



# **SRI BALAJI VIDYAPEETH**

Deemed-to-be University

U/S 3 of UGC Act 1956

Accredited with 'A' grade in the First Cycle by NAAC

## **SBV POLICY ON GENDERCARE– 2019**

**SRI BALAJI VIDYAPEETH (SBV)**  
(DEEMED-TO-BE-UNIVERSITY)  
ACCREDITED WITH "A" GRADE BY NAACIN THE FIRST CYCLE  
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## **TITLE AND APPLICABILITY:**

### **SBV POLICY ON GENDER CARE - 2019**

The policy on Gender Sensitization would henceforth be known as **SBV POLICY ON GENDER CARE - 2019**.

### **PREAMBLE:**

The concept of gender equity acquires great importance in the general context and more so at the work place. Gender equity essentially refers to the fair treatment provided to people of all sex and gender in compliance with the needs. However, it must be emphasized that equal treatment has to be upheld in terms of the rights conferred on them, benefits provided and obligations, besides, opportunities. This is in total compliance with the International Labor Office (ILO) of year 2000.

Gender sensitization is much more relevant as compared to gender sensitivity which is synonymous with enhancing gender equality concerns by facilitating awareness. It is in this context that Universities and Higher Education Institutes (HEI) need to instill positive thought to facilitate viable expressions on various gender related issues. By doing so, SBV in particular would contribute significantly in enhancing the future population about awareness on gender issues, in general and gender discriminations in particular.

It needs to be pointed out that the campus life is distinct as depicted by different academic courses and programs that would essentially focus on many aspects of ethos tradition and most importantly moral or ethical considerations.

In view of the above mentioned facets, SBV has framed a policy on Gender Care, keeping in view the directives of Government of India as reflected in the guidelines that would be issued by the apex commission from time to time.

### **PURPOSE AND SCOPE**

SBV and its Constituent Colleges, AHS and Centers are always sensitive to issues of gender. The SBV has always been addressing the inequity in its staff pattern by giving ample opportunities to female employees to get associated with the cause of the institution. Hence, the policy has been prepared on the relevant guidelines laid down by the Supreme Court on this issue and with the hope that the formal Gender Policy will give an encouragement to the effort by ensuring a proper Gender Sensitive working culture at all levels. The Gender Care Policy is also targeted to reach the communities beyond SBV's own employees through the Rural and Urban Health Training centers.

### **APPLICABILITY**

This policy applies to all employees of Sri BalajiVidyapeeth and its constituent colleges, AHS, School of Pharmacy and its centers.

## **OBJECTIVES**

The objectives of the GenderCare can be enumerated as under:

- a. Promoting equal opportunities for male and female staff and create a gender sensitive working environment at the workplace and promoting equity and equality between men and women and also the other.
- b. Promoting and ensuring gender equity and equality in relation to the rights and access to resources and services in work assignments, projects and programs in the working environment so that all employees and targeted persons can be the ultimate beneficiaries of this policy.
- c. Acting as an effective deterrent against gender discrimination and harassment both in the work place and in other related areas and eliminating harassment and discrimination on the basis of gender.
- d. Studying the current system to determine the gender balance or imbalance by conducting gender analysis.
- e. Ensuring fairness and equity as a right for all in the outcomes of the development through processes of social transformation.

## **ACTIVITIES AND FUNCTIONS**

### **A. Capacity Building of Staff on Gender Issue:**

- Facilitating staff capacity building processes and trainings to enhance perspectives and conceptual clarity on gender issues and conducting trainings, both internal and external to facilitate gender sensitiveness. Conducting gender trainings for both men and women employees and ensuring participation of women in all level field meetings.

### **B. Building a Gender Sensitive work place:**

- Providing a safe and secure work place for women staff which is free from sexual harassment/discrimination. A separate policy for sexual harassment has been prepared to deal with the instances of sexual harassment/discrimination as and when reported.
- Extending work related concessions and relaxations for women employees based on situations and requirements that may be decided as a policy.

### **C. Making provision for Maternity/Paternity Leave:**

- A woman employee will be eligible for statutory maternity leave.
- Similarly in case of miscarriage/abortion eligible employees on roles will be entitled to statutory benefits.
- Male employees will be entitled to relevant benefits as per the policy.

#### **D. Organizational Policies and Systems to reflect Gender Needs:**

- Ensuring that all HR systems and policies are gender sensitive and responsive and integrating indicators into staff performance appraisal systems.
- Ensuring conceptual clarity and sensitivity on gender issues and will be one of the important selection criteria in recruitment processes.

