Policy on Gender Equity and Sensitization

Policy No. PGE 2017

KLU/IQAC/PGE/2017/01

Approved by BoM on 15.7.2018

KALASALINGAM ACADEMY OF RESEARCH AND EDUCATION
(Deemed to be University)
(Under the section 3 of the UGC Act 1956)
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Anand Nagar, Krishnankoil-626126, Srivilliputtur (Via), Tamil Nadu, India.

Policy Preparation and Verification Team

Prepared by	Dr. P. Deepalakshmi, Professor/CSE
Reviewed by	Dr. P. Sivakumar, Professor / ECE
Recommended by	Dr. B. Subathra, Professor / EIE
Approved by	Vice Chancellor

Policy on Gender Equity and Sensitization

1. Preamble

Since its inception, Kalasalingam Academy of Research and Education (KARE), has given importance to gender issues. The institution always ensured to have an inclusive workforce, where in all the members of the community are equally valued. This also includes diversity in all levels particularly in the appointment of women in leadership positions and in the Board of Management. A balanced approach is adopted not only in student enrolment but also in the employment of faculty and staff and their retention. KARE always support women in education that is being reflected in the enrolment ratio, with more girl students are being enrolled in various programs. and a high percentage of female workforce.

The judgements of the 2014 Supreme court order recognizing the 3rd gender and its 2018 order scrapping section 377 of the Indian Penal Code has legitimized the LGBT community in India. The improvement of the economic status of women is a key factor in the national priority of inclusive economic growth across the country, which in turn helps the achievement of the sustainable development goals (SDGs) set forth by the United Nations (UN).

2. Purpose

- To organize various programs on gender sensitization
- To promote gender equality and to empower women by providing them equal opportunities
- To create forums for representing their grievances and adopt redressal mechanisms

3. Scope of the Policy

The policy is relevant to all the members of the campus community including the faculty, staff and students.

4. Policy Statement

KARE is of the belief that all people, regardless of gender, age, disability, sex, sexual orientation, race, ethnicity, socioeconomic status, religion, nationality or other differences are equal and have equal rights. The university has adopted the Vishaka guidelines, towards prevention of sexual

harassment as part of the Grievances Redressal Policy since 2016. The institution enforces this belief on the campus community and wants its members to recognize gender equity and the campus is sensitized to respect the personal beliefs and attitudes of others.

5. Gender Care in Appointment and Promotion of Faculty

The institution always willing to provide equal opportunities for men, women and transgender and also take steps to empower women. All would be treated equally in the appointment without any gender bias leading to the appointment of more women as faculty members and non-teaching staff. Promotion of faculty members would be done through an established appraisal system by providing equal opportunity to all the faculty members.

6. Gender Equity in Leadership Positions

The institution is committed to gender equality in leadership positions such as Heads of Departments, Deans and Directors and would adopt gender equality in the appoint to decision making bodies such as the Board of Management.

7. Gender concern in community

The institution ensures to promote gender equality as a universal fundamental right not only within the KARE campus, but also in the community. The institution would motivate young faculty members to apply for various research opportunities like summer fellowships, post-doctoral and young scientist programs and research grants.

The institution would take steps to safeguard the rights of women and provide adequate security in the campus. Special attention would be paid to women's needs by providing sanitary napkin dispensers, disposal equipment, common rooms, gender-neutral washrooms etc.

8. Gender sensitisation action plan and implementation

The institution would take steps to strengthen the activities of Women Empowerment Cell. Adequate monitoring mechanisms would be put in place through the Internal Complaints Committee to ensure there is no violence or discrimination against anyone.

Various programs would be organized on Gender Equity to sensitize the campus community on gender related issues that includes women and LGBT community The institution has a zero-tolerance policy on any kind of discrimination, stereotyping or prejudice, and the same is communicated regularly to the campus community.

9. Gender budget

Adequate budget would be allotted to various gender sensitization activities as proposed by Women Empowerment Cell and various other divisions.

10. Gender equity in sports and cultural activities

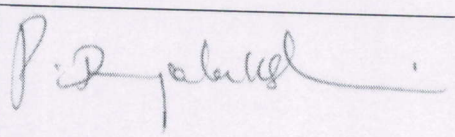
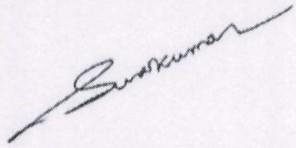
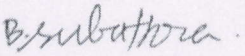
The institution would adopt a gender equality in all the sports and cultural activities that are either intra-campus or inter campus.

Vice-Chancellor

Name: Dr. S. Saravanasankar

Copy submitted to the Chancellor & Vice Presidents – for the favour of information
CC to: Registrar, Controller of Examinations, Directors and Deans
CC to: All HoDs with request to circulate among Faculty members and Web Admin

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