



NETAJI SUBHAS UNIVERSITY

Estd. Under Jharkhand State Private University Act, 2018

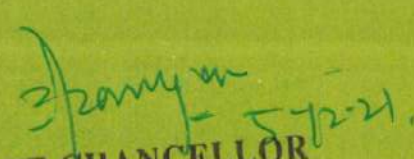
Approved by UGC under section 2(f), AICTE, PCI,
BCI, NCTE, INC & JNRC

POLICY FOR GENDER EQUITY AND SENSITIVITY



Registrar

Netaji Subhas University
Jamshedpur, Jharkhand



VICE CHANCELLOR
NETAJI SUBHAS UNIVERSITY
JAMSHEDPUR, JHARKHAND

NETAJI SUBHASUNIVERSITY,JAMSHEDPUR

Policy for Gender Equity and Sensitivity

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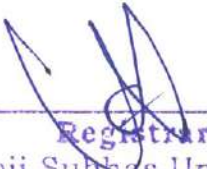
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Policy for Gender Equity and Sensitivity

PART - ONE

1.1 PREAMBLE

The Netaji Subhas University is established as per Jharkhand state private university Act 2018 and recognized under section 2(f) of UGC Act 1956. This University is committed to creating and maintaining a community in which students, teachers and non-teaching staff can work together in an environment free of all forms of gender violence, harassment, exploitation, intimidation and discrimination. Every member of the University community should be aware that while the University is committed to the right to freedom of expression and association, it strongly supports gender equality and opposes any form of gender discrimination and violence.

Netaji Subhas University strives to inculcate a zero tolerance stand towards all forms of discrimination and prohibit gender stereotyping. In order to achieve this, the knowledge, perspectives, actions and sensitivity of all staff and students must be harnessed to contribute to creating and sustaining at all times a gender just environment in learning, teaching, research, administration and management. This policy will guide all operations at Netaji Subhas University to ensure gender equity and gender sensitivity equal opportunity for women. This policy will be called the Netaji Subhas University Policy for Gender Equity and Sensitivity.

The University may identify, Departments, disciplines that will carry out focused work on gender equality, sensitivity and equal opportunity and diversity. In addition, all Netaji Subhas University employees and students have a responsibility to help ensure that the intentions of the policy are realized and that the principles of respect, tolerance and consideration are upheld in letter and spirit.

1.2 GUIDING PRINCIPLES

Gender equality is an international commitment and recognized as a prime Sustainable Development Netaji Subhas University. Gender inequality, violence and discrimination are condemned as a form of human rights violation, a transgression of common dignity and an infringement on life and liberty as defined by the Constitution of India and fundamental rights. India's support for gender equity, sensitivity and equal opportunity are expressed in Articles 14, 15, 16, 19(1)(g), 21, 29, 30 and others of the Constitution of India. India's ratification of the International Covenant on Economic, Social and Cultural Rights (in 1979) Civil and political

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right, and the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW, ratified in 1993), Resolutions of the Fourth World Conference on Women in Beijing in 1995 confirm the country's commitment to gender equity. This policy will be guided by the provisions in the following:

INTERNATIONAL INSTRUMENTS:

1. Universal Declaration of Human Rights, 1948
2. International Covenant on Economic, Social and Cultural Rights (ICESCR), 1966
3. Convention on the Elimination of All Forms of Discrimination against Women, 1979
4. Convention on Rights of Persons with Disabilities, 2006

INDIAN LEGISLATION:

1. The Sexual Harassment of Women at Workplace (Prevention, Prohibition And Redressal) Act, 2013
2. The Criminal Law (Amendment) Act, 2013
3. Protection of Women from Domestic Violence Act, 2005
4. The Indecent Representation of Women (Prohibition) Act, 1986
5. The Immoral Traffic (Prevention) Act, 1956
6. The Indian Penal Code, 1860
7. The Indian Evidence Act, 1872
8. POSCO ACT 2012

OTHERS

1. UGC Saksham Measures for Ensuring the Safety of Women and Programmes for Gender Sensitization on Campuses

1.3 OBJECTIVES OF THE POLICY

- a) To fulfil the National commitment to gender equality.
- b) To prevent violations of National Acts that prohibit gender injustices, aim to redress any violations of gender-based rights and to work towards the empowerment of women.
- c) To create a gender sensitive environment that respects gender diversity and the intersectionality of other marginalities.
- d) To ensure equal opportunity to all women without any discrimination.

- e) To evolve mechanisms for the prevention and redressal of gender-based violence and discrimination, including sexual harassment at the Netaji Subhas University.
- f) To ensure the implementation of this policy in letter and spirit.

PART- TWO

2.1 DEFINITIONS

Gender: While the term 'Gender' in a broader context refers to social constructions of attributes, relationships and opportunities associated with being male and female, for the purpose of this policy the term gender refers only to those who publicly identify with being female.

Employee means any person who is a current employee(teaching and non- teaching) of the University, and includes permanent, fulltime, part-time, and contracted staff.

Student means any person registered at Netaji Subhas University academic purposes.

