BHARATI VIDYAPEETH

(Deemed to be University)

Accredited with 'A++' Grade (2024) by NAAC

Dental College and Hospital, Sangli

POLICY FOR GENDER EQUALITY

GENDER EQUALITY POLICY

1. Introduction

Gender equality is a fundamental human right and an essential component of an inclusive, equitable and progressive educational environment. Bharati Vidyapeeth (Deemed to be University), Dental College and Hospital, Sangli, is committed to providing equal rights, opportunities, facilities and a safe environment to all individuals, irrespective of their gender.

The institution recognizes the importance of gender equality in education, employment, professional development, research and institutional administration. Accordingly, the college has formulated this Gender Equality Policy to promote gender-sensitive practices, prevent discrimination and ensure equal participation of all genders in academic and administrative activities.

2. Objectives of the Policy

The major objectives of the Gender Equality Policy are:

1. To ensure equal rights, opportunities and treatment for all genders among students, teaching faculty and non-teaching staff.
2. To prevent gender-based discrimination, harassment, bias and stereotyping within the campus.
3. To provide a safe, secure, inclusive and respectful environment for all members of the institution.
4. To ensure equal access to academic programmes, research activities, training, leadership roles and institutional resources.
5. To promote equal opportunities in recruitment, employment, career advancement and professional development.
6. To encourage active participation of women in academic, administrative, research and decision-making processes.
7. To create awareness about gender sensitivity, mutual respect and gender equality among students and employees.

3. Scope and Applicability

This policy applies to all stakeholders of the institution, including:

- Undergraduate and postgraduate students.
- Teaching faculty and research staff.
- Non-teaching and administrative staff.
- Contractual employees and support staff.
- Visitors and other individuals associated with the institution.

4. Policy Guidelines and Implementation

The institution shall implement the following measures to ensure gender equality:

4.1 Equal Treatment and Non-Discrimination

- All students and employees shall be treated with dignity, fairness and respect, irrespective of gender.
- Gender-based discrimination, prejudice, stereotyping or unequal treatment shall not be tolerated.
- Equal opportunities shall be provided in academic, professional and institutional activities.

4.2 Equal Educational Opportunities

- Equal access shall be ensured for male and female students in admissions, teaching-learning activities, clinical training, research and extracurricular activities.
- Fair and transparent procedures shall be followed in student assessment, academic progression, awards and recognition.
- All students shall have equal opportunities to participate in seminars, conferences, workshops, sports, cultural programmes and other institutional activities.

4.3 Equal Employment Opportunities

- Recruitment, selection, appointment, promotion and career advancement shall be based on merit, qualifications, experience and applicable institutional regulations, without gender discrimination.
- Equal opportunities shall be provided to all eligible employees for professional development, faculty development programmes, research activities and administrative responsibilities.
- The institution shall encourage women's participation in leadership and decision-making positions.

4.4 Safe and Inclusive Campus Environment

- The college shall maintain a safe, inclusive and gender-sensitive campus environment.
- Adequate facilities such as separate washrooms, common rooms and other necessary amenities shall be provided.
- Appropriate security arrangements, including CCTV surveillance in designated common areas, shall be maintained.
- Awareness programmes shall be conducted to promote gender sensitivity, mutual respect and responsible behaviour.

4.5 Prevention of Sexual Harassment

- The institution shall maintain an Internal Complaints Committee (ICC) in accordance with the applicable provisions of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.
- Students and employees shall be made aware of the mechanisms for reporting complaints of sexual harassment.
- All complaints shall be addressed confidentially, impartially and within the framework of applicable rules and regulations.
- Awareness and sensitization programmes shall be organized regularly.

4.6 Gender Sensitization and Awareness

- The institution shall organize gender-sensitization programmes, workshops, lectures and awareness campaigns.
- Students and staff shall be encouraged to participate in activities promoting gender equality, women's empowerment and mutual respect.
- Important occasions such as International Women's Day shall be observed to promote awareness and recognize women's contributions.

4.7 Equal Participation and Leadership

- Female students and employees shall be encouraged to participate in student councils, committees, research activities, institutional administration and leadership positions.
- Equal opportunities shall be provided for participation in academic, cultural, sports and extension activities.
- The institution shall promote an environment that supports women's professional growth and leadership development.

5. Responsibilities for Implementation

The effective implementation of this policy shall be the collective responsibility of all stakeholders.

- **Principal:** Shall provide overall leadership and ensure effective implementation of the policy.
- **Vice-Principal and Heads of Departments:** Shall promote gender equality in academic, clinical and administrative activities.
- **Internal Complaints Committee:** Shall address complaints relating to sexual harassment in accordance with applicable statutory provisions.
- **Faculty and Staff Members:** Shall maintain a respectful, inclusive and discrimination-free working and learning environment.
- **Students:** Shall respect gender equality principles and contribute towards maintaining a safe and inclusive campus.

6. Monitoring and Evaluation

The institution shall periodically review the implementation and effectiveness of this policy through:

- Review of gender representation among students, faculty and staff.
- Monitoring participation in academic, administrative and extracurricular activities.
- Documentation of gender-sensitization and awareness programmes.
- Review of complaints and their redressal through the appropriate institutional mechanism.
- Assessment of campus facilities and safety measures.
- Periodic review by the Internal Quality Assurance Cell (IQAC) and concerned institutional committees.

8. Expected Outcomes

The implementation of this policy is expected to:

1. Establish a gender-sensitive, inclusive and discrimination-free institutional environment.
2. Ensure equal educational and professional opportunities.
3. Enhance women's participation in academic, research and administrative activities.
4. Promote mutual respect, dignity and equality among all stakeholders.
5. Strengthen institutional commitment towards gender justice and social responsibility.

8. Policy Review

This policy shall be reviewed periodically by the institution to ensure its continued relevance and effectiveness, in accordance with applicable Government regulations, University guidelines and statutory provisions.

9. Institutional Commitment

Bharati Vidyapeeth (Deemed to be University), Dental College and Hospital, Sangli, is firmly committed to upholding the principles of gender equality, equal opportunity, dignity, safety and mutual respect. The institution shall strive to create an academic and professional environment where every individual is treated fairly and provided equal opportunities to learn, work, participate and excel, irrespective of gender.

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