



MALWANCHAL UNIVERSITY

(Index Group of Institutions)



Gender Sensitization Policy

Year - 2024-2025



GENDER
SENSITIZATION POLICY
PLAN

2024-2025

Document No- MU/RMP/01/2021

Issued Date – 23/ 08/2021

Revision Date :- 23/8/2022

Second revision Date:- 24/01/2026

Created by :- Director IQAC

Approved by- Registrar

Registrar
Malwanchal University
INDORE (M.P.)

MALWANACHAL UNIVERSITY, INDORE

CONTENTS

GENDER SENSITIZATION POLICY PLAN

S.No	CONTENTS	Page No.
1	INTRODUCTION	1
2	AIMS OF POLICY	1
3	OBJECTIVES	1
4	SCOPE OF THE POLICY	1
5	PROCEDURE -	2
5.1	AWARENESS AND CAPACITY BUILDING	2
5.2	CURRICULUM AND ACADEMIC INTEGRATION	2
5.3	INSTITUTIONAL MECHANISM	2
5.4	PERIODIC MONITORING AND REVIEW	2
6	RESPONSIBILITY	2
7	REPORTING MECHANISM	3
8	REVIEW AND AMENDMENT	3

GENDER SENSITIZATION POLICY

1. INTRODUCTION

Gender sensitisation refers to the process of raising awareness about gender equality issues challenging gender in stereotypes and modifying behaviour to create a more equitable society where individuals are not discriminated against based on gender.

Malwanchal University recognises the importance of fostering a safe, inclusive and gender sensitive environment for all its members including students, faculty staff and visitors.

This policy alliance with the constitutional values of equality and dignity .It remove roadblocks for women in attainment of their potentials.

2 AIMS OF POLICY -

- 2.1 To create a gender- just respectful and inclusive campus culture.
- 2.2 To promote equal opportunities in education, employment, leadership and participation.
- 2.3 To prevent and address gender based discrimination and harassment.
- 2.4 To develop sensitivity empathy and responsible behaviour among students and staff.

3 OBJECTIVES

- 3.1 To sensitized students faculty and staff on gender equity.
- 3.2 To eliminate gender stereotype and unconscious bias.
- 3.3 To ensure safe learning and working space for all genders.
- 3.4 To encourage respectful interpersonal and professional relationships.
- 3.5 To integrate gender perspective in teaching, research and extension activities.
- 3.6 To comply with National legal framework and UGC guidelines.
- 3.7 Maintaining a favourable and dignified atmosphere for women staff and girl students by dis- allowing any act of harassment are exploitation.

4 SCOPE OF THE POLICY

- 4.1 All students of constituent units.
- 4.2 Teaching and non teaching staff.

4.3 Visitors and other stakeholders within the university premises.

5 PROCEDURE -

5.1 AWARENESS AND CAPACITY BUILDING:

- * Regular orientation programs for fresh students in new employees.
- * workshops ,seminars and expert lecture on gender issues.
- * Observance of international women's Day.

5.2 CURRICULUM AND ACADEMIC INTEGRATION

- Inclusion of gender related topics in relevant courses.
- * Faculty development programs and value added courses on gender issues.

5.3 INSTITUTIONAL MECHANISM

- * Formation of internal complaint committee
- * formation of anti ragging committee
- * gender audits
- * counselling of students
- * zero tolerance towards gender discrimination and harassment.

5.4 PERIODIC MONITORING AND REVIEW

- * Feedback from students and staff.

6 RESPONSIBILITY

a The university administration is responsible for the implementation and enforcement of the gender sensitisation policy.

b Internal complaint committee should be formed to oversee implementation of the policy, conduct awareness programs and handle complaints related to gender based misconduct.

c faculty staff members are responsible for creating a safe and inclusive environment for all students colleagues and visitors and for promptly reporting any incident of the gender based misconduct.

d Student are expected to treat each other with respect and dignity promoting a gender sensitive atmosphere within the campus.

7 REPORTING MECHANISM

Any student or staff member who experience or witnesses gender based missed conduct should promptly report it to the internal complaint committee.

b Complaint should be filled in writing.

c The internal complaint committee will conduct a fair and impartial investigation.

8 REVIEW AND AMENDMENT

The Gender sensitisation policy will periodically be reviewed and may be amended as required to address emerging challenges and concerns related to gender sensitivity.