

CHAUDHARY CHARAN SINGH UNIVERSITY, MEERUT

Chaudhary Charan Singh University Policy for Gender Equity



Registrar
Ch. Charan Singh University
Meerut

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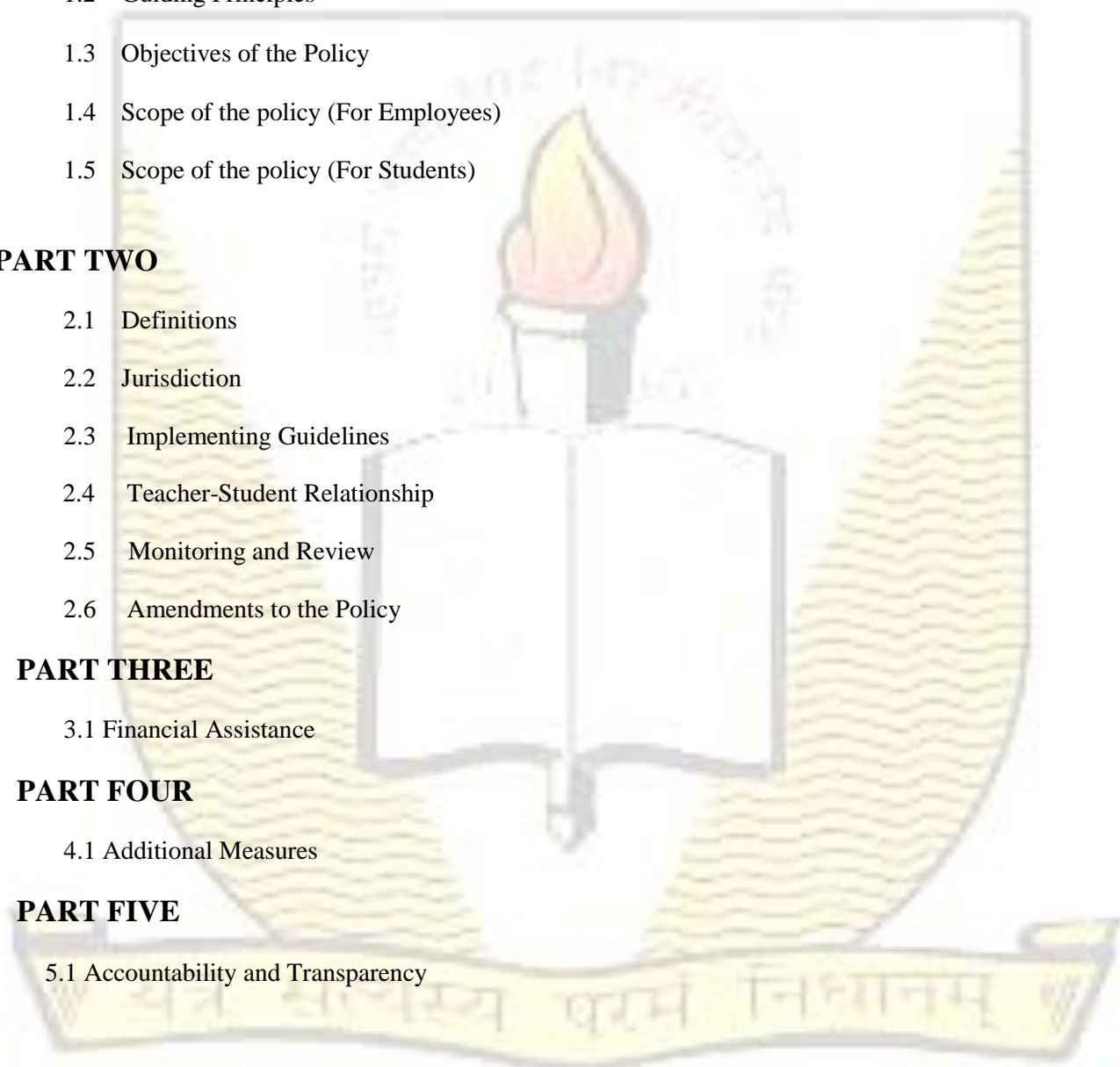
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Chaudhary Charan Singh University

