MEDHAVI SKILLS UNIVERSITY
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Medhavi Skills University

POLICY FOR NON-DISCRIMINATION AGAINST WOMEN

W.e.f.: 06th December 2024

The University is committed to uphold the principles of equality, dignity, inclusiveness, and social justice in all aspects of its academic and administrative functioning. The University recognizes that discrimination against women, whether direct or indirect, undermines educational opportunities, professional growth, and individual well-being. In alignment with the Constitution of India, UGC guidelines, and Sustainable Development Goal (SDG) 5: Gender Equality, the University adopts this Policy for Non-Discrimination Against Women to ensure a safe, respectful, equitable, and empowering environment for all women associated with the University.

Purpose

The purpose of this policy is to:

- Prevent and prohibit all forms of discrimination against women.
- Ensure equal access to education, employment, training, leadership, and institutional resources.
- Promote a gender-inclusive and respectful campus culture.
- Provide effective mechanisms for prevention, reporting, and redressal of discrimination.
- Foster equal participation and representation of women across all University activities.

Scope

This policy applies to:

- All women students enrolled in undergraduate, postgraduate, diploma, certificate, and research programmes.
- Women faculty members, administrative staff, contractual employees, consultants, and visiting professionals.
- Women researchers, interns, apprentices, and trainees.
- All University campuses, academic centres, digital learning platforms, field locations, and University-sponsored activities.

Objectives

The policy aims to:

- Ensure equal treatment and opportunities for women in all institutional processes.

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- Eliminate gender-based discrimination, bias, exclusion, and harassment.
- Encourage women's participation in education, research, innovation, leadership, and decision-making.
- Create a safe and supportive learning and working environment.
- Strengthen institutional accountability regarding gender equity and inclusion.

Definition of Discrimination Against Women

Discrimination against women refers to any distinction, exclusion, restriction, or preference based on gender that impairs or limits a woman's equal enjoyment of rights, opportunities, benefits, or participation within the University.

This may include:

- Unequal treatment in admissions, recruitment, promotions, or evaluations.
- Denial of access to educational or professional opportunities.
- Gender bias in academic, administrative, or workplace decisions.
- Exclusion from leadership positions, committees, or activities.
- Unfair treatment regarding facilities, services, or institutional support.
- Any conduct that creates an intimidating, hostile, or discriminatory environment.

Guiding Principles

The University shall uphold the following principles:

Equality

All women shall receive equal opportunities and treatment without discrimination.

Dignity and Respect

Every woman shall be treated with dignity, fairness, and respect.

Inclusivity

Institutional policies and practices shall actively promote women's participation and advancement.

Safety

The University shall strive to provide a secure and supportive environment for women.

Accountability

Any violation of this policy shall be addressed through appropriate corrective and disciplinary measures.



Areas Covered Under the Policy

Admissions and Academic Processes

- Women shall not be denied admission only on the basis of gender.
- Academic assessment and evaluation processes shall remain fair and transparent.
- Equal access shall be provided to classrooms, laboratories, libraries, workshops, digital learning resources, scholarships, and student support services.

Employment and Workplace Equality

- Recruitment, promotion, remuneration, and professional development opportunities shall be free from gender bias.
- Women employees shall have equal access to training, capacity-building programmes, and leadership opportunities.
- Gender-based discrimination in performance evaluation or workplace practices shall not be tolerated.

Research, Innovation, and Leadership

- Women shall have equal opportunities to participate in research projects, innovation activities, grants, fellowships, conferences, and publications.
- The University shall encourage the representation of women in committees, governing bodies, and leadership positions.

Campus Life and Student Support

- Women students shall have equal access to extracurricular, cultural, sports, entrepreneurship, and skill-development activities.
- University facilities and services shall be accessible without discrimination.
- Appropriate support systems shall be made available to promote women's welfare and success.

Digital Learning and Online Engagement

- Women shall enjoy equal access to online learning platforms, digital resources, virtual internships, and technology-enabled services.
- Discriminatory behaviour through digital or online channels shall not be permitted.



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Prevention and Awareness Measures

The University shall:

- Conduct gender-sensitization programmes and awareness campaigns regularly.
- Promote gender equality through workshops, seminars, and training sessions.
- Encourage respectful communication and professional conduct.
- Provide information regarding rights, responsibilities, and grievance mechanisms.
- Observe relevant national and international days promoting women's empowerment and equality.

Grievance Redressal Mechanism

- Women facing discrimination may submit complaints through designated institutional grievance mechanisms.
- Complaints shall be addressed promptly, fairly, and confidentially.
- The University shall ensure protection against victimization or retaliation for individuals reporting concerns in good faith.
- Matters related to sexual harassment shall be addressed through the Internal Complaints Committee (ICC) in accordance with applicable laws and regulations.

Disciplinary Action

Any person found violating this policy may be subject to disciplinary action, including:

- Written warning or counselling.
- Withdrawal of privileges or responsibilities.
- Academic penalties where applicable.
- Suspension from specific activities.
- Termination of employment or association with the University, subject to applicable rules and procedures.

Review

The University shall review the implementation and effectiveness of this policy at least once every three years, or earlier if required.

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