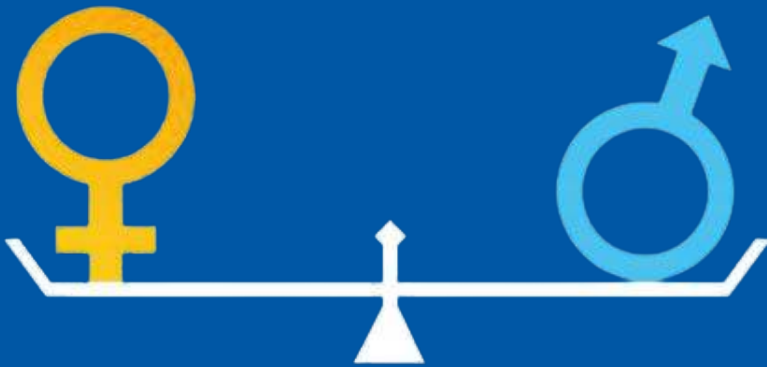


MANGALORE



UNIVERSITY



Gender Policy

UGC Centre for Women's Studies

March 2023

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GENDER POLICY

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MESSAGE FROM THE VICE CHANCELLOR



I am delighted to present before the stakeholders of Mangalore University the Gender Policy of the University. I believe that we are the first University in Karnataka, and one of the few in the country, to put such a policy into place.

Gender is an important component of University governance, and it is essential that all Universities promulgate a Gender Policy. I feel that institutions of higher education have a special role in promoting Gender Equity and Gender Equality in their campuses. Recognising this need, Mangalore University took steps to do so, through its UGC Centre for Women's Studies. The draft Policy was published on the University website in order to elicit opinions from a cross-section of society, which were incorporated into the final Policy draft. The draft Policy was then placed before the University authorities for final approval, before being launched on the occasion of International Women's Day 2023.

The preparation of the Gender Policy is certainly a feather in the cap for the UGC Centre for Women's Studies and its Director, Dr Anita Ravishankar. Under her leadership,

the Centre has done well. Over the years of my tenure as Vice Chancellor, I must compliment the Centre for putting into place the Regulations for our BA programme in Women's Studies, as well as a teaching programme at the MA level for Open Elective students. Besides this, the Centre has organised several programmes, including Gender Sensitisation workshops, invited talks, awareness and commemorative programmes, and even an online International Conference fully funded by the Shastri Indo-Canadian Institute. The Centre has also organised several talks by foreign scholars, both physical and virtual. It has launched the Gender Champions programme, a flagship programme of the UGC, on our campus. And now we have the Gender Policy.

I do hope this Gender Policy will be mainstreamed into the University system at all levels, and become one of the Best Practices of the University in course of time. I wish every success to all those concerned with operationalising the Policy.

Prof. P. Subrahmanya Yadapadithaya

Vice Chancellor

MESSAGE FROM THE REGISTRAR



I am extremely happy that the UGC Centre for Women's Studies, Mangalore University has taken the initiative to bring out a Gender Policy for the University – a first of its kind in Karnataka.

Higher Educational Institutions have the collective responsibility of not only providing quality education, but also a fair and free level playing field for all, irrespective of gender. Mangalore University itself has always been striving towards non-discrimination of any kind. The Gender Policy would help us strengthen this best practice by providing a framework, that puts into place a concern and commitment for equality in all our policies and programmes.

I congratulate the Director of the UGC Centre for Women's Studies, Dr. Anita Ravishankar for taking the responsibility of drafting this Policy as well as putting it out to the stake holders for discussions before being released on the occasion of the International Women's Day 2023.

The success of the Gender Policy would be known only when we implement it in letter and spirit. I am confident that this would be done as our University is committed to

having equal access to knowledge, skills and learning in safe spaces across all genders.

Through this Gender Policy, I am sure Mangalore University will create and strengthen the spaces of Equitability and Equality, where everyone has the opportunity to grow to their full potential while developing healthy relationships and attitudes of mutual respect. I wish the stakeholders every success in the implementation of this Gender Policy.

Prof. Kishore Kumar C. K.

Registrar

DIRECTOR'S FOREWORD



Of late, there has been an increasing proportion of girls and women entering the portals of higher education, both as students and as staff in various teaching departments and in the administrative divisions as well. In fact, most of the public university campuses are dominated by a large proportion of female students who enter its portals with stars in their eyes. Rightly so, as Universities are seen as spaces for empowerment and social change.

However, we do know that universities are a reflection of the larger society outside and most of them are seen to be gendered – with gender imbalances in the academic hierarchy and gender segregation across academic disciplines. There is also a lack of integration of gender perspectives in syllabi and research. Sexual harassment and assaults that take place on campuses largely go unnoticed, are often denied and are sometimes even silenced.

In this context, we need to remember that universities can be powerful institutions for promoting gender equality, diversity and inclusion. Institutions of higher learning need to ensure that what is being taught and learnt contributes to a better quality of life in the future. It becomes the responsibility of the University to ensure that the students

and staff who enter its portals have a safe and level playing space to excel in academics, research, sports, and so on. After all, accessibility to resources and equality among all genders is a basic human right.

It is against this background that it was felt that a Gender Policy was required for Mangalore University, in order to establish an environment which addresses gender concerns and gender equality, and which would provide a framework through which gender equality can be achieved within the framework of law. Besides it is felt that such a policy will also provide a blue print for providing safe spaces for women to study and to work, and the programs that need to be taken up to create mutual spaces of respect for all genders.

