



# **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 WOMEN EMPOWERMENT - WE@SBV - 2019**

**SRI BALAJI VIDYAPEETH (SBV)**  
(DEEMED-TO-BE-UNIVERSITY)  
ACCREDITED WITH "A" GRADE BY NAAC IN THE FIRST CYCLE  
PILLAIYARKUPPAM, PONDICHERRY 607 402



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Document Number: SBV/ WE/PL/01/2019

Prepared by	Reviewed by	Approved by
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<b>Date:</b> 30.10.2019	<b>Date:</b> 23.11.2019	<b>Date:</b> 10.12.2019
<b>BoM Approval</b>	17.12.2019	
<b>Released by</b>	<b>IQAC</b>	<b>17.12.2019</b>

## **TITLE AND APPLICABILITY:**

### **SBV POLICY ON WOMEN EMPOWERMENT - WE@SBV - 2019**

The policy on Women Empowerment would henceforth be known as **SBV POLICY ON WOMEN EMPOWERMENT - WE@SBV - 2019**.

## **PREAMBLE**

Sri Balaji Vidyapeeth (SBV) is a Health Sciences Deemed-to-be-University accredited by NAAC with "A" Grade. SBV is one among the top 100 Universities in India, as per India Rankings 2019 published by NIRF (Ministry of Human Resources, Government of India).

Women Empowerment at higher education institutions assumes great relevance at Indian Universities, thanks to the directives of the Ministry of Social Welfare and Ministry of Human Resource Development. Adopting an environment, wherein women occupy top positions in academics and administration would augur well for the nation. Pradhan Mantri Mudra Yojana, and Sukanya Samridhi Yojana are some of the schemes elaborated by the Government of India that vividly depict women empowerment at the national level.

SBV has taken cognizance of women empowerment and would implement in letter, spirit and action. This is already manifesting in the form of top women administrators who don an active role in the overall growth and development of the organization.

## **PURPOSE**

The Women Cell of SBV believes that gender equity and the dignity is the basic right of every woman and that it is the responsibility of the institution where woman are working to ensure that women's rights, respect, privileges, physical, psychological, economic social and cultural development are protected within the campus. SBV is responsible to provide for such holistic wellbeing to every woman.

## **SCOPE**

The scope of the policy is based on women empowerment with particular reference to the initiatives of the Government of India. Wherein the Indian constitution not only grants equality to women but also empowers the States and Union Territories of India to adopt women empowerment within the framework of our democracy. The equal accorded to women also acquires relevance in the light of the convention on elimination of all forms of discriminations against women. This is known as CEDAW, 1993. The policy is based on the guidelines of Vishaka guidelines promulgated by the Supreme Court in 1997 and superseded in 2013 by the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act.

## **APPLICABILITY**

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

## **OBJECTIVES**

The objectives of the Women Empowerment Cell can be enumerated as under:

- a. The Goal of the Policy is to bring about the advancement, development and empowerment of women with the hope to ensure that the policy is widely disseminated so as to encourage active participation of all stakeholders.
- b. Providing Gender Equity in all aspects in the work place.
- c. Upholding the dignity of woman at SBV and its Constituent Colleges and Educational Centers.
- d. Facilitating a gender - sensitive and congenial working environment at the work place so that all female employees in all categories or female students are not subjected to gender-specific discrimination or sexual harassment.
- e. Addressing the issues and grievances of woman in workplace.
- f. Empowering all female employees and students at SBV in all perspectives to attain holistic wellbeing and ensuring equal access to women healthcare, quality education at all levels, career and vocational guidance.

## **ACTIVITIES AND FUNCTIONS**

- The Women Cell will ensure that meetings are held at least once in three months
- Conducting periodical sensitization programs on various aspects namely the role of women cell, gender equity protection against sexual harassment, institutional complaints, counseling related to physical and mental abuse, gender discrimination behavior etc. for all female employees and students.
- Conducting annual workshops/seminars/panel discussion.
- Celebrating International Women's Day by conducting welfare activities for women at SBV like screening of Breast Cancer, Cervical Cancer free of cost.
- Providing concession for healthcare services for women.
- Conducting enquiry into any complaint received from women related to workplace harassment or sexual harassment and submitting findings for necessary actions.

## **CONSTITUTION OF WOMEN EMPOWERMENT CELL**

- The Women Empowerment Cell Consists of one Chairperson, Vice-chairperson, Member-Secretary and eight members, including one external member. All members will be women.
- The Job responsibilities for the Chairperson, Member-Secretary and members have been defined in the Annexure enclosed.

## **UNDERSTANDING HARASSMENT AND THE PROCEDURE TO BE ADOPTED IN CASE OF COMPLAINTS**

- Harassment consists of any unwelcome sexually determined behavior (Physical, Verbal or any other form) which violates a woman's dignity and interferes with her ability to operate freely at workplace and also includes gender-based discriminatory behavior.
- The Supreme Court has given guidelines to define sexual harassment which include:
  - Physical Contact and advances
  - Demand or request for sexual favors
  - Sexually colored remarks
  - Display of pornography
  - Any other unwelcome physical, verbal or non-verbal conduct of a sexual nature
- In many instances such harassment goes unpunished mainly because of the hesitation shown by the woman to report such behavior out of shame or fear or both. Hence, the Women's Cell has been created with the aim of providing woman a platform to complain without any fear or hesitation.
- The Women's Committee intends to reduce the sense of shame and to encourage the woman to submit complaints, in case of any offensive behavior and not to ignore the harassment with the hope that it will stop on its own. To keep a record of all incidents of sexual harassment and file a formal complaint for necessary action.
- Any woman employee academic or non-academic or students can approach the Women Cell for redressal.
- In case of sexual harassment, the provisions of "The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013" will be followed for necessary action. (The copy of the Enactment is enclosed and will form part and parcel of this policy document).