Policy for Gender Equity and Sensitivity

CHAUDHARY CHARAN SINGH UNIVERSITY, MEERUT

PART ONE

1.1 PREAMBLE

The Chaudhary Charan Singh University is committed to creating and maintaining a community in which students, teachers, and non-teaching staff can work together in an environment free of all forms of gender violence, harassment, exploitation, intimidation, and discrimination. Every member of the University community should be aware that while the University is committed to the right to freedom of expression and association, it strongly supports gender equality and opposes any form of gender discrimination and violence.

Chaudhary Charan Singh University strives to inculcate a zero-tolerance stance towards all forms of discrimination and prohibit gender stereotyping. In order to achieve this, the knowledge, perspectives, actions, and sensitivity of all staff and students must be harnessed to contribute to creating and sustaining at all times a gender-just environment in learning, teaching, research, administration, and management under the equity monitoring Committee. This policy will guide all operations at Chaudhary Charan Singh University to ensure gender equity and gender sensitivity equal opportunity for women. This policy will be called the Chaudhary Charan Singh University Policy for Gender Equity and Sensitivity.

The University may identify Schools, Departments, and disciplines that will carry out focused work on gender equality, sensitivity, and equal opportunity, and diversity. In addition, all Chaudhary Charan Singh University employees and students have a responsibility to help ensure that the intentions of the policy are realized and that the principles of respect, tolerance, and consideration are upheld in letter and spirit.

1.2 GUIDING PRINCIPLES

Gender equality is an international commitment and is recognized as a prime Sustainable Development. Gender inequality, violence, and discrimination are condemned as a form of human rights violation, a transgression of common dignity, and an infringement under the equity monitoring Committee on life and liberty as defined by the Constitution of India and fundamental rights. India's support for gender



equity, sensitivity, and equal opportunity are expressed in Articles 14, 15, 19(1)(g), 21 of the Constitution of India. India's ratification of the International Covenant on Economic, Social and Cultural Rights (in 1979) and the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW, ratified in 1993), Resolutions of the Fourth World Conference on Women in Beijing in 1995 confirm the country's commitment to gender equity. This policy will be guided by the provisions following:

INTERNATIONAL INSTRUMENTS:

1. Universal Declaration of Human Rights, 1948
2. International Covenant on Economic, Social and Cultural Rights (ICESCR), 1966
3. Convention on the Elimination of All Forms of Discrimination against Women, 1979
4. Convention on Rights of Persons with Disabilities, 2006

INDIAN LEGISLATION:

1. The Indian Penal Code, 1860
2. The Indian Evidence Act, 1872
3. The Indecent Representation of Women (Prohibition) Act, 1986
4. The Immoral Traffic (Prevention) Act, 1956
5. Protection of Women from Domestic Violence Act, 2005
6. The Sexual Harassment of Women at Workplace (PREVENTION, PROHIBITION, and REDRESSAL) Act, 2013
7. The Criminal Law (Amendment) Act, 2013

OTHERS

1. UGC Saksham Measures for Ensuring the Safety of Women and Programmes for Gender Sensitization on Campuses

1.3 OBJECTIVES OF THE POLICY

Chaudhary Charan Singh University actively supports an organizational culture that places a high value on equity and inclusivity and is committed to social responsibility and change. The university makes an effort to offer a vibrant and welcoming intellectual community, as well as a welcoming and safe workplace and learning environment for people of all genders. In order to accomplish these goals, the University adopts flexible employee policies and enacts a variety of measures to combat gender-based discrimination. The University is committed -

- a) To fulfill the National commitment to gender equality.
- b) To prevent violations of National Acts that prohibit gender injustices, aim to redress any violations of gender-based rights and to work towards the empowerment of women.
- c) To create a gender-sensitive environment that respects gender diversity and the intersectionality of other marginalities.
- d) To ensure equal opportunity for all women without any discrimination.
- e) To evolve mechanisms for the prevention and redressal of gender-based violence and discrimination, including sexual harassment at the Chaudhary Charan Singh University.
- f) To ensure the implementation of this policy in letter and spirit.