Resources include physical resources as well as resources in terms of guidance, online resources, and academic resources

Facilities means all infrastructural facilities and educational facilities provided by the University

Equity means fair and equal treatment for all based on their needs. To ensure equity, treatment that is different but which is considered equivalent in terms of rights, benefits, obligations and opportunities might be required.

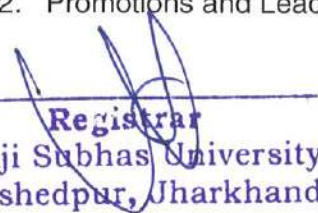
Unconscious Bias means a bias one may have towards a woman or women without conscious awareness of the impact of one's attitudes or behavior.

2.2 JURISDICTION

This policy covers any act of injustice, violence, discrimination and insensitivity to any female employee or student in Netaji Subhas University.

This policy will guide the Netaji Subhas University in all its activities and functions including:

1. Recruitment
2. Promotions and Leadership


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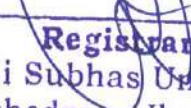
3. Staff Development Opportunities
4. Formation of Committees
5. Leave
6. Admission Process and Enrollment
7. Curriculum
8. Evaluation
9. Teacher-Student Relationship
10. Events and Programmes
11. Research and Teaching
12. Facilities and Resources
13. Training
14. Participation

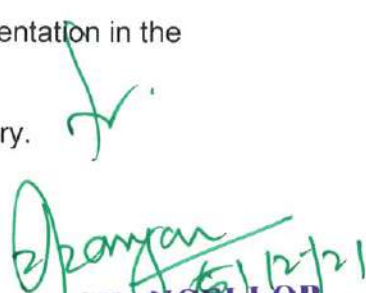
Not limited to the above.

2.3 IMPLEMENTING GUIDELINES


The Netaji Subhas University from time to time will set up Committees that will implement this policy. The mechanisms will include those Committees set up under different Acts such as the Internal Complaints Committees under the Sexual Harassment of Women at Workplace (PREVENTION, PROHIBITION and REDRESSAL) Act, 2013, etc.

1. Gender stereotyping will be prohibited.
2. All forms of bias and discrimination including unconscious bias against women will not be tolerated.
3. Gender sensitivity will be employed in all recruitment, promotions and opportunity for leadership, to uphold the policy of equal representation of men and women.
4. In selection of staff for professional development opportunities and training, there will be no gender-based discrimination.
5. Special focus will be given to improve women's participation and representation in the areas of discipline in which women are underrepresented.
6. In formation of any Committee, the representation of women is mandatory.
7. In keeping with National policies, women specific leave will be granted.
8. No student will be denied admission on the grounds of gender.


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9. Gender sensitivity will be employed in the design of curriculum and wherever applicable a gender specific analysis will be included in all disciplines.
10. In evaluating students, a policy of fair treatment of male and female students alike will be employed.
11. In organizing any event or Programme, including meetings and conferences, a gendersensitive approach will be undertaken and women staff and students will be given duerespect and representation.
12. The Guidelines for the **Gender Champions (GC) Programme** vide OM No.4-2/2014-WW dated 3 June 2015 of the Ministry of Women & Child Development, Government of India approved by the Academic Council of Netaji Subhas University in the year 2019, will be carriedout in letter and spirit along with the following additional mandates by Netaji Subhas University for the Programme, namely:
 - a) The stake holder of the university will be responsible for 1. Identifying the Nodal Teacher every year for the Gender Champions Programme, 2. Creating an adequate budget for GC activities and 3. Holding an award ceremony at the end of every academic year to present certificates on reports of work done.
 - b) At least one male student will be selected every year as a Gender Champion from the University and each of the affiliated colleges.
 - c) The GC's shall be made part of the Student Council in addition to existing positions on the Student Council.
 - d) GC's shall preferably be from the 1st year and Final year of the University/College programmes
 - e) Netaji Subhas University will conduct training Programme for teachers and GenderChampions to sensitize them on duties and responsibilities.
 - f) At the end of every academic year the Netaji Subhas University GC Committee will organize aState level event at which Nodal teachers will present the report of work done..
13. All the employees and the students will necessarily undergo gender awareness and sensitivity training.
14. Gender based research will be promoted across the disciplines.
15. Gender sensitive approaches will be practiced in teaching and learning processes across disciplines.


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16. Women specific infrastructure facilities will be provided on campuses. In creation of new development, renovation of existing infrastructure and other resources, women specific needs will be addressed.
17. UGC's 'Saksham' Measures for Ensuring the Safety of Women and Programmes for Gender Sensitization on Campuses will be followed.
18. Proactive measures will be undertaken to facilitate and encourage active participation of women students and employees in all activities of the University and its affiliated colleges.
19. International Women's Day and other days of gender importance will be commemorated by various Department of Netaji Subhas University.
20. Every Department of Netaji Subhas University will organize annually at least one Programme towards gender awareness and sensitization in addition to the ICC organized awareness and sensitization Programme and the activities of the Gender Champions Programme. With joint collaboration NSS and others.

