# Gender Policy

Throughout the world, attention is focused on the status of women and the need to improve the condition of their lives, and highlight the benefit of a society where women and men participate as equals in all aspects of social, economic and political life. Higher education campuses have a special role in promoting gender equity between women and men. They are responsible for ensuring that what is taught and learned contributes in a positive way to the lives of both boys and girls. As educators one must ensure that female and male students have equal access to the knowledge and skills that campuses can provide. The stakeholders in the higher education system must ensure for equal participation of female and male students in class rooms, thus achieving the vision of **Vivekananda Institute of Professional Studies (VIPS),** which has always been sensitive towards gender issues. In order to deal with issues related to gender, the Institute has a Gender Policy in place which conforms to the guidelines of the Supreme Court on the matter. The institute encourages the female members of the student body, faculty and staff to participate in all the activities related to the organisation. The Gender Policy of the institute supports the efforts by ensuring a gender sensitive work culture to all the employees. The Gender Policy of **VIPS**, in its present format, does not cover only the students and employees of the institute but also embraces the larger community by promoting gender equality. The whole campus, including the academic and administrative offices and the common areas, comes within the ambit of the Policy.

## Meaning

Gender equity refers to fairness and justice in the distribution of benefits and responsibilities between women and men. The concept recognizes that women and men have different needs and power and that these differences should be identified and addressed in a manner that rectifies the imbalance between the sexes. Equity is not maintained where there is discrimination. Discrimination involves treating the sexes differently in ways that suggest that one is inherently inferior to the other. Being treated differently in areas of learning and related activities can and does affect the distribution of political, economic and social benefits and influence.

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The education system in the **VIPS** campus has a role and responsibility in contributing to a socially just society. It is done by ensuring equal and fair access to, participation in and outcomes from the education provided for female and male students. In order that all citizens have an equal opportunity to participate in and benefit from the development of the country, aspirations, achievements and life choices of students must not be constrained by gender. Understanding gender equity in education enables students and educators to recognize and provide remedies for the constraints and inequalities that may result from not understanding constructions of gender. The Gender Equity in campus Policy aims to develop every individual in a holistic manner.

## Objectives

- To provide equal opportunities to both male and female students and employees and create a gender sensitive work environment.
- To promote and ensure gender equality by providing both male and female students and employees equal access to the resources, facilities and services of the institute
- To eliminate gender discrimination and harassment at the workplace.
- To ensure equity of treatment as a right for all.

## Major Elements of the Policy

- Giving priority to recruiting and retaining adequate female members at all levels of the organisation to maintain gender balance in staffing pattern
- Ensuring equal opportunities in terms of working conditions, growth and training to all the employees, irrespective of gender
- Assuring equitable representation and participation of both the male and female members in various functional committees of the institution
- Promoting and facilitating gender sensitive capacity building trainings to enhance perspectives and conceptual clarity on gender issues
- Ensuring participation of women employees in all the field level meetings and trainings

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- Providing a safe and secure campus to the female members with a Grievance Redressal Cell to deter and prevent any kind of grievance.

- Constitution of the Internal Complaint Committee (ICC-SH) which takes care of every gender related issue at the institute.

- Framing and disseminating information/rules to ensure safe and conducive environment for all the female members of the institution

- Making Provisions for Maternity/Paternity Leave Benefits for the employees

- Making all HR systems and policies gender-sensitive and responsive, and integrating gender indicators into staff performance appraisal systems

- Ensuring that the conceptual clarity and sensitivity on gender issues will be one of the important selection criteria in recruitment processes and capacity building efforts of staff

- Encouraging the girl students to avail special employment programme offered by various organizations

- Organizing self defence programmes for female students

- Developing entrepreneurship spirit among girl students and facilitating and supporting any start-ups by them under the Entrepreneurship Development Cell initiatives

- Organizing Outreach programs for gender sensitization and undertaking various initiatives to stimulate gender sensitization issues and spread awareness about gender equity

- Safeguarding female students through a twenty-four-hour CCTV surveillance covering almost every corner of the college premises.

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