



H I M G I R I
ZEE UNIVERSITY
[Estd. Under Uttaranchal State Act. No. 17, 2003. Approved by UGC Under Sec. 2(f)]
DEHRADUN



POLICY FOR GENDER EQUITY

0	06-10-2022	Issued for Implementation
Revision No.	Date of Implementation	Description
		Policy for Gender Equity



Signature

INTRODUCTION:

Gender Equality is the 5th major goal adopted by the United Nations among the 17 Sustainable Development Goals (SDGs). The Constitution of India also acknowledges the principle of gender equality in its Preamble, Fundamental Rights, and under the Directive Principles of various National and State Policies which called for the mainstreaming of gender issues. Hence, it is essential that the essence and spirit of these declarations become part of day-to-day life, especially in the academic system.

Himgiri Zee University (HZU) nurtures an organizational culture that immensely values equity and believes firmly in social responsibility and transformation. HZU aims to develop a safe and secure academic atmosphere for all, regardless of diversities in identities of gender, sex, race, class, caste, ethnicity, language and disability. The University attempts to provide a dynamic and comprehensive intellectual community, including a safe and supportive working and learning environment for people of all genders. To perceive these objectives, the University executes a range of measures to forbid gender-based discrimination against students and staff.

Understanding gender equity in education enables students and educators to recognize and remedy the constraints and inequalities that may result from not understanding the constructions of gender. The Gender Equity Policy in campus aims to develop every individual to their full potential. The policy document is a result of HZU's determination to establish an environment that convey gender equity and set out the vision of woman's development through education.

AIM:

The overall aim of this policy is to create a clear vision and system to guide the processes of developing procedures and practices which will serve to assure equal rights and opportunities for women and men (including faculty, staff and students) in all spheres of the University.

OBJECTIVES:

- To provide equal opportunities to all genders in entire sphere of HZU.
- To refine and promote gender equality and diversity in the HZU campus through improving recruitment and retention practices.
- To encourage a high-quality employee thoughtful of the gender diversity.
- To promote gender inclusive and sharing decision making.
- To reinforce women employees and girl students in recognizing and attainment of their full human rights.

POLICY STATEMENT:

Gender equality is at the center of Himgiri Zee University's objectives and functions. This policy aims at ensuring all the genders (including faculty, staff and students) are considered equal and treated equally in terms of dignity and rights.



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UNDER GENDER EQUITY POLICY UNIVERSITY WILL:

- Develop a working environment where all stakeholders are treated with respect and dignity.
- Ensure that nobody is disadvantaged by conditions or requirements which cannot be shown to be relevant to performance.
- Challenge or take exception to any discriminatory behaviors or attitudes wherever they occur.
- Respond rapidly and sensitively to any incidences of discrimination.

SCOPE OF THE POLICY:

- Ensure all students and employees have an understanding of gender issues and the objectives of this policy.
- Gender sensitivity will be engaged in all recruitment, promotions, and opportunity for leadership, to encourage the policy of equal account of men and women.
- Engage impartially and equitably with all the staff and other members of the HZU community, regardless of their gender, in a positive, respectful, and constructive manner.
- All types of gender stereotypes, bias, and favoritism will be banned and not be tolerated.
- Assist a gender-aware and gender-responsive culture throughout the campus that values gender equality and integrates gender considerations in each aspect.
- Ensure all employees and students have similar opportunity to participate in and contribute at all levels of the University and to receive appropriate acknowledgment and impartial reward for that participation and contribution.
- Proactive measures will be undertaken to assist and promote the active participation of women students and employees in all activities of HZU.
- Gender specific infrastructure facilities will be provided in campus.
- In the formation of any committee, the representation of women is compulsory.
- Every School will organize at least one program a year towards gender awareness and sensitization. All the employees and the students of HZU will inevitably undertake gender awareness and sensitivity programs.


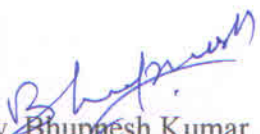
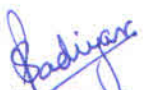
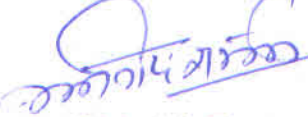


- Providing of a curriculum in which, content, language and methodology meets the educational demands of students of both genders.
- Provision of a curriculum which take exception to unfair cultural practices and recognizes the contribution of women to society.
- Appreciate and respects positive cultural values and individual differences of all genders.
- Encouragement in the development of the right attitude, conduct and behavior in all students which anchors the social responsibility, empathy, and sensitiveness towards all genders in society.
- Preparing all students to recognize their rights to personal respect and safety and provision of an environment that is safe and free from all forms of harassment and violence.
- Provision of learning skills and support facilities in the campus to ensure that the capabilities of all students are equally realized.
- Molding effective changes and lasting improvements on the campus whereby there is a high degree of awareness, understanding and acceptance of the educational needs of girl students by involving all the stakeholders i.e., students, parents, faculty, support staff and the management.

CONCLUSION

The principles, strategies and guidelines summarized in this Gender Equity Policy represent the pursuit of the identification of the equality of all genders by the Constitution of India and the respect of the human rights provided in the Universal Declaration of Human Rights that all institutions should provide equal opportunity for both men and women citizens.

The effective implementation of these policy objectives will depend on the united and determined collaborative efforts, responsibility and willingness of all stakeholders within the University. To record the progress and monitor impact of the gender equity policy, Himgiri Zee University will periodically assess the percentage of female students and employees to move toward reaching an optimum level of participation and create a gender balance higher education environment.

			
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