1.4 SCOPE OF THE POLICY (For Employees)

All CCSU employees, regardless of whether they are full- or part-time, temporary or permanent, and irrespective of where they are located within Chaudhary Charan Singh University's offices, are subject to the Workplace Gender Equality and Diversity Policy.

It addresses the following topics

- a. recruitment, selection, and promotion
- b. Employment terms and conditions
- c. Professional advancement
- d. Workplace flexibility
- e. A secure work environment
- f. Management, leadership, and accountability
- g. Grievances, disciplinary action, and job termination

1.5 SCOPE OF THE POLICY (For Students)

All CCS University students and research scholars are subject to the Gender Equality and Diversity Policy, whether they are enrolled full- or part-time, and regardless of where they are located within the CCS University offices.

- a. A secure work environment
- b. Students' equal opportunities
- c. Grievances and disciplinary action



PART TWO

2.1 DEFINITIONS

Gender: While the term 'Gender' in a broader context refers to social constructions of attributes, relationships, and opportunities associated with being male and female, for the purpose of this policy the term gender refers only to those who publicly identify with being female.

Employee means any person who is a current employee of the University, and includes permanent, full-time, part-time, and contracted staff

Student means any person registered at Chaudhary Charan Singh University or its affiliated colleges currently for academic purposes.

Resources include physical resources as well as resources in terms of guidance, online resources, and academic resources

Facilities mean all infrastructural facilities and educational facilities provided by the University

Equity means fair and equal treatment for all based on their needs. To ensure equity, a treatment that is different but which is considered equivalent in terms of rights, benefits, obligations, and opportunities might be required.

Unconscious Bias means a bias one may have towards a woman or women without conscious awareness of the impact of one's attitudes or behavior.

2.2 JURISDICTION

This policy covers any act of injustice, violence, discrimination, and insensitivity to any female employee or student in Chaudhary Charan Singh University and its affiliated colleges.

This policy will guide the Chaudhary Charan Singh University and its affiliated colleges in all its activities and functions including:

1. Recruitment
2. Promotions and Leadership
3. Staff Development Opportunities
4. Formation of Committees
5. Leave
6. Admission Process and Enrollment
7. Curriculum
8. Evaluation
9. Teacher-Student Relationship
10. Events and Programmes
11. Research and Teaching
12. Facilities and Resources
13. Training
14. Participation

