

## **Gender Equity, Inclusivity, Sensitivity and Equal Opportunity Policy (2021)**

### **Central University of Tamil Nadu**

#### **Preamble**

- a) The gender policy of the Central University of Tamil Nadu aims to promote equality of treatment, opportunity, and access for all persons associated with the Institution, irrespective of their gender.
- b) The policy seeks to integrate gender equity into the rules, procedures, practices and all other facets of the University, and thereby transform the overall culture of the Institution.

#### **1. Policy Statement**

- 1.1. Gender equality is enshrined in the Constitution of India. Staying true to the spirit of the Constitution, India has drafted various laws, policies and programmes to facilitate the advancement of women and gender minorities, counter discrimination, obliterate violence and abuse, and promote gender balance in the private and public sphere.
- 1.2. The Central University of Tamil Nadu prohibits any support, sanction, or participation in any activity that promotes or condones discrimination on any ground.

#### **2. Application**

##### **2.1. The Gender Policy will be applicable to:**

- a) All employees, present and former, irrespective of their terms of service, and applicants for employment
- b) All students and scholars, alumni, and applicants.
- c) All service users, visitors, collaborators, consultants, customers, and clients of the University

- 2.2. This policy will guide the University in all its activities and functions including but not limited to recruitment, promotions, leadership, faculty and staff development opportunities, formation and functioning of committees at the University, departmental, and sectional levels, leave, admissions, curriculum, evaluation, research and teaching, mentee-mentor relationship, student-teacher relationship, events and programs, facilities and resources, training, participation.
- 2.3. This policy will be applicable to the conduct of every personnel on campus and also extend to any activity or event where a member of the CUTN fraternity is representing the University in any capacity, including electronic and telecommunication.
- 2.4. The policy will apply to any and all acts of injustice, discrimination, violence, bullying, abuse, harassment, and insensitivity to any person, staff or student associated with the Central University of Tamil Nadu.

2.5. All members of the CUTN fraternity have the right to protection under this policy and carry the responsibility of ensuring that the policy is adhered to.

2.6. The University will strive to promote and implement the Policy in its letter and spirit.

### **3. Core Principles**

3.1. The Central University of Tamil Nadu is committed to providing an inclusive environment for research and learning, and to maintain the dignity and respect of all.

3.2. The University is an equal opportunity employer.

3.3. All staff, faculty and students of the Central University of Tamil Nadu will ensure that persons of all genders have equal rights and development opportunities at the University.

3.4. No person will face any adverse consequence on the ground of their gender identity, gender expression, or sexual orientation.

3.5. The interest of all genders must be optimally served at all levels and in all functions.

3.6. The University will strive to promote proportionate representation of persons of all genders.

3.7. The University is committed to the policy of zero tolerance on sexual harassment.

### **4. Guidelines**

#### **General Conduct in CUTN campus**

4.1. Gender stereotyping of any kind will be prohibited.

4.2. No form of bias and discrimination including unconscious bias against women and gender minorities will be tolerated.

4.3. Every student, staff, and faculty member of CUTN has the right to be addressed by their preferred pronoun. All members of the fraternity will respect and use the pronoun specified to them by other members of CUTN.

4.4. Unless warranted, gendered pronouns will not be employed in any official communication. ["their/they" will be used in place of "his/her/he/she"].

4.5. In organizing any event or programme, including meetings and conferences, a gender sensitive approach will be undertaken.

#### **Employee Recruitment and Development**

4.6. There will be no discrimination on any ground, in selection of staff or faculty members for professional development opportunities and training.

4.7. Special focus will be given to improve participation and representation of women and gender minorities in the areas of Science, Technology, Engineering, and Mathematics (STEM) and other fields and disciplines where women and gender minorities are underrepresented.

4.8. In formation of any Committee, the representation of women is mandatory.

4.9. Infrastructure specifically needed by women and gender minorities will be provided on campuses. In creation of new infrastructure and renovation of existing infrastructure and other resources, needs of women and gender minorities will be addressed.

4.10. UGC's 'Saksham' Measures for Ensuring the Safety of Women and programs for Gender Sensitization on Campuses will be followed in its letter and spirit.

4.11. Proactive measures will be undertaken to facilitate and encourage active participation of women and gender minority students and employees in all activities of the University

#### **Academic Development**

4.12. There will be no discrimination on any ground, in selection of students and scholars during admission, evaluation, or participation in academic, co-curricular, or extra-curricular activities.

4.13. Gender sensitivity will be employed in the design of curriculum and wherever applicable a gender specific analysis will be included in all disciplines.

4.14. In evaluating students, a policy of fair treatment of students of all genders will be employed.

4.15. Gender based research will be carried out across the disciplines.

4.16. Gender sensitive approaches will be practiced in teaching and learning processes across disciplines.

#### **Training and Awareness**

4.17. To ensure gender sensitivity, bias training will be provided to key personnel involved in recruitments, promotions and selection of persons for positions of leadership.

4.18. All the employees and the students will necessarily undergo gender awareness, sensitivity, and inclusivity training.

4.19. The Gender Sensitivity Cell of the University will organize annually at least one programme towards gender awareness and sensitization, in addition to the ICC organized awareness and sensitization programme and Gender Champions programme.

### **5. Gender balance and gender mainstreaming**

Gender mainstreaming is a systematic inclusion of both concerns, experiences and needs of all genders. It is a process of consistently incorporating sensitivity to gender differences in governance, decision-making, policy, needs analysis, offices and mechanisms, planning, budgeting, implementation, monitoring and evaluation of the functioning of the University. It helps bring a gender dimension into all higher education policies and achieve gender balance in the University. To this end, the Gender Sensitivity Cell will:

- a) document gender disaggregated data in all aspects of the University, and highlight the gender differences and its impact on the functioning of the University.
- b) conduct the annual gender audit of the University.
- c) Provide access (print/online) to all policy/legal documents on gender rights in India for all stakeholders

d) Provide gender counselling services to any stakeholder who are in need of support in CUTN campus

**6. Financial Support**

The University will adopt a gender budgeting mandate and set aside adequate budget for the implementation of this Gender Equity, Inclusivity, Sensitivity and Equal Opportunity Policy