



Gender Equity and Prevention of Gender- Based Discrimination Policy- 2023 Sharnbasva University, Kalaburagi



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1. Introduction

Sharnbasva University is dedicated to the principles of the Constitution of India, ensuring equal rights and opportunities for all genders in every area of life – family, community, education, and work. The University follows national and international guidelines such as the United Nations Declaration of Human Rights (1962), the Convention on the Rights of the Child (1989), Education for All (1990), and the Beijing Declaration (1995). It works to include gender equality in all its academic and administrative activities.

Gender equity is central to the University's mission – ensuring fairness, justice, and equal access to opportunities for individuals of all genders. Discrimination in any form – whether in education, employment, or participation in University activities – contradicts these values.

Sharnbasva University fosters an environment free from gender-based discrimination, safeguarding against harassment and empowering individuals of all genders in every sphere of university life.

2. Need for the Policy

The University recognizes the need for a formal policy to:

- Address gender-based challenges within higher education.
- Ensure a safe and inclusive environment for women, men, and gender minorities.
- Eliminate stigma and discrimination, particularly against the transgender community, Across health, education, and employment sectors.

3. Objectives

- Create a supportive, safe, and inclusive environment for individuals of all genders.
- Promote gender equality, fairness, and justice in all University operations.
- Ensure compliance with applicable state, national, and UGC regulations.
- Provide effective mechanisms to address and redress gender-related grievances.



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4. Definitions

- **Discrimination:** Any action that results in differential treatment, exclusion, or favoritism based on gender, caste, religion, ethnicity, disability, or other identity markers, undermining equal participation in education or employment.
- **Equity:** Fairness in treatment, ensuring proportionate opportunities and recognition, acknowledging that equal treatment sometimes requires differentiated approaches.
- **Transgender:** An individual whose gender identity or expression differs from the sex assigned at birth.
- **Harassment:** Unwanted, persistent behaviour intended to degrade, intimidate, or create a hostile environment, including acts committed by external visitors or affiliates.
- **Workplace:** All University premises, including constituent colleges, departments, offices, hostels, residences, sports facilities, University transport, and any location visited during official duties.
- **Officer:** Any University employee with administrative responsibility.

5. Policy Statements

- **Commitment to Gender Equity:** The University pledges to integrate gender equity into all academic, administrative, and community engagement activities.
- **Management Framework:** A structured framework will guide policy implementation, defining stakeholder roles, monitoring, and regular review.
- **Inclusive Environment:** The University will provide an environment that transcends gender biases, ensuring equality in opportunities, rights, and responsibilities.

6. Policy Guidelines

6.1 Non-discrimination

- The University maintains zero tolerance towards gender-based discrimination and harassment.
- An online reporting mechanism will ensure confidentiality and protection for complainants.
- Disciplinary action will be taken against any employee or student found guilty of discrimination or harassment.
- All administrative officers must promptly report and address complaints, with penalties for delays or retaliation.



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The University has established:

- Women's Empowerment Cell
- Women's Club
- Internal Complaint Committee

These bodies will provide guidance, organize sensitization programs, raise awareness, educate on rights and regulations.

6.2 Non-discrimination against Sexual Minorities

- The University is committed to creating an inclusive campus for transgender and LGBT+ individuals, ensuring equal access to education, employment, and University facilities.
- Sensitization programs will be conducted for all stakeholders.

Note: This policy complements the University's Prevention of Sexual Harassment at the Workplace (POSH) policy, which details complaint mechanisms, procedures, and protections.