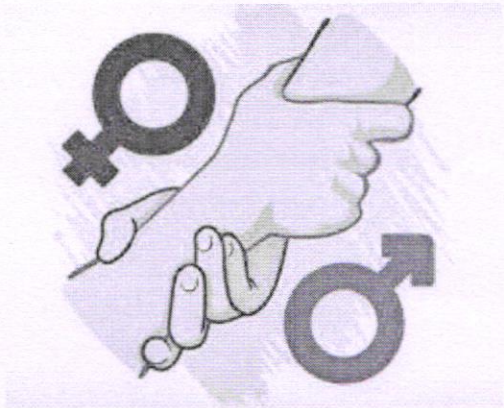




பாரதியார் பல்கலைக்கழகம்
Bharathiar University
Re-accredited at the "A" Grade Level by NAAC
Coimbatore, Tamilnadu, INDIA.



GENDER EQUALITY POLICY



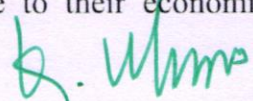
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Bharathiar University
Coimbatore - 641 046.

BHARATHIAR UNIVERSITY
COIMBATORE 641 046
Tamil Nadu, INDIA

GENDER EQUALITY – POLICY DOCUMENT

Gender Equality refers to equal rights, responsibilities and opportunities for both women and men. It refers to the state in which women, girls, men, and boys have equal access to opportunities, resources, benefits, and legal protections and which recognizes their equal inherent human dignity, worth, and unalienable rights. It implies that the interests, needs and priorities of both women and men are taken into consideration, recognizing the diversity of different groups of women and men. Women represent half the resources and half the potential in any society. This potential remains unrealized when women are constrained by inequality and discrimination. Worldwide, women's fundamental rights continue to be violated, and they face discrimination in access to education, work, social protection, inheritance, economic assets, productive resources, participation in decision-making and society. Persistent differences and disparities between men and women have negative implications on society as a whole. In this line, Bharathiar University has designed the curriculum to create a positive change in the mind-set of students who form the basis for a holistic India.

The vision of the University is to create a prosperous and peaceful nation in which women, girls, men, and boys enjoy equal economic, social, cultural, civil, and political rights and are equally empowered to secure better lives for themselves, their families and their communities. We are committed to empowering women and girls across the nation on our journey to Self-Reliance because no country can succeed if it excludes the talents and voices of half its population. Ensuring women and girls reach their full potential in society is critical not only to attain gender equality and women's empowerment, but also to meet sustainable development outcomes. The University conducts Skill Development Programmes to attain the 5th target of SDG – Gender Equality. Various awareness programmes and training sessions funded by the Ministry of Women and Child Development, Government of India and the National Commission for Women are conducted in regular intervals that aim to ensure that individuals especially men and the communities as a whole, recognize and support the unique expertise, initiatives, leadership, and contributions of women and girls, and contribute to their economic, social, and political empowerment.


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Gender Equality Policy:

Bharathiar University rooted in the Indian tradition and culture is committed to uphold the principle of gender equality as enshrined in the Indian Constitution, in its Preamble, Fundamental Rights and Fundamental Duties, respecting the dignity of the human individual and the centrality of human person in the scheme of things, without any discrimination to any gender, providing equal opportunity to all.

The University shows continued commitment to supporting women and girls. It builds on decades of research and recognizes key legislative and policy advancements with regard to women empowerment. Women's Empowerment is achieved when women have the ability to act freely in society, exercise their legal rights equally to that of men, and fulfil their potential as equal members of society, such as to help determine their life outcomes; assume leadership roles; and influence decision-making in households, communities, and societies. The scope for development of a holistic gender balanced campus can be continuously improved based on formal review and expert suggestions.

Objectives:

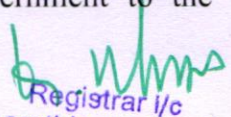
- Provide safe working space to the women staff and students of the University in line with the POSH Act, 2013. In case of harassment complaint received as per the POSH act, the Internal Complaints Committee of Bharathiar University is responsible to investigate and conduct the enquiry without bias and resolve the same as per the guidelines of the act and institutional service rules.
- Integrate gender equality and women's empowerment into University's curriculum.
- Engage men and boys (only in few cases like in B.Voc Programmes, M.A. Women's Studies, Sociology and Population Studies & M.S.W) in ensuring gender equality in the campus as well as the society as a whole.
- To positively strengthen selection processes relating to equality in recruitment, promotion and support for researchers in the University and its affiliated colleges.
- To develop processes to strengthen the presence of women in academic/research leadership positions in the University and affiliated colleges.


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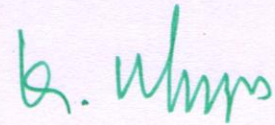
- Reduce disparities between women and men in access to, control over, and benefit from economic, social, political, educational and cultural resources, wealth, opportunities, and services.
- Strive to eliminate gender-based violence, which affects women's ability to thrive and succeed in their lives, so that all people can live healthy and productive lives.
- Promote a non-discriminatory, inclusive, and integrated development approach to ensure that all people can benefit from development processes and activities.
- Support students to avail various Central, State Government Scholarships, Free Education offered by our university, and Collaborative International & National Research opportunities.

Action Plan:

- ✓ Conducting workshops that promote diversity and gender-sensitive communication for members and employees.
- ✓ Conducting regular awareness-raising activities among students and staff.
- ✓ In classes, faculty members promote working together, fair representations for leadership roles, facilitate impartial participation and gender balance in team projects when possible.
- ✓ Ensuring balanced gender quota in hiring committees and Headships (HODs, Dean, Directors)
- ✓ Our student code of conduct promotes gender parity at the governance level.
- ✓ Conducting gender sensitization programmes at regular intervals.
- ✓ Conducting discussion and debates on women- related themes and topics.
- ✓ Leadership camps organized for the personality development of women students.
- ✓ Conducting women Empowerment programmes for women students and staffs to develop their potential and calibre.
- ✓ Celebration of International Women's Day every year with a message for women safety and empowerment.
- ✓ Awareness programmes are conducted on the rights of women and rules under the prevention of workplace harassment act, notified by the Government to the student, employees & community.


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- ✓ Seminar and yearly surveys are conducted on Women's Safety and Security in collaboration with various agencies and institutes.
- ✓ Conducting certificate and refresher courses in gender sensitisation by including both men and women participants.
- ✓ Allotment of funding to carry out the above activities creation of manpower regular monitoring. We subject ourselves for internal and external quality checks.
- ✓ We intend to establish benchmarks for Gender Equality



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