I place on record the support Mangalore University has given to the UGC Centre for Women's Studies to work on this Policy and bring it to its fullest conclusion. I also believe that this support is a result of the commitment that our University has always shown to the practice of Gender Equality. Now that Mangalore University has a Gender Policy in place, it is up to each one of us who is a part of this ecosystem to put it into practice with seriousness and sincerity.

Dr. Anita Ravishankar

Director



Gender Policy

Preamble

Mangalore University is committed to promoting gender equality and preventing all forms of discrimination based on race, gender, sexual orientation, difference of ability, age, class, caste, and religious or ethnic affiliation in all of its domains. The University has the duty, inter alia, to prevent sexual harassment on its campuses and to make public its gender commitments through a policy applicable to all employees, and other persons affiliated to it. As a long term commitment towards this, it was decided to have a formally written and approved Gender Policy that would ensure the rights and safety of all genders within the purview of Mangalore University. This Gender Policy of Mangalore University would be applicable to University's officers, teaching faculty, non-teaching staff (regular and contract), research scholars, students, visiting faculty as well those who are on short term assignments with the University.

Goal

Mangalore University will strive to create a gender sensitive and conducive working environment, ensuring fairness and equity by promoting equality between all human beings within its jurisdiction regardless of their gender.

Principles

- Mangalore University does not accept within any of its policies, initiatives and activities, discrimination or inequity based on gender, sexual orientation, difference of ability, age, race, ethnicity, class, caste, or religious affiliation.
- The promotion of gender equity is an integral part of Mangalore University and all policies, programmes and projects will be designed to eliminate gender inequities.
- Sexual or gender-based violence or harassment of any kind will not be tolerated.

Objectives

- To promote equal opportunities for all and to create a gender sensitive working environment at the workplace.

- To avoid and prevent any form of discrimination or inequity based on gender, as well as sexual orientation, difference of ability, age, race, ethnicity, class, caste or religious affiliation.
- To prevent any forms of harassment – verbal, sexual, mental, workplace – to women and other genders.
- To promote the equal participation of staff, research scholars and students in all the activities of Mangalore University as decision-makers in shaping the development of the University.
- To engage in programmes and initiatives to reduce gender inequities in access to and control over the resources of Mangalore University, and in the process to promote and ensure gender equity and equality.
- To develop gender sensitive curricula to address sex stereotyping in academics and to expose all concerned to the importance of gender and to mainstream gender across all disciplines.

Implementation

To achieve these objectives, Mangalore University shall take the following steps:

- Implement Gender equity in all decisions concerning Mangalore University programmes, awards, and other initiatives, as well as in the formation of all committees and panels.
- Make available training in gender equity, equality and non-discrimination to all student representatives, staff and research scholars of Mangalore University.
- Organise gender sensitive training programmes for all students, staff and research scholars at regular intervals.
- Ensure that the language used - spoken and written - will be gender-neutral and respectful, both in word choice and in discourse interaction.
- Instruct every department to mainstream gender and gender issues in every discipline in the curriculum.
- Collect and maintain gender disaggregated data every year by all administrative sections, academic departments and Centres of the University.
- Ensure equal opportunities amongst staff, equal wages for both women and men irrespective of gender, safe working conditions, promotion benefits, and training conducive for personal growth.

- Provide gender friendly facilities in the University like crèches, and appoint women supervisors so that women workers may participate and perform in work areas without feeling insecure or disadvantaged.
- Ensure equitable representation and participation of men and women in all Committees / Councils of the University.
- Provide adequate number of Ladies' Rooms and washrooms. These washrooms will be equipped with adequate lights and sanitary bins.
- Build rest rooms and washrooms for transgenders in the University as well as in all its constituent colleges and direct the affiliated and autonomous colleges to do the same.
- Treat any complaints of sexual harassment very seriously. Attempts to misuse its policies and procedures on this matter through the filing of frivolous, malicious or vexatious complaints will result in disciplinary action.
- Make it mandatory for all persons in positions of authority in Mangalore University as a matter of duty to take immediate appropriate action after becoming aware of a complaint or an occurrence of sexual harassment.

- Form an Internal Committee (IC) to look into all complaints of sexual harassment. The constitution of an Internal Committee shall be made mandatory for all constituent, autonomous and affiliated Colleges.
- Provide information regarding the Internal Committee and its functions to all departments and sections in order to deter and prevent harassment.
- Any complaint of gender-based discrimination or harassment shall be addressed to the Chairperson of the Internal Committee constituted by the University. Thereafter, action will be initiated according to the established procedures and guidelines.
- Maternity leave, paternity leave and child care leave should be given as per statute and regulations to all employees.
- Overall, appropriate work conditions shall be provided in respect of work, leisure, health and hygiene to further ensure that there is a conducive and comfortable environment towards women at workplaces and no woman employee should have reasonable grounds to believe that she is disadvantaged in connection with her employment.

- The University shall conduct a Gender Audit every three years. A major component of this should be a Safety Audit for the Campus.
- The University shall also include Gender Budgeting in its annual budgetary allocation.
- Experts in the area of Gender Audit and Gender Budgeting could be called in to help the University with these processes.
- The Vice Chancellor/Registrar will comment in the Annual Report of the University and during the Convocation on the state of gender equity in the University, highlighting the successes and, where appropriate, the shortcomings and plans to address these shortcomings.
- The Vice Chancellor/Registrar shall constitute an ad hoc committee to review and if necessary recommend any changes to the Gender Policy at least every five years.

Afterword

Effective implementation of this Gender Policy will ensure a gender sensitive campus. It will provide a safe environment for all stakeholders for personal and academic growth. It will strengthen the reputation of Mangalore University as a progressive university and provide a replicable model for all other universities to implement their own gender priorities. It will also have a salutary impact on the assessment and accreditation obligations of the University.





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