

# Mangalore University

## “Draft” Gender Policy

**This Draft Gender Policy for Mangalore University has been drafted by the UGC Centre for Women’s Studies Mangalore University. As you are one of the stakeholders, we request you to go through it and offer your constructive suggestions which will be valuable in promoting a Gender Sensitive Ethos in the University. Please mail your suggestions regarding the Policy with your name, address and contact number to [kudlawomencentre@gmail.com](mailto:kudlawomencentre@gmail.com)**

### **Preamble**

Mangalore University is committed to promoting gender equality and avoiding all forms of discrimination based on race, gender, sexual orientation, difference of ability, age, class, caste, and religious or ethnic affiliation in all of its domains. As a long term commitment towards this, and in pursuance of the guidelines of the Supreme Court of India on this matter, it has been decided to have a formally written and approved Gender Policy that would ensure the rights and safety of all women and girls within the purview of Mangalore University. This Gender Policy of Mangalore University will govern the University’s officers, teaching faculty, non-teaching staff (contract and regular), research scholars, students, visiting faculty as well as students and research scholars on short term assignments.

### **Goal**

Mangalore University will strive to create a gender sensitive and conducive working environment, ensure fairness and equity and promote equality between all human beings within its jurisdiction regardless of their gender.

## **Principles**

- Discrimination or inequity based on gender, sexual orientation, difference of ability, age, race, ethnicity, class, caste, or religious affiliation is never acceptable within any of the policies, initiatives and activities of Mangalore University.
- The promotion of gender equity is an integral part of Mangalore University programmes and projects and they will be designed to eliminate gender inequities.
- Sexual or gender-based violence or harassment of any kind will not be tolerated.

## **Objectives**

- To promote equal opportunities for all and to create a gender sensitive working environment at the workplace.
- To avoid and prevent the presence of any form of discrimination or inequity based on gender, as well as sexual orientation, difference of ability, age, race, ethnicity, class, caste or religious affiliation.
- To promote the equal participation of staff, research scholars and students in all the activities of Mangalore University as decision-makers in shaping the development of Mangalore University.
- To engage in programmes and initiatives to reduce gender inequities in access to and control over the resources of Mangalore University and in the process to promote and ensure gender equity and equality (in terms of rights and access to resources, responses and services) in strategies, projects and programmes.
- To eliminate discrimination, increase enrolment and retention rates of women.

- To improve the quality of education to facilitate life-long learning as well as development of occupational/vocational/technical skills.
- Developing gender sensitive curricula to address sex stereotyping as one of the causes of gender discrimination.

### **Implementation**

To achieve these goals and its objectives, Mangalore University shall undertake the following:

- Language used - spoken and written - will be gender-neutral and respectful, both in word choice and in discourse interaction.
- Gender equity will be implemented explicitly in all decisions concerning Mangalore University programmes, awards, and other initiatives, as well as in the formation of all committees and panels.
- Training in gender equity and non-discrimination will be made available to all student representatives, staff and research scholars of Mangalore University.
- Gender Sensitive training programmes will be given to all staff and research scholars at regular intervals.
- Ensuring equal opportunities among staff, equal wages for both women and men irrespective of gender, safe working conditions, promotion benefits, and training conducive for personal growth .
- Ensuring gender friendly facilities in the University like crèches, and women supervisors so that women workers may participate and perform in work areas without feeling insecure or disadvantaged.
- Ensuring equitable representation and participation of men and women in all Committees / Councils.
- Gender Audit will be conducted every three years. A major component of this should be a Safety Audit for the Campus.

- Adequate number of Ladies' Rooms and washrooms will be established. These washrooms will be furnished with adequate lights and bins.
- Rest rooms and washrooms for transgenders to be made available in the University and the same be ensured in all its constituent colleges and affiliated and autonomous Colleges.
- Gender disaggregated data to be collected and maintained every year by all administrative sections, academic departments and centres of the University.
- An Internal Committee will be formed to look into all complaints of sexual harassment. The constitution of an Internal Committee shall be made mandatory for all constituent, autonomous and affiliated Colleges.
- Any complaint of gender-based discrimination shall be addressed to the Chairperson of the Internal Committee constituted by the University.
- Information regarding the Internal Committee and its functions shall be given to all in order to deter and prevent harassment.
- Maternity and Paternity leave will be given as per statute and regulations to all employees.
- Overall, appropriate work conditions shall be provided in respect of work, leisure, health and hygiene to further ensure that there is no hostile environment towards women at workplaces and no woman employee should have reasonable grounds to believe that she is disadvantaged in connection with her employment.
- The Vice Chancellor/Registrar will comment in the Annual Report of the University and during the Convocation on the state of gender equity in the University, highlighting the successes and, where appropriate, on the shortcomings and plans to address those shortcomings.

- The Vice Chancellor/Registrar will constitute an adhoc committee to review and if necessary recommend any changes to the Gender Policy at least every three years.

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