

# SRINIVAS UNIVERSITY

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SRINIVAS  
UNIVERSITY



SAMAGRA GNANA  
ESTD. 1998

## GENDER SENSITISATION POLICY



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### Introduction

The influence of deep-rooted patriarchal system has sought changes in the demographics of Higher Educational Institutes (HEI) in the country demanding diverse population on the campus ensuring the right to equality as enshrined in the Indian Constitution. In the interest of achieving equality, it is more essential to rule out discriminations caused on the grounds of caste, religion, sex, gender, race, language etc. thereby securing quality of service to public at large.

Thus, the need to have a safe working space for students, staff and other stakeholders on the campus has become a key player in enriching customer experience in any Higher Education Institutions. Gender sensitization includes efforts on creating gender sensitivity among both students and faculties and the subsequent modification of their behavior with enriched awareness on gender issues and concerns. The aim of constituting zero tolerance policies against gender inequality is sought through strict adherence to gender sensitivity through workshops, awareness programmes, extension activities, formal grievance redressal cells etc.

Gender sensitization as a domain is at disposition based on the changes which is brought in the behavior of people over certain sensitive issues connected to it. Gender sensitization is also considered to be the informed propensity of people to respond towards issues connected to justice and equality. Gender sensitization is interlinked with gender empowerment. It also includes instilling empathy towards same and other genders. It permits people to examine their personal attitudes, beliefs they carry by questioning upon the 'realities' to which they are exposed off.

Srinivas University comprises students community came from different states and even across few countries to pursue their higher education and research.

In this regard, Srinivas University in order to create a conducive atmosphere for women, girls, boys, disabled and third gender students is consistently trying to make the students and staff aware about Gender equity in all phases of its operations. Special programmes on personality development, building self-esteem, legal awareness, health, hygiene, ecological concerns, servicing, realizing self, value creation etc. are planned over the years.

### Vision

Gender Sensitization action plan of Srinivas University is committed to create inclusive, equal and just environment in the campus. Where all girls, boys and third gender enjoy equal opportunity to excel to participate at all levels with their fullest potential resulting into the diverse, novel and productive academic and research community with holistic development.

### Mission

To raise sensitization on gender issues and concerns among students, staffs and stakeholders by influencing on the personal attitude, belief and behaviour with sustainable practices of gender equity in all the operations of Srinivas University.



### Objective of Gender Equity

- To constitute Gender Sensitization Cell working in the University level and percolate the actions across its institutions.
- To make the young boys and girl's gender sensitive along with positive values, virtues and concerns towards every gender.
- To guide students, staff and stake holders in bringing gender equity in all the activities of the University.
- To familiarize interdisciplinary approach in understanding social and cultural constructs of gender enabling the aspects of inclusivity in every walk of life.
- To generate the awareness on gender issues and concerns through campaigns, rally's, workshops, street plays, policies, extension activities, approaches, pedagogies, sensitization programmes etc.
- To ensure equal opportunities in learning, