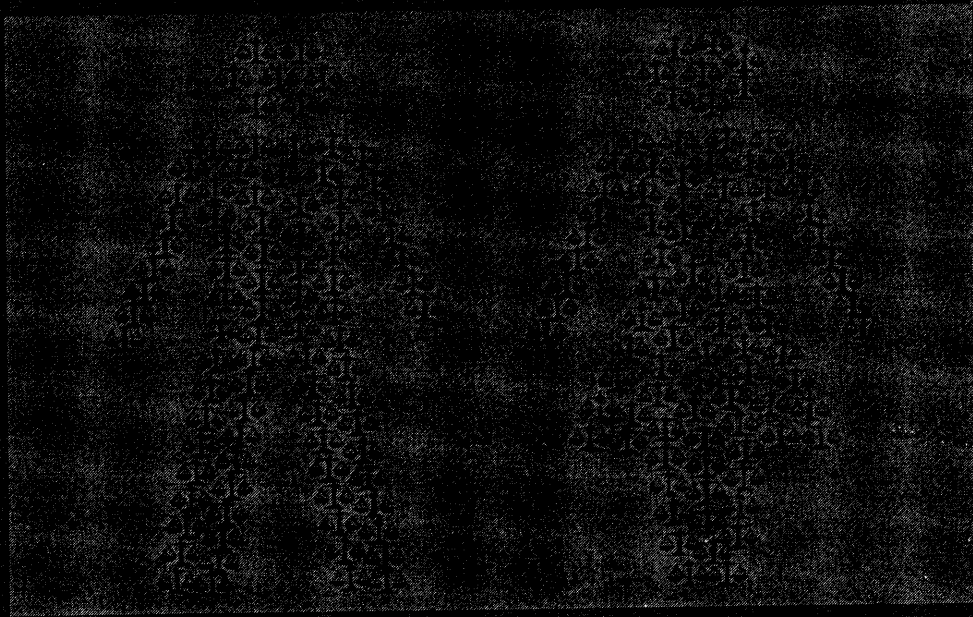


*GURU GHASIDAS
VISHWAVIDYALAYA*

Gender equity policy



Guru Ghasidas Vishwavidyalaya

GENDER EQUALITY POLICY

PREAMBLE

Guru Ghasidas Vishwavidyalaya (GGV) is a Central University recognized under 12 (B) and 2(F) of University Grants Commission (UGC). Through 32 departments, the University is currently imparting education to ~7500 regular students in various courses. The University currently has ~400 faculty members and 279 supporting staff to manage its activities.

Guru Ghasidas Vishwavidyalaya, a Central University since 2009, is located in Chhattisgarh, the State being an educationally challenged State of India, inhabited by a large number of tribal populations. Being the only Central University in the State of Chhattisgarh, the Vishwavidyalaya is an institution of higher learning and research with an express target of spreading education among the people of this part of the country. Though the university is in its initial phase of growth, it is making all serious efforts in the direction of being a part of an egalitarian society.

According to UGC guidelines, it is crucial to create a safe, secure, and cohesive learning environment on campus. In consensus with this, the GGV has developed a broad policy framework for comprehending and ensuring the concept of gender equality and its associated issues. Gender plays a very crucial role in the social and economic fabric of any society. The different roles men and women occupy in various institutions in a social system vary depending on context of the situation and culture of the system. The rights of men and women to access, manage, and own important resources available in key institutions also vary accordingly.

The gender relation in a social system indicates the relative importance given to men and women in that society. It states about their influence in the society and their capacity to make an impact in the decision making process of that society. Thus, the social construction of gender influence shapes women's and men's lives; it regulates their everyday experiences and determines the strategies they choose in their daily routine.

Mapping Gender is necessary to understand how men and women in different institutions mediate choices and constraints and what norms and policies are adopted to renegotiate gender relations.

The Indian Constitution provides equality of treatment to both men and women. But in spite of the Constitutional provisions and serious efforts of different Governments, it is found that women continue to be the largest marginalized group in the Indian society. The educational institutions



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play an instrumental role in rectifying the adverse situation of women. Hence, there is an urgent need to understand gender relations in different educational institutions.