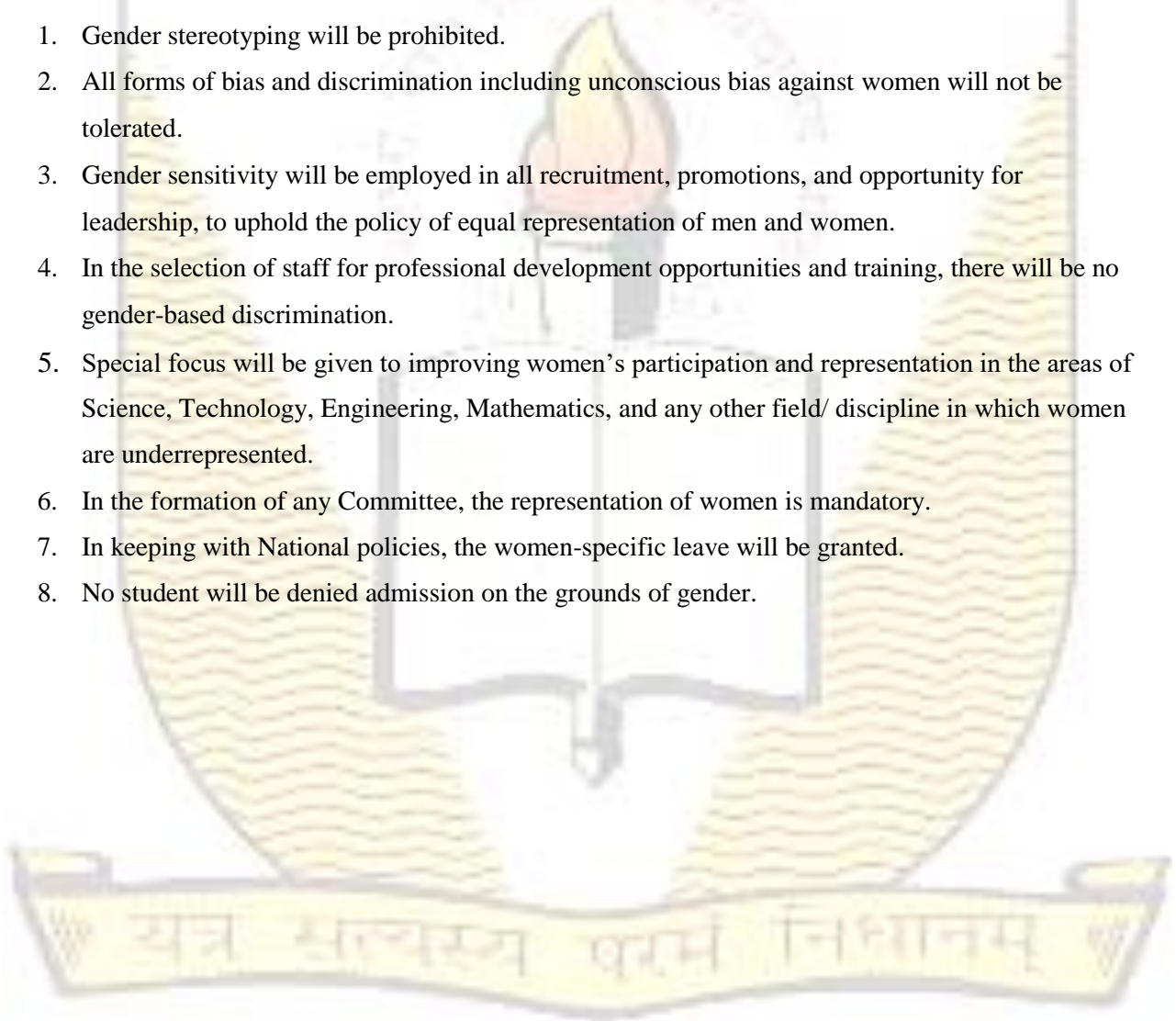
Not limited to the above.



2.3 IMPLEMENTING GUIDELINES

The Chaudhary Charan Singh University and its affiliated colleges from time to time will set up Committees that will implement the Chaudhary Charan Singh University of this policy. The mechanisms will include those Committees set up different Acts such as the Internal Complaints Committees under the Sexual Harassment of Women at Workplace (PREVENTION, PROHIBITION, and REDRESSAL) Act, 2013, etc.

1. Gender stereotyping will be prohibited.
2. All forms of bias and discrimination including unconscious bias against women will not be tolerated.
3. Gender sensitivity will be employed in all recruitment, promotions, and opportunity for leadership, to uphold the policy of equal representation of men and women.
4. In the selection of staff for professional development opportunities and training, there will be no gender-based discrimination.
5. Special focus will be given to improving women's participation and representation in the areas of Science, Technology, Engineering, Mathematics, and any other field/ discipline in which women are underrepresented.
6. In the formation of any Committee, the representation of women is mandatory.
7. In keeping with National policies, the women-specific leave will be granted.
8. No student will be denied admission on the grounds of gender.



