



## Jamia Hamdard, New Delhi

<b>Policy Title- Gender Equity Policy</b>		
<b>1</b>	<b>Policy Number</b>	JH/IQAC/PD-09
<b>2</b>	<b>Brief Description the Policy</b>	GenderEquity means providing equal opportunities to both men and women in political, economic, education and health aspects. Gender equality is not only a fundamental human right, but a necessary foundation for a peaceful, prosperous, and sustainable Institution.
<b>3</b>	<b>Scope/Objectives</b>	<ul style="list-style-type: none"> <li>• Promote communications that represent unbiased representations of gender equity.</li> <li>• Conduct workshops that promote diversity and gender-sensitive communication for members and employees</li> <li>• Conduct regular awareness-raising activities among students and staff</li> </ul>
<b>4</b>	<b>Policy Applies To (please tick)</b>	All academics (teachers and students) Administrative Managerial processes in the university
<b>5</b>	<b>Last updated</b>	September 03, 2022
<b>6</b>	<b>Approved By</b>	Academic Council Board of Management
<b>7</b>	<b>Responsible Authority for Implementation and Monitoring</b>	Registrar, Equal Opportunity Cell
<b>8</b>	<b>Superseding Authority</b>	Competent Authority/Body of the University
<b>9</b>	<b>References for the policy (please tick)</b>	NAAC accreditation UGC/Govt. Directive

## **1. INTRODUCTION**

Jamia Hamdard (Deemed to be University) is an institution of higher ranking and in learning is committed to provide equal opportunities to all sections of the Jamia Hamdard (Deemed to be University) community and is dedicated to create a working environment with highest degree of ethical and virtuous work practices.

Gender equity policies over a period lead to gender equality that is the goal. Gender equity refers to measures adopted to ensure fairness and justice to women and gender-diverse people keeping in mind the kind of discrimination they may have faced earlier. It is to be accepted and recognized that men and women have different needs, weaknesses, strengths, and power and that these differences do not make one inferior to the other. These differences are to be recognized and addressed in a way that takes care of this imbalance. This way the individuals, organizations and thus the nation will prosper.

The principle of gender equality is enshrined in the Indian Constitution in its Preamble, Fundamental Rights, Fundamental Duties and Directive Principles.

At Jamia Hamdard, gender equality shall be accounted for and supported in all our work which confirms to the guidelines of the Government of India on the matter. The university particularly encourages the female members of the student body, faculty, and staff to participate in all the activities related to the organization. The Gender Policy of Jamia Hamdard, in its present format, does not cover only the students and employees of the institute but also embraces the larger community by promoting gender equality.

## **2. POLICY STATEMENT**

*All human beings, by virtue of their shared humanity, inherently possess equal dignity and rights. Jamia Hamdard strives to affirm and uphold such equal rights and opportunities for the larger spectrum of gender equality as enshrined in the Indian Constitution.*

## **3. OBJECTIVES**

- Create a gender-sensitive and Gender equal work environment.
- Provide equal opportunity to all the individuals belonging to diverse gender identities working in our organization including students, teachers, non-teaching staff, and the community.

- Promote an environment that encourages equal access to all the facilities of Jamia Hamdard to all the stakeholders regardless of gender.
- Encourage an atmosphere of respect and equality for all genders
- Promote and ensure a culture of safety to eliminate gender discrimination and harassment at the workplace.
- Provide equal access to all the genders especially the female gender in participation and decision making process.

#### **4. POLICY DESCRIPTION**

Jamia Hamdard strives to offer equal opportunity to all its students, staff and other stakeholders and ensure that there is no discrimination on any ground, with special emphasis on gender equality. The Constitution of India also ensures that women enjoy the same rights as men. There is little doubt that a country cannot progress if half of its population is left behind. The government of India, over the years since independence, has laid emphasis for women empowerment and emancipation in all organizations, especially the educational organizations. Studies have revealed that in India, women have been discriminated against and hence special care should be taken to this disadvantageous group.

We believe that Diversity and Inclusivity (D&I) at educational and workplace is an instrument for growth, and we value and celebrate the uniqueness of every individual by fostering an environment of inclusion and empowerment. Towards this we also ensure all our policies and practices are compliant and aligned to all applicable laws and regulations specific to Gender equality, diversity and inclusion.

Jamia Hamdard takes proactive measures and regularly organizes seminar, workshop, outreach programs to sensitize University students, staff and teachers towards gender equality. Different cells have been created to ensure no discrimination takes place. Also, grievance redressal system is in place in case someone witnesses any discrimination.

Based on the above considerations, the Jamia Hamdard (Deemed to be University) shall strive to maintain a working environment that is free from Gender inequality. This policy is subject to applicable regulations, qualifications, and merit of the individuals concerned. This Policy shall be consistently applied throughout the period of studentship (for students) and employment of the individual from the recruitment process until superannuation (for employees).

## **5. COVERAGE OF THE POLICY**

The Gender Equity policy of Jamia Hamdard for students and employees applies to the following areas:

- Working environment
- Rules and regulations
- Admission process
- Teaching, Learning & Assessment
- Recruitment and selection
- Promotions
- Grievances
- Job placement
- Professional development
- Wages and salaries
- Utilization of infrastructural Facilities
- Research and Consultancy

## **6. EXPECTED OUTCOMES**

The Outcomes of the Gender Equity policy are expected to result in as follows:

- Creation of a gender-sensitive work environment
- Provision of Equality and non-discrimination between women and men to the equal rights, responsibilities, and opportunities.
- Promotion of women's rights and the advancement of gender equality
- Provision of a supportive and comfortable environment for Female and Male students and staff on the campus
- Provision for equal opportunity to both genders (male and female) working in our organization namely students, teachers, and non-teaching staff.
- Encouragement to provide an environment of positive cultural values, respect, and equality for all genders especially the female gender
- Provision to provide equal access to all the facilities of Jamia Hamdard to all the stakeholders regardless of Gender.

- Provision to provide a safe and free environment for female and male students and staff for their rights.
- Provision of Capacity development and/or strengthening of staff, students' capacity, and competency in gender analysis.

## **7. COMMUNICATION OF POLICY**

All recruitment literature and employment advertising will indicate that Jamia Hamdard provides an Equal Opportunity to its all stakeholders whether Employer or students. Policy will be available on Jamia Hamdard website. It will also be displayed at all prominent places in the campus.

## **8. REVIEW TIMELINES**

The policy will be reviewed as per Government or UGC guidelines from time to time.