



MALWANACHAL UNIVERSITY, INDORE



Gender Sensitization Policy

Year - 2021-22



**Gender
Sensitization
Policy
2021-2022**

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MALWANCHAL UNIVERSITY, INDORE

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Malwanchal University
Indore (M.P.)

GENDER SENSITIZATION POLICY

1. INTRODUCTION:

Gender sensitization refers to the raising sensitization of gender equality concerns. Its main aim is to address the issues related to gender equality and encourage people to find various solutions.

2. VISION:

Malwanchal University sets the standard for high quality sciences and liberal arts education. We impart world class knowledge, training and professional experience to students and professional interested in making a career in Health and Technical Sciences, and other subjects related to humanities. Our vision is a one in which men and women have equal rights under the law. For this, we are committed towards creating and sustaining the conditions that enable students to experience an unparalleled educational journey that is intellectually, socially and personally transformative and wedded to human values.

3. MISSION:

The mission of Malwanchal University is to provide quality education and training in all its courses with the state of art infrastructure. We educate the citizens and citizen-leaders of our society. We do this through our commitment to the transformative power of education.

Beginning in the classrooms with the exposure to new ideas, new ways of understanding and new ways of knowing, students embark on a journey of intellectual transformation. Our systematic working of constituent units ensures good working conditions and helps students and staff in their academic performance. We expose our students to rural and urban societies so that they may interact at the ground level and relate their education and expertise with the need of the society. For this, we encourage their frequent interactions with the world outside the campus. From this we hope that our students will begin to fashion their lives by gaining a sense of what they want to do with their gifts and talents, assessing their values and interests and learning how they can best serve the world. Our mission is also to adopt various legal and systemic changes which addresses discrimination against men women across the globe.

4. PURPOSE:

4.1 - To quicken progress towards a more gender sensitized world by placing men and women at par at each level.

4.2 - To contribute for the betterment of the society through men and women equality in all the areas.


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5. OBJECTIVE:

- 5.1 - To provide an integrated and interdisciplinary approach to know the social and cultural constructions of gender that shapes the experiences of girls and men in society.
- 5.2 - To provide awareness in reference to equality in law, in society and in democratic activities.
- 5.3 Developing the sense of gender equality among all the male and female students of the college.
- 5.4 Developing skills and self confidence among women is a necessary step for the participation in the development process of the nation.
- 5.5 Maintaining a favorable and dignified atmosphere for women staff and girl students in the college by disallowing any act of harassment or exploitation.

6. POLICY STATEMENT:

Gender Sensitization Policy of Malwanchal University, Indore (M.P) determines the need of the hour is to bring women into the mainstream for the development of the society as a whole. The policy of our institute aims in developing a sustainable and inclusive environment by empowering the women and men so that they can contribute to the development of the community.

Gender sensitive policies cater to the needs and interests of men and women in their operations, methods and works and also to remove roadblocks for women in attainment of their potential.

7. PROCEDURES:

7.1

- During admission women candidates are given preference
- Building a conducive environment to ensure equal opportunities for women to take up leadership positions in both Administrative and Academic areas.
- Promoting gender parity in various decision-making capacities.
- To develop and enhance leadership skills and organizational competence of female students and faculties.
- Extension services are conducted to create awareness on women related issues.
- Counseling, guidance and life skill education is provided to females.
- Various seminar/ workshops and lectures are organized to create consciousness and motivation for gender equality in several sections of the society.
- Raising awareness towards women's role in socio-economic development of the society and nation.
- Engaging various stakeholders from school, college and society in various gender mainstreaming activities.

7.2

- Complaint boxes are in installed in every institution.
- Internal complaint committee has generated formats to lodge complaints.
- The complaints are received, analyzed and statements are recorded and action is taken in light of evidence.
- Thoughtful handling of formal complaints through mentor – mentee relationship.

8. IMPLEMENTATION:

- Increase diversity in hiring
- Equal leadership roles for both men and women
- Equal pay
- Strict and effective policies at work place against harassment
- Broad and open – minded climate

9. RECORD KEEPING:

- Records regarding University Gender Sensitization activities is kept by the committee.
- Keeping formal complaints papers within the Institution.

GENDER SENSITIZATION COMMITTEE-

Dr. Anuradha Jain (IMCHRC) - Chairperson

Dr. Poonam Tomar Rana (IIDS) – Secretary

Dr. Sonali Mittal (IMCHRC) - Member

Mrs. Sonika Shrivastava (Index Institute of Pharmacy) - Member

Mr. Jitendra Chincholkar (Index Nursing College) - Member

Dr. Shobhit Tiwari (Department of Physiotherapy and Paramedical Sciences) – Member


RESPONSIBILITIES OF COMMITTEE –

The chairperson shall –


- Preside over all the meetings
- Assign work and coordinate with members
- Appoint members for committee
- Represent the committee to the University

FREQUENCY OF MEETINGS:-

- Quorum – Minimum one meeting per year should be organized.
- Presence of Chairperson and secretary is mandatory.
- At least 60% of members should be made available for each meeting.



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