleges.
7. Address disparities between women and men in accessing, controlling, and benefiting from various resources, opportunities, and services in economic, social, political, educational, and cultural domains.
8. Work towards eliminating gender-based violence, which impedes women's ability to thrive and succeed, thus enabling all individuals to lead healthy and productive lives.
9. Promote a development approach that is non-discriminatory, inclusive, and integrated, ensuring that all individuals can participate and benefit from developmental processes and initiatives.

## **Scope of the Policy**

The Gender Equity policy at Gauhati University extends to students and employees across various domains, including:

- ❖ Work environment
- ❖ Regulatory framework
- ❖ Admission procedures
- ❖ Teaching, Learning & Assessment practices
- ❖ Recruitment and selection processes
- ❖ Promotions
- ❖ Grievance handling
- ❖ Job placement
- ❖ Professional development opportunities
- ❖ Compensation and benefits
- ❖ Utilization of infrastructure facilities
- ❖ Research and Consultancy initiatives

## Execution Plan

- ✓ Hosting workshops focused on diversity and gender-sensitive communication for members and employees.
- ✓ Regularly organizing awareness-raising activities for both students and staff.
- ✓ Encouraging collaborative work, fair representation in leadership roles, and fostering gender balance in team projects during classes.
- ✓ Ensuring equitable gender representation in hiring committees.
- ✓ Incorporating gender parity principles into our student code of conduct at the governance level.
- ✓ Conducting periodic gender sensitization programs.
- ✓ Facilitating discussions and debates on topics related to women.
- ✓ Arranging leadership camps aimed at the personality development of female students.
- ✓ Offering empowerment programs for female students and staff to nurture their potential and abilities.
- ✓ Observing International Women's Day annually with a focus on women's safety and empowerment.
- ✓ Providing awareness programs on women's rights and workplace harassment prevention laws to the student community.
- ✓ Collaborating with various agencies and institutes to conduct seminars and annual surveys on women's safety and security.
- ✓ Offering certificate and refresher courses in gender sensitization for both male and female participants.
- ✓ Gender Audit to be conducted every year as per the protocol and by the approved committee by the University authority.

## **Protocol for Redressal of Complaints related to Gender Equality/ Sexual Harassment**

1. Any complaints, whether written or oral, filed by female faculty, staff, or students will be treated with utmost confidentiality, except for the committee members.
2. The committee will promptly report all complaints to the appropriate higher authorities.
3. Decisions and actions taken by the committee will be made in consultation with higher authorities, with no independent decision-making or communication.
4. Comprehensive support will be extended to address instances of harassment or inequality effectively.
5. Thorough investigation and inquiry will precede any decisions made by the committee.
6. Measures will be taken to ensure that the process of investigation or discussion does not cause further distress to the complainant.
7. Any matters falling within the scope of the law will be reported to the police or government authorities as necessary.

### **Anticipated Results**

The anticipated outcomes of the Gender Equity policy are expected to include:

- ❖ Establishment of a work environment that is sensitive to gender issues.
- ❖ Ensuring equality and non-discrimination between women and men in terms of rights, responsibilities, and opportunities.
- ❖ Advocacy for women's rights and the advancement of gender equality.
- ❖ Creation of a supportive and welcoming atmosphere for both female and male students and staff on campus.
- ❖ Guaranteeing equal opportunities for all genders (male and female) within Gauhati University, including students, faculty, and non-teaching staff.



- ❖ Encouragement of a culture rooted in positive values, respect, and equality for all genders, particularly for women.
- ❖ Ensuring equal access to all facilities provided by Gauhati University for all stakeholders, regardless of gender.
- ❖ Ensuring the availability of a secure and liberated environment for both female and male students and staff to exercise their rights.
- ❖ Offering capacity development and/or enhancing the competency of staff and students in gender analysis.

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ISSUED & CONTROLLED BY: MR /Director, IQAC, GU

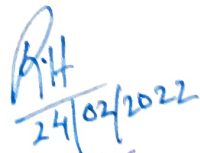
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