

Non-Discrimination Policies for Women

Date: June 06, 2018

Shoolini University is committed to prevent and address any form of gender discrimination and to achieve gender equity for the University staff and students, in all fields, so that women can reach their full potential. We aim to create an inclusive, safe, and equitable study and work environment so that regardless of gender, sexuality, caste etc. We ensure that both men and women are provided ample opportunities to pursue their professional and personal goals.

Non-Discrimination Principles

We are committed to providing equal rights, opportunities, and resources to all. Hence, Fair treatment and non-discrimination based on gender is applicable in:

- Admission processes
- Research grants, industry collaborations, faculty development programs
- Provision of accommodation, campus facilities, and healthcare programs
- leadership positions, and senior academic roles
- Decisions that impact the working of the university
- Flexibility with timings and childcare support on campus
- Ensuring there is no “gender pay gap”
- Having workshops and awareness sessions to prevent harassment and violence against women.

A Dedicated committee has been appointed to ensure that discrimination or harassment faced by any person whether as students or staff, at all levels is dealt with strictly and in a fair manner. All information received by the committee is kept strictly confidential.

As a part of implementation of the principles the following activities are carried out:

- Communication with respect for human dignity and social responsibility.
- Allowing the recognition of multidimensional representations of women and men.
- Promoting communication that represents unbiased representations of gender equity.
- Workshops that promote diversity and gender-sensitive communication for men and women
- Supporting faculty and students to reach out to the counsellors or senior faculty in campus in matters of need related to gender-related communication.

- Monitoring and evaluation mechanisms for implementation and their follow-ups.
- Conducting regular awareness-raising activities among faculty, students and staff.

Fair representations for leadership roles in councils, committees etc, impartial participation, gender balance in team projects when possible, meeting with faculty, having open and closed sessions with faculty members of the appropriate gender for related scenarios, counselling during class hours and in the hostels.

Supporting the female staff (housekeeping, gardening and security etc for leveraging their issues related to gender equity or harassment).


Registrar
Shoolini University of Biotechnology
& Management Sciences
Solon (H.P.)