2.4 TEACHER-STUDENT RELATIONSHIP

1. Teacher-student romantic or sexual relationships will be seen as an abuse of power by the teacher against the student, even if a complaint is not lodged by that or any other student. This issue adversely affects academic and professional ethics.
2. Particularly when the teacher concerned is a supervisor, mentor, educator, adviser and evaluator of that student it cannot be viewed as 'voluntary consent' by the student because of the inherent unequal nature of the relationship.
3. A student who has broken off a relationship is also vulnerable of being graded with low marks.
4. The student might fear victimization and therefore not be in a position to opt out of the relationship with the teacher. The student might feel vulnerable and fear biased evaluation.
5. There is also the possibility that the student has felt pressurized all along to "consent" to the relationship for fear of being victimized.
6. Even if academic evaluations are kept completely independent of personal involvements, it is likely that there will be an appearance of bias in the eyes of other students and staff. The other students in the class might suspect favoritism including in evaluation and grading. Faculty members/teachers have a responsibility to avoid any

apparent or actual conflict between their professional responsibilities and personal relationships with students.

7. The following are instituted to protect the rights of women students, to prevent sexual abuse or any unfair advantage or disadvantage resulting from personal relationships and to preserve the integrity and objectivity of the educational process:

a) Sexual relationships between teachers and students represent a serious conflict of interest and abuse of trust. There is considerable trust vested in a faculty member, who, in turn, bears authority and accountability and therefore this trust should not be abused. There is inherent unequal power by virtue of the teacher's role and title, which heightens the vulnerability of students and the potential for coercion in such relationships.

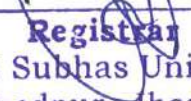
b) It is the duty of the teacher to maintain the boundaries between intellectual development and personal life.

c) In the interest of upholding ideals of the learning process, a teacher who is in a romantic/sexual relationship with a student should be removed from supervision and evaluation, as the possibility of favoritism in assessment is possible.

d) Most students would be apprehensive about lodging a formal written complaint particularly when they are aware that there is no clear policy mandate against a teacher student romantic/ sexual liaison. This policy should therefore supplement the existing policy on Sexual Harassment and allow for inquiries to be conducted by institutional heads into reports that are brought to their notice even in the absence of written complaints. If such reports appear to be accurate, disciplinary action and remedial measures against the teacher or supervisor involved should be taken.

2.5 GENDER GRIEVANCE CELL (GG CELL)

1. A GG CELL will be set up at Netaji Subhas University and in each of its affiliated colleges to oversee the implementation of the Policy and the evaluation of any grievances.


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2. The GG CELL will have equal representation of male and female employees and students.
3. The GG CELL will document gender disaggregated data in all aspects of the functioning of the University/colleges.
4. The GG CELL will submit its report to the head of the Institution every year. Even if there is no grievance in a particular year, the GG CELL will submit a report of the prevention and other activities undertaken to implement the Policy.
5. Grievances received by the GG CELL should be reported to the Head of the Institution and referred to the relevant body for redress within one month.

Under this policy, Each Committee shall be composed of:

- i. Chairman
- ii. Co-Chairman
- iii. CO- Coordinator
- iv. Member(Nominated by VC)
- v. Member (External)

The woman shall be consisted of 2/3 of the total member in each committee.


2.6 AMENDMENTS TO THE POLICY

1. No amendment to this policy can be made without prior Consultation with all the stakeholders of the University.
2. Any recommendation for amendment should be circulated and stakeholders given no less than a month to furnish their response.

PART - THREE

3.1 FINANCIAL ASSISTANCE

1. The Netaji Subhas University will create a special and adequate Budget Head for the implementation of the Gender Equity, Sensitivity and Equal Opportunity Policy and the activities of the Committees constituted.


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PART- FOUR

4.1 ADDITIONAL MEASURES

This policy considers other relevant Netaji Subhas University Programmes, Policies, related documents and initiatives, including:

1. Netaji Subhas University Policy (Preventive and Remedial) on Sexual Harassment of Women at the Workplace (Currently being modified) and the Internal Complaints Committee set up under the POSH Act 2013,

PART - FIVE

UGC Saksham Measures for Ensuring the Safety of Women and Programmes for Gender Sensitization on Campuses

2. Netaji Subhas University Gender Programme.
3. Equal Opportunity Cell and SC/ST/OBC/DIVYAN-JAN Cell.
4. Netaji Subhas University Guidelines for Academic/ Research Ethics
5. Grievance Redressal Committee
6. Anti-Ragging Committee


PART SIX

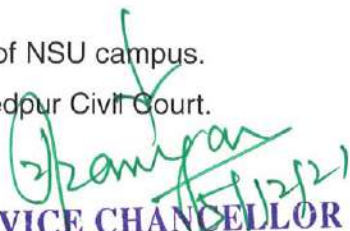
ACCOUNTABILITY AND TRANSPARENCY

1. Setting up of GG CELL is a mandatory requirement under this Policy for the Netaji Subhas University.
2. A minimum of two meetings per year is mandatory for the GG CELL.
3. Names and contact details of all the GG CELL members should be displayed on the University/College website and in prominent places on the campus.

PART – SEVEN

This policy will be applicable within the territorial limit within premises of NSU campus. Any dispute relating to this policy shall be subject to jurisdiction of Jamshedpur Civil Court.


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