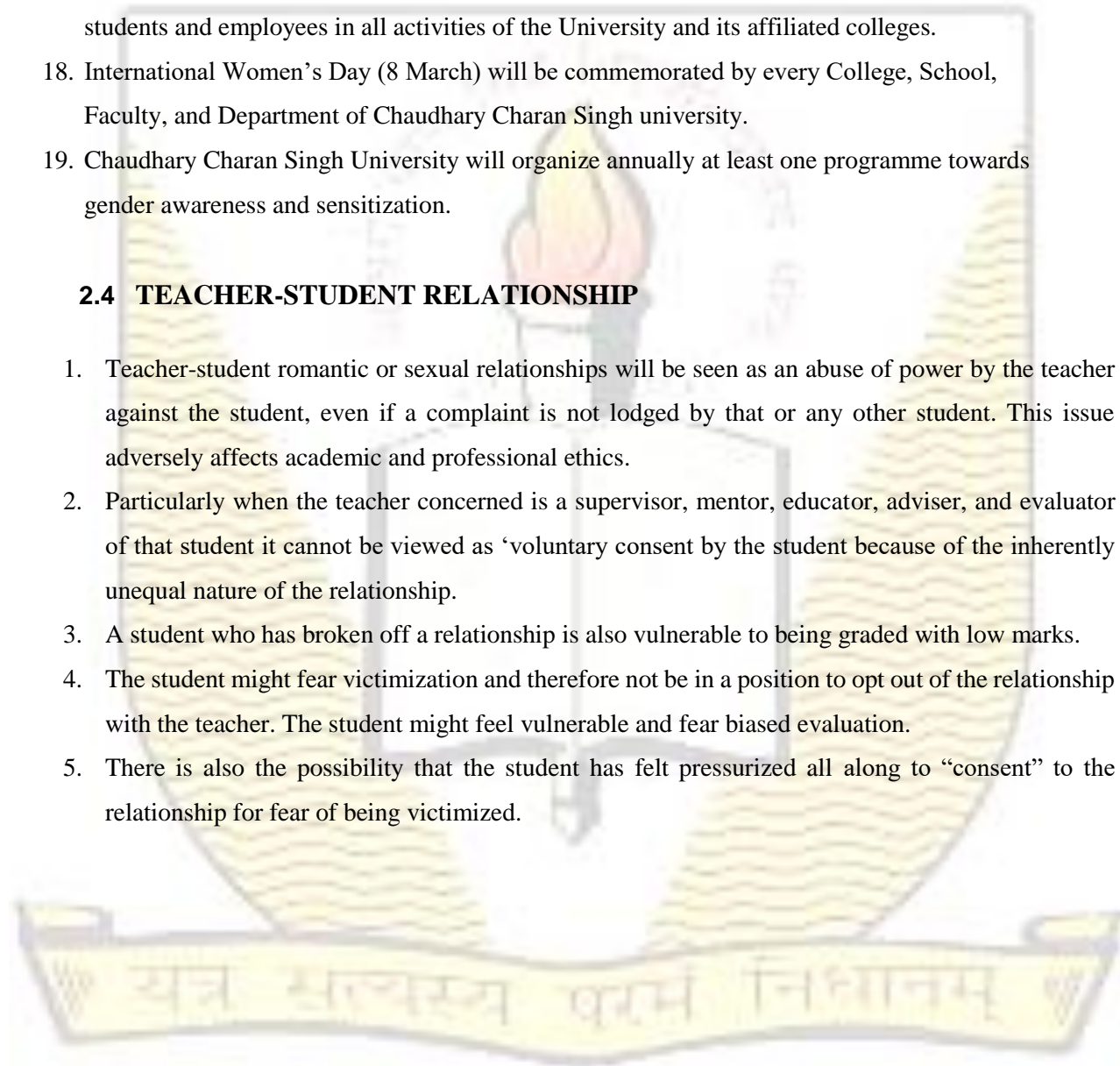
9. Gender sensitivity will be employed in the design of the curriculum
10. In evaluating students, a policy of fair treatment of male and female students alike will be employed.
11. In organizing any event or program, including meetings and conferences, a gender-sensitive approach will be undertaken and women staff and students will be given due respect and representation.
12. All the employees and the students will necessarily undergo gender awareness and sensitivity training.
13. Gender-based research will be promoted across the disciplines.
14. Gender-sensitive approaches will be practiced in teaching and learning processes across disciplines.



15. Women-specific infrastructure facilities will be provided on campuses. In the creation of new development, renovation of existing infrastructure, and other resources, women-specific needs will be addressed.
16. UGC's 'Saksham' Measures for Ensuring the Safety of Women and Programmes for Gender Sensitization on Campuses will be followed.
17. Proactive measures will be undertaken to facilitate and encourage active participation of women students and employees in all activities of the University and its affiliated colleges.
18. International Women's Day (8 March) will be commemorated by every College, School, Faculty, and Department of Chaudhary Charan Singh university.
19. Chaudhary Charan Singh University will organize annually at least one programme towards gender awareness and sensitization.

2.4 TEACHER-STUDENT RELATIONSHIP

1. Teacher-student romantic or sexual relationships will be seen as an abuse of power by the teacher against the student, even if a complaint is not lodged by that or any other student. This issue adversely affects academic and professional ethics.
2. Particularly when the teacher concerned is a supervisor, mentor, educator, adviser, and evaluator of that student it cannot be viewed as 'voluntary consent by the student because of the inherently unequal nature of the relationship.
3. A student who has broken off a relationship is also vulnerable to being graded with low marks.
4. The student might fear victimization and therefore not be in a position to opt out of the relationship with the teacher. The student might feel vulnerable and fear biased evaluation.
5. There is also the possibility that the student has felt pressurized all along to "consent" to the relationship for fear of being victimized.



6. Even if academic evaluations are kept completely independent of personal involvements, it is likely that there will be an appearance of bias in the eyes of other students and staff. The other students in the class might suspect favoritism including in evaluation and grading. Faculty members/teachers have a responsibility to avoid any the apparent or actual conflict between their professional responsibilities and personal relationships with students.

7. The following are instituted to protect the rights of women students, to prevent sexual abuse or any unfair advantage or disadvantage resulting from personal relationships and to preserve the integrity and objectivity of the educational process:

a) Sexual relationships between teachers and students represent a serious conflict of interest and abuse of trust. There is considerable trust vested in a faculty member, who, in turn, bears authority and accountability and therefore this trust should not be abused. There is inherent unequal power by virtue of the teacher's role and title, which heightens the vulnerability of students and the potential for coercion in such relationships.

b) It is the duty of the teacher to maintain the boundaries between intellectual development and personal life.

c) In the interest of upholding the Chaudhary Charan Singh University and ideals of the learning process, a teacher who is in a romantic/sexual relationship with a student should be removed from supervision and evaluation, as the possibility of favoritism in assessment is possible.

d) Most students would be apprehensive about lodging a formal written complaint particularly when they are aware that there is no clear policy mandate against a teacher-student romantic/sexual liaison. This policy should therefore supplement the existing policy on Sexual Harassment and allow for inquiries to be conducted by institutional heads into reports that are brought to their notice even in the absence of written complaints. If such reports appear to be accurate, disciplinary action and remedial measures against the teacher or supervisor involved should be taken.

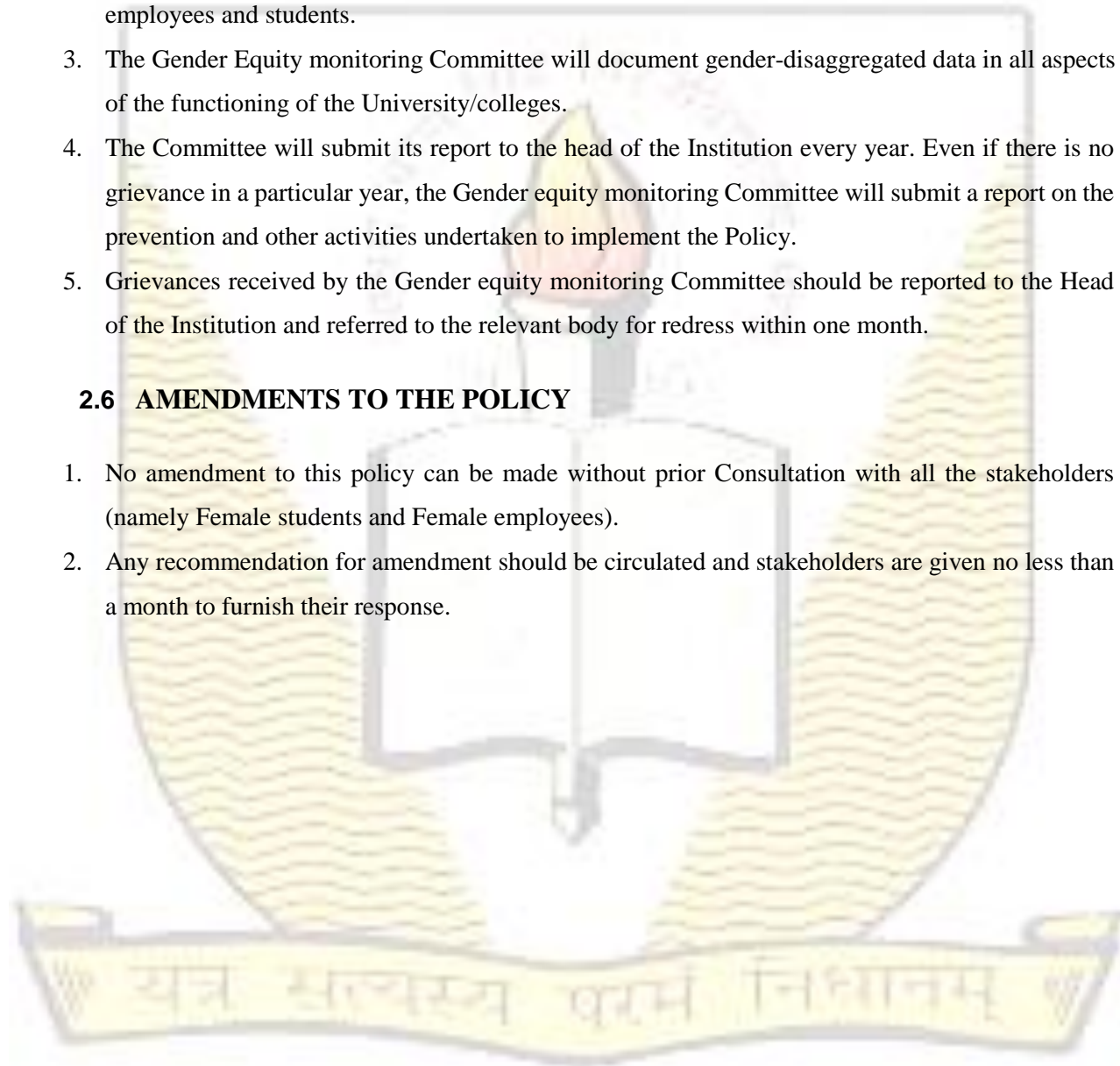


2.5 GENDEREQUITYMONITORING, REVIEW, AND EVALUATION

1. A Gender equity Monitoring Committee will be set up at Chaudhary Charan Singh University and in each of its affiliated colleges to oversee the implementation of the Policy and the evaluation of any grievances.
2. The Gender Equity Monitoring Committee will have equal representation of male and female employees and students.
3. The Gender Equity monitoring Committee will document gender-disaggregated data in all aspects of the functioning of the University/colleges.
4. The Committee will submit its report to the head of the Institution every year. Even if there is no grievance in a particular year, the Gender equity monitoring Committee will submit a report on the prevention and other activities undertaken to implement the Policy.
5. Grievances received by the Gender equity monitoring Committee should be reported to the Head of the Institution and referred to the relevant body for redress within one month.

2.6 AMENDMENTS TO THE POLICY

1. No amendment to this policy can be made without prior Consultation with all the stakeholders (namely Female students and Female employees).
2. Any recommendation for amendment should be circulated and stakeholders are given no less than a month to furnish their response.



PART THREE

3.1 FINANCIAL ASSISTANCE

1. The Chaudhary Charan Singh university and each of its affiliated colleges will create a special and adequate Budget Head for the implementation of the Gender Equity, Sensitivity, and Equal Opportunity Policy and the activities of the Committees constituted.

PART FOUR

4.1 ADDITIONAL MEASURES

This policy considers other relevant Chaudhary Charan Singh University Programmes, Policies, related documents, and initiatives, including:

1. UGC Saksham Measures for Ensuring the Safety of Women and Programmes for Gender Sensitization on Campuses.
2. Chaudhary Charan Singh University Guidelines for Academic Ethics
3. Grievance Redressal Committee
4. Anti-Ragging Committee

PART FIVE

5.1 ACCOUNTABILITY AND TRANSPARENCY

1. Setting up of Gender equity monitoring Committee is a mandatory requirement under this Policy for Chaudhary Charan Singh University and its affiliated colleges.
2. Annual Reports of the Gender equity monitoring Committee should be displayed on the website
3. A minimum of 2 meetings per year is mandatory for the Gender equity monitoring Committee Committees
4. Names and contact details of all the Gender equity monitoring Committee members should be displayed on the University/College website and in prominent places on the cam

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1. Prof. Sangeeta Shukla, Vice Chancellor, Ch. Charan Singh University, Meerut
2. Prof. Mridul Kumar Gupta, Dept. of Mathematics, Dean, Faculty of Science, CCS University, Meerut
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9. Pratibha Tyagi, Dept. Of English, CCS University, Meerut
10. Er. Manish Mishra, Engineer, CCS University, Meerut

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1. Prof. Vineeta Shukla, Department of Zoology, MD University, Rohtak
2. Prof. Seema Singh, Vice Chancellor, UP Rajshri Tandon Open University, Prayagraj
3. Prof. Nirmala S Mourya, Vice Chancellor, Veer Bahadur Singh Purvanchal University
4. Prof. Nirupama Agrawal, Retd.prof. University of Lucknow, Uttar Pradesh.
5. Prof. Sunita Mishra, University of Lucknow, Uttar Pradesh



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Ch. Charan Singh University, Meerut



पत्रांक : शैक्षणिक/3/18
दिनांक : 10/10/2022

कार्यालय आदेश

मा0 कार्यपरिषद की बैठक दिनांक 29.09.2022 की संकल्प संख्या 15(2) द्वारा चौ0 चरण सिंह विश्वविद्यालय हेतु प्रारूपित Gender Equity & Divyangian Policy को अनुमोदन प्रदान किया गया।

कुलसचिव

प्रतिलिपि निम्नलिखित को सूचनार्थ एवं आवश्यक कार्यवाही हेतु प्रेषित।

01. सचिव कुलपति को कुलपति जी के सूचनार्थ प्रेषित।
02. सचिव कुलसचिव को कुलसचिव जी के सूचनार्थ प्रेषित।
03. वित्त अधिकारी महोदय को सूचनार्थ एवं आवश्यक कार्यवाही हेतु प्रेषित।
04. प्रो0 बिन्दु शर्मा, आचार्य, जन्तु विज्ञान विभाग, चौ0 चरण सिंह विश्वविद्यालय, मेरठ को सूचनार्थ प्रेषित।
05. सम्बंधित को सूचनार्थ प्रेषित।

कुलसचिव

Letter regarding Gender Equity policy