### **INVOLVEMENT OF MEDIA, IF ANY**

All activities aimed at equality, equity and empowerment would be given maximum publicity through audio visual and print media.

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

Not Applicable

**EXCEPTIONS, IF ANY**

Not applicable

**ANY OTHER PERTINENT DETAILS**

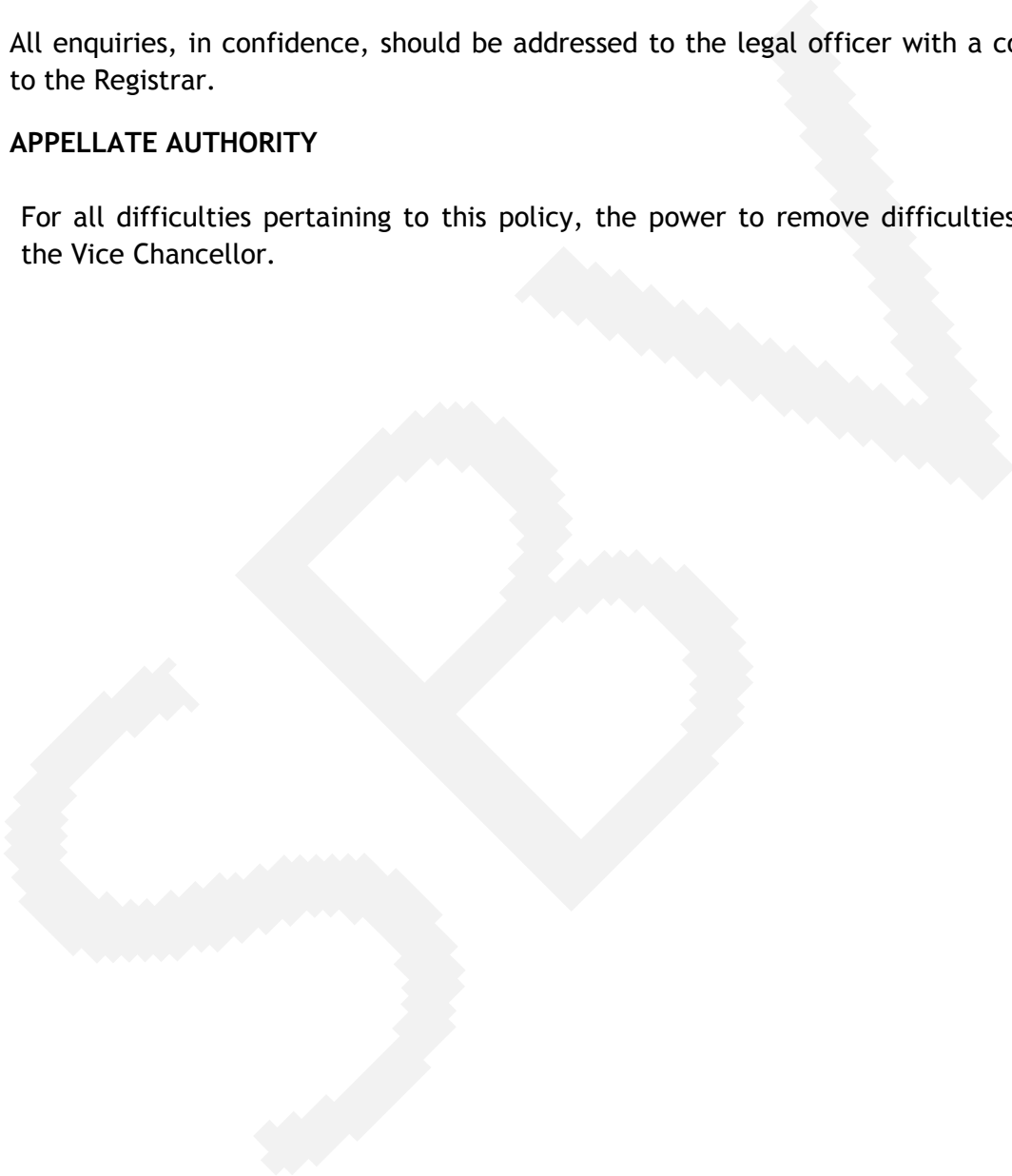
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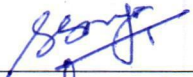
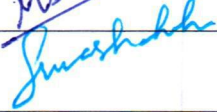

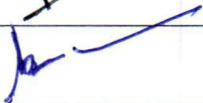
**ENQUIRIES**

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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		Dr. Swati Jayant Pawar	Deputy Medical Superintendent, MGMCRI	
		Mr. Ralph Alexander Matthews	Legal Officer & Head, HR	
2	Reviewed by	Mrs. Asha Suresh Babu	General Manager (Admin)	

Approved by: Dr. A.R. Srinivasan, Registrar, SBV