#### **E. Ensuring Women participation and Empowerment:**

- Taking care to ensure that the benefits accrued to women in applicable plans and procedures of the government should be extended accordingly, as applicable.
- Empowering Women Employees by informing them about their rights and related laws of the land through training and programs conducted at regular intervals.
- Furthering efforts to promote participation of women in their fields to enhance their rights and resources.
- Ensuring equal wages for equal work for both men and women and ensuring gender friendly facilities in the work place.
- Constitution of Women Empowerment Cell in order to ensure Women Empowerment in the work place.

#### **F. Gender Sensitization for Students:**

- Apart from its employees SBV also takes into its fold the necessity for sensitization of UG and PG students of the Constituent Colleges, AHS and centers based on the guidelines provided by the University Grants Commission.
- The students will be encouraged to understand this inherent complexity and diversity and to address the issue by exploring where men and women are in the structure of the College/University, such as in different disciplines, in administration etc.
- The students may be encouraged to look into the composition of the students unions and groups and the respective roles played by the male and female students.
- Making the students to understand and combat sexual harassment and providing rule and guidelines on what amounts to sexual harassment and discrimination. Sensitizing the students to the UGC guidelines and providing safeguards and protection to the affected including deterrent action.

- Conducting workshops on gender, masculinities, sexual harassment, laws and rights which are an essential aspect of gender sensitization. Preparing course modules for the students which will include the following components:-
  - What is Gender? Providing illustrations
  - Recognizing diversity in gender and sexuality
  - The interconnection of gender relationships with other axes of inequality and discrimination such as caste, class, region, minority identity, disability etc.
  - Gender equality in interpersonal relationships
  - Power and violence against women
  - Understanding Sexual Harassment on campus and how to deal with it
  - Legal Provisions in relation to what constitutes sexual harassment, dealing with an event of sexual harassment, guidelines for a complaint, redressal of sexual harassment and disciplinary action etc.
  - Interaction with other laws and rules such as sections of Indian Penal Code, Prevention of Atrocities Act, Anti Dowry Legislations, Service Conditions of Employees and existing disciplinary committees, making a complaint under IPC, procedures to be followed under the Sexual Harassment Enactment.

The SBV Gender Care Policy will be understood in conjunction with the Women Empowerment Policy and Prevention of Sexual Harassment Policy.

#### **G. Equity:**

- Admissions - Admissions into courses that are governed by the Common Entrance Test conducted by the University, Gender equity will be followed and there is no discrimination or favour for any gender. Moreover equal opportunities will be provided to Third genders in admissions into various programmes offered by the University.
- Employment - SBV strive its best in upholding the Gender equity in employing staff, faculty to different posts. SBV does not have any preference of gender for any of its posts and all the posts are open for all genders to apply, however, equity would be ensured in all such appointments from time to time.
- Safety and Security - SBV will take utmost care in ensuring safety and security to all its employees. In addition to this SBV would ensure the

vulnerable sections if any will be protected and efforts would be made to remove the feeling of insecurity among the sexes.

- Facilities - SBV will ensure that provision of facilities will be equally done for all the genders and SBV will ensure that there will not be any deficiency in facilities available for any gender.

**INVOLVEMENT OF MEDIA, IF ANY**

The aggrieved or the Offender will not be eligible to contact the print and visual media on any issue related to the interim redressal or complete verdict.

**INVOLVEMENT, IF ANY OF MAJOR FINANCIAL IMPLICATIONS CONCERNING EXTERNAL AGENCIES:**

The financial implications would denote compensation to the aggrieved and external agencies would not figure either in the redressal or the punitive measures inflicted.

**EXCEPTIONS, IF ANY:**

Not applicable

**ANY OTHER PERTINENT DETAILS:**

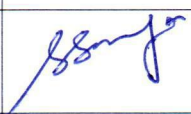

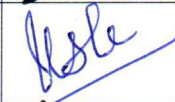


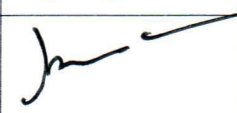
Not applicable

**ENQUIRIES:**

All enquiries, in confidence, should be addressed to the Legal Officer with a copy marked to the Registrar.

**APPELLATE AUTHORITY:**

For all difficulties pertaining to this policy, the power to remove difficulties rests with the Vice Chancellor.

Sl.No	Role	Name	Designation	Signature
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Approved by: Prof. A.R. Srinivasan, Registrar, SBV:

