

GENDER EQUITY AND SENSITIVITY POLICY



CMR INSTITUTE OF TECHNOLOGY

(UGC - Autonomous)

Approved by AICTE, Permanently Affiliated to JNTUH, Accredited by NBA and NAAC with A Grade

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INDEX

S. No.	Particulars	Page No.
1	Introduction	1
2	Guiding Principles of the Policy	1
3	Objectives of the Policy	1
4	Coverage of the Policy	2
5	Expected Outcomes of the Policy	2

GENDER EQUITY AND SENSITIVITY POLICY

Introduction

CMR Institute of Technology, Hyderabad is committed to creating and maintaining a community in which students, teachers and non-teaching staff can work together in an environment free from all forms of gender violence, harassment, exploitation, intimidation and discrimination.

Every member of the Institute community should be aware that while the Institute is committed to the right to freedom of expression and association, the institute strongly supports gender equality and opposes any form of gender discrimination and violence. CMR Institute of Technology strives to inculcate a zero tolerance stand 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. This policy will guide all operations at Institution to ensure gender equity and gender sensitivity by providing equal opportunity for women.

Guiding Principles of the Policy

Gender equality is an international commitment and recognized as a prime Sustainable Development Goal. Gender inequality, violence and discrimination are condemned as a form of human rights violation, a transgression of common dignity and an infringement 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 in the 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 Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.
2. The Criminal Law (Amendment) Act, 2013.
3. Protection of Women from Domestic Violence Act, 2005.
4. The Indecent Representation of Women (Prohibition) Act, 1986.
5. The Immoral Traffic (Prevention) Act, 1956.
6. The Indian Penal Code, 1860.
7. The Indian Evidence Act, 1872.

Objectives of the Policy

- Create a gender-sensitive work environment.
- Provide equal opportunity to all the individuals belonging to diverse gender identities working in our organization including students, teachers, non-teaching staff, and the community.

GENDER EQUITY AND SENSITIVITY POLICY

- Promote an environment that encourages equal access to all the facilities of CMRIT to all the stakeholders regardless of gender.
- Encourage an atmosphere of respect and equality for all genders.
- Promote and ensure a culture of safety to eliminate gender discrimination and harassment at the workplace.
- Provide equal access to all the genders especially the female gender in participation and decision making process.

Coverage of the Policy

The Gender Equity policy of CMR Institute of technology for students and employees applies to the following areas:

- Working Environment.
- Rules and Regulations.
- Admission Process.
- Teaching, Learning & Assessment.
- Recruitment and Selection.
- Promotions.
- Grievances.
- Job Placement.
- Professional Development.
- Utilization of Infrastructural Facilities.
- Research and Consultancy.

Expected Outcomes of the Policy

The Outcomes of the Gender Equity policy are expected to result in as follows:

- Creation of a gender-sensitive work environment.
- Provision of equality and non-discrimination between men and women by ensuring equal rights, responsibilities and opportunities.
- Promotion of women's rights and the advancement of gender equality.
- Provision of a supportive and comfortable environment for female and male students and staff.
- Provision for equal opportunity to both genders (male and female) working in our organization namely students, teachers, and non-teaching staff.
- Encouragement to provide an environment of positive cultural values, respect, and equality for all genders especially the female gender.
- Provision to provide a safe and free environment for female and male students and staff for their rights.
- Provision of Capacity development and/or strengthening of staff, students' capacity, and competency in gender analysis.