



GITAM: GANDHI INSTITUTE OF TECHNOLOGY AND MANAGEMENT

(Deemed to be University u/s 3 of the UGC Act, 1956)

A Category – I Deemed to be University

Visakhapatnam | Hyderabad | Bengaluru

**The Policy for
Gender Equity and Prevention of Gender-Based
Discrimination**

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1 Introduction

The Constitution of India embodies a steadfast commitment to achieving gender equality within families, communities, and society at large. It aligns with the principles of human development, advocating for active participation by individuals in liberating themselves from all forms of oppression and domination. This commitment extends to ensuring that each person, regardless of gender, has the opportunity to develop and prosper in relation to others. Additionally, India has endorsed international conventions such as the “United Nations Declaration of Human Rights” (1962), the “United Nations Convention on the Rights of the Child” (1989), and initiatives like Education for All (United Nations Declaration 1990) and the “Beijing Declaration” (1995). These global agreements stress the importance of integrating gender-related concerns into everyday life, particularly within the educational system.

Central to these efforts is the concept of gender equity, which seeks to establish fairness and justice in the distribution of benefits and responsibilities between individuals of different genders. It recognizes that men and women may have distinct needs and aims to address these differences to rectify gender imbalances. Discrimination, on the other hand, represents a violation of equity. Discrimination involves treating genders differently in ways that imply one gender's inherent inferiority to the other. Discrimination, particularly in areas like education and related activities, profoundly impacts the distribution of political, economic, and social benefits and influence. To clarify, equality involves uniform treatment for all individuals, while equity represents both a means and an objective in addressing disparities to ensure that everyone has an equal opportunity to thrive. India's commitment to these principles reflects its constitutional values and its aspiration to build a society where gender equity is not just an ideal but a tangible reality for all citizens.

GITAM (Deemed to be University) is committed to fostering an environment free from gender discrimination by providing protection against sexual harassment and actively supporting women in all facets of its activities.

2 Need for the Policy

The UGC's SAKSHAM report from 2013 provided extensive documentation of numerous concerns affecting women and advised ways to ensure their safety as well

as gender awareness initiatives on college campuses (HEI). In higher education institutions, several instances of gender-based harassment, exploitation, humiliation and violence, notably against women, have been reported. In this atmosphere, the transgender population, in particular, is stigmatized in practically every aspect of life, including health, education, work, and access to social schemes and entitlements. Based on the report the following objectives are added to the Gender equity policy:

3 Objectives

- To establish a supportive environment for individuals of all genders.
- To advocate for gender equality, fairness, and justice.
- To ensure compliance with relevant laws, regulations, and provisions issued by governmental bodies at the state, national, and other levels concerning gender equality and justice.
- To establish effective mechanisms for addressing and safeguarding the well-being of those who experience gender-related injustices.

4 Definitions

4.1 Discrimination:

Discrimination encompasses any action that directly or indirectly results in differentiation, exclusion, limitation, or favoritism with the intent or effect of undermining or hindering equal treatment in educational or professional settings. It can be based on factors such as caste, religion, creed, language, Gender, ethnicity, disability, or any imposition of restrictions solely on female students or employees, which contradicts the principles of human dignity.

4.2 Equity:

Equity embodies the concept of fairness and impartiality. In our daily experiences, fairness prevails when those who have made substantial contributions receive corresponding rewards, while those with lesser input receive proportionate recognition. This principle extends to the societal realm, encompassing ethical considerations and principles of natural justice. Here, fairness often implies treating individuals differently when deemed equitable, recognizing some as more deserving than others. The criteria for offering

preferential treatment can vary, influenced by fundamental beliefs and political perspectives.

In the context of GITAM, this commitment to equity is of paramount importance. It ensures that all individuals, including employees and students at GITAM, are treated equally and have the opportunity to exercise all legally recognized rights. Upholding this commitment to equity is essential to guaranteeing that every member of the GITAM community has access to the same privileges and opportunities.

4.3 Transgender:

An individual who identifies or expresses themselves differently than the sex they were assigned at birth is said to be transgender.

4.4 Harassment

Harassment includes unwanted behaviour that continues over time and is intended to degrade, shame, or foster an intimidating and hostile environment. Unwanted behaviour that persists over time and is meant to humiliate, make someone feel bad, or create a hostile environment is considered harassment. It could also be intended to compel compliance through actual or projected negative outcomes. This term covers situations where visitors or people from the outside who are connected to the University engaged in harassment of a third party.

4.5 Workplace:

The term "workplace" encompasses the entirety of the University's campus, including constituent colleges, departments, offices, sections, centers, service areas (including hospitals and hostels), on-campus residences, sports, and recreational facilities, university-owned transport buses or vehicles, any location visited by a student or employee while on university duty, or any study space officially recognized by the University.

4.6 Officer:

An "officer" denotes any employee with administrative roles or responsibilities within the University.

5 Policy Statements

5.1 Commitment to Gender Equity:

Our organization is dedicated to advancing gender equity within our institution and the communities we serve.

5.2 Management Framework

We have established a comprehensive management framework to implement Gender Policy, which includes defining stakeholder roles, coordinating, monitoring, and evaluating policy implementation, and reviewing legislative and institutional arrangements.

5.3 Inclusive Environment

Our goal is to create an inclusive and equitable environment that transcends gender-based biases and provides equal opportunities for every individual.

6 Policy Guidelines

6.1 Non-discrimination

- GITAM (Deemed to be University) is committed to maintaining a zero-tolerance policy towards gender-based discrimination. We will take all necessary measures to safeguard the rights of our employees and students and to eradicate any form of discrimination or harassment directed towards them.
- GITAM (Deemed to be) University is dedicated to preventing and prohibiting gender discrimination and will actively participate in eliminating such practices when identified or reported.
- GITAM (Deemed to be) University is dedicated to fostering gender equality among our staff and students.
- GITAM (Deemed to be) University provides an online reporting system that ensures confidentiality and anonymity for those who wish to report incidents.
- Any employee engaged in discrimination or harassment will be subject to disciplinary action under the University's code of conduct for employees or student disciplinary regulations.

- All university administrative officers are responsible for promptly reporting any accusations of discrimination or harassment made by an employee or student and ensuring that appropriate actions are taken in accordance with university policies and regulations.
- Any officer discovered to be causing a delay in the reporting of complaints related to gender discrimination or harassment, which have been received in their official capacity, taking retaliatory actions against an employee or student who has complained, acted as a witness, or participated in an investigation, or impeding the progress of the investigation or resolution process in any manner, will be subject to disciplinary measures as per the University's code of conduct and service regulations or the disciplinary guidelines applicable to students.
- GITAM (Deemed to be University) has instituted a Women's Empowerment Committee (WEC), a Women's Cell, and a Cell against Sexual Harassment within the University, providing support for a broad spectrum of initiatives, including:
 - a) Providing guidance to the University on matters related to gender justice.
 - b) Arranging gender sensitization programs for students, faculty, administrators, and other staff members.
 - c) Enhancing awareness about gender equality issues, reporting procedures, consequences of discrimination, and the associated penalties
 - d) Educating students and employees about their rights, acts, regulations, and norms, as well as chances for empowerment.
 - e) Preparing yearly status reports for submission to the University's Board of Management, including details on reported cases and penalties levied.
- GITAM (Deemed to be University) would provide full support to ensure that all UGC, State, and Central Government provisions/directions are executed in a timely manner.

6.2 Non-discrimination against Sexual Minorities

- GITAM (Deemed to be University) is devoted to providing transgender students with an inclusive education, as well as employment and equitable access to other mainstream activities.
- GITAM seeks to make the campus a safe space for the LGBT+ community
- To sensitize the various stakeholders, GITAM actively engages in social discourses related to Gender and Sexual Minorities in India.

GITAM has a policy viz., Prevention of Sexual Harassment at the Workplace (POSH) to take care of gender equity measures.

URL:

<https://iqac.gitam.edu/mandatory-disclosure>
