

Gopal Narayan Singh University, Jamuhar, Sasaram, Rohtas (Bihar)


A State Private University established under the Bihar Private University Act-2013



Signature
Coordinator
IQAC (NAAC)
Gopal Narayan Singh University
Jamuhar, Sasaram, Rohtas (Bihar)

GENDER EQUITY POLICY

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| 1. | Introduction | |
| 1.1 | | Gopal Narayan Singh University (GNSU) is committed to promoting gender equity and ensuring that all students, faculty, and staff have equal opportunities to succeed and thrive in an inclusive environment. This Gender Equity Policy outlines the principles, goals, and procedures the University will follow to foster gender equity across all aspects of campus life. |
| 2 | Principles | |
| 2.1 | | Every individual, regardless of gender, has the right to be treated with respect and dignity. The University will not tolerate discrimination, harassment, or any form of gender-based violence. |
| 2.2 | | The GNSU values diversity and is dedicated to creating an inclusive environment where differences are celebrated, and everyone feels valued. |
| 2.3 | | The GNSU is committed to empowering all members of the community through education, support services, and resources that promote gender equity. |
| 2.4 | | The GNSU will maintain transparency in its policies and procedures and hold individuals accountable for actions that violate the principles of gender equity. |
| 3 | Goals | |
| | | Increase awareness and understanding of gender equity issues through education and training programs for students, faculty, and staff. |
| | | Ensure equitable representation of all genders in leadership roles, committees, and decision-making processes within the GNSU |
| | | Provide equal opportunities for academic and professional development for all genders, ensuring that barriers to success are identified and addressed. |
| | | Establish a campus environment where all individuals feel safe, included, and respected, free from gender-based discrimination and violence |
| 4 | Policy Components | |
| 4.1 | Leadership and Governance | |
| 4.1.1 | | The GNSU's leadership, including the Principal, Deans, and department heads, demonstrates a commitment to gender equity through their actions and decision-making processes. |
| 4.1.2 | | Establish a Gender Equity Committee (GEC) responsible for overseeing the implementation and monitoring of the Gender Equity Policy. The GEC will include |


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| | | representatives from students, faculty, staff, and administration. |
| | 4.1.3 | Integrate gender equity goals into the GNSU's strategic planning processes, ensuring that gender equity is a core consideration in all institutional initiatives. |
| | 4.2 | Education and Training |
| | 4.2.1 | Conduct regular workshops and training sessions on gender equity issues, including topics such as unconscious bias, gender-based violence, and inclusive leadership. |
| | 4.2.2 | Incorporate gender equity topics into the curriculum across all disciplines, promoting an understanding of gender issues in academic contexts. |
| | 4.2.3 | Organize awareness campaigns to highlight the importance of gender equity and to educate the campus community about available resources and support services. |
| | 4.3 | Recruitment |
| | 4.3.1 | Ensure that recruitment processes for students |
| | 4.3.2 | Develop strategies to retain individuals from underrepresented genders |
| | 4.3.3 | Implement fair and transparent processes for the promotion and advancement of faculty and staff |
| | 4.4 | Campus Safety and Support Services |
| | 4.4.1 | Enforce a zero-tolerance policy for gender-based violence, harassment, and discrimination. Establish clear procedures for reporting and responding to incidents. |
| | 4.4.2 | Provide comprehensive support services for individuals affected by gender-based violence or discrimination, including counseling, legal assistance, and medical care. |
| | 4.4.3 | Create safe spaces on campus where individuals can seek support and report incidents confidentially. |
| | 4.5 | Monitoring and Evaluation |
| | 4.5.1 | Collect and analyze data on gender equity indicators, such as representation, retention rates, and incidents of gender-based violence, to identify areas for improvement. |
| | 4.5.2 | The Gender Equity Committee will provide regular reports on the progress of gender equity initiatives to the GNSU's leadership and the campus community. |
| | 4.5.3 | Use the data and feedback collected to continuously improve and update the Gender Equity Policy and related initiatives. |
| 5 | Procedures | |


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| | 5.1 | Reporting and Response |
| | 5.1.1 | Establish clear and accessible mechanisms for reporting incidents of gender-based violence, harassment, or discrimination. Ensure confidentiality and protection for those who report. |
| | 5.1.2 | Implement a fair and transparent process for investigating and resolving reported incidents. This process should be timely and respect the rights of all parties involved. |
| | 5.1.3 | Define and enforce disciplinary actions for individuals found to have violated the Gender Equity Policy. These actions should be proportionate to the severity of the violation. |
| | 5.2 | Support and Resources |
| | 5.2.1 | Provide confidential counselling services for individuals affected by gender-based violence or discrimination. |
| | 5.2.2 | Offer legal assistance and support for individuals seeking justice for gender-based violations. |
| | 5.2.3 | Ensure access to medical care for individuals affected by gender-based violence. |
| | 5.3 | Community Engagement |
| | 5.3.1 | Support and collaborate with student organizations focused on gender equity and inclusivity. |
| | 5.3.2 | Build partnerships with external organizations and experts to enhance gender equity initiatives and bring diverse perspectives to the campus community. |
| | 5.3.2 | Organize events and activities that promote gender equity, such as speaker series, panel discussions, and cultural celebrations. |
| 6 | Conclusion | |
| | Amar Shaheed Kanchan Singh Autonomous P.G. GNSU is dedicated to fostering a campus environment that promotes gender equity and ensures equal opportunities for all. Through the implementation of this Gender Equity Policy, the GNSU aims to create a safe, inclusive, and supportive environment where everyone can thrive. The GNSU's commitment to gender equity is an ongoing effort, and it will continue to seek new ways to improve and uphold these principles in all aspects of campus life. | |


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