OBJECTIVES

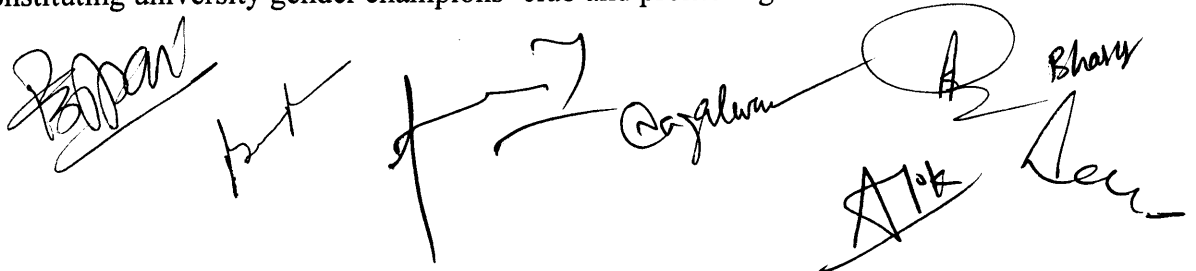
To fulfill this aim, the following objectives have been laid down:

1. To create awareness with regards to social, cultural, economic, political and institutional rights among the stakeholders.
2. To develop a culture of respect and gender equality, especially towards women.
3. To motivate and provide opportunities to the women for undertaking high quality research and academic activities
4. To organize seminars, workshops and other activities from time to time to this effect.
5. To make efforts for inculcating leadership qualities and enhance capacity building among stakeholders for their effective participation in decision making processes.
6. To develop zero tolerance towards gender bias and effective strategies for prevention of sexual harassment.
7. The objective can be re-ascertained in case of revised guidelines received from GoI and the State government, if any, from time to time.

POLICY IMPLEMENTATION INITIATIVES

To achieve aforementioned objectives, the University aims to conduct the following related activities under the umbrella of Guru Ghasidas Vishwavidyalaya 'Women First' program".

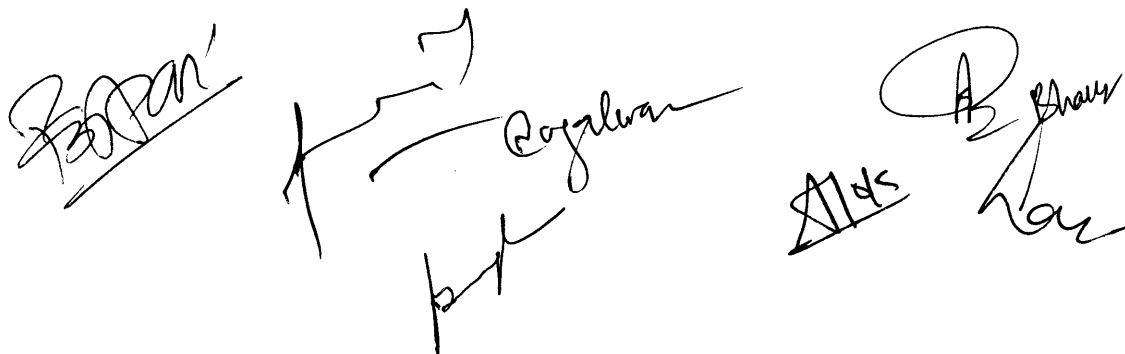
- Organises workshops/seminars on PCPNDT Act and the prevention of sexual harassment at work place.
- Encourages seminars, workshops, symposia aiming at promoting gender sensitivity.
- Undertakes debates and elocution on issues related to gender discrimination such as women empowerment, reservation policy, character building, and ethics.
- Organizing quizzes, poster competition, and theme plays on issues related to gender equality.
- Invite expert lectures on various issues related to gender equality, especially on fundamental rights, legal remedies etc.
- Promoting collaboration with other organizations on various gender issues.
- Constituting university gender champions' club and promoting its activities.

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- Organizing visits/tours of gender champions to sensitize rural community towards gender issues under community program.

EXPECTED OUTCOME

The objective and suggested activities under this policy have been to develop awareness about stakeholder's rights and instill confidence among them for taking effective decisions. Implementation of the policy is expected to enhance awareness about the conceptual framework and various perspectives on the gender issue. The effective implementation of the policy will eliminate any kind of gender discrimination and help in developing a conducive environment on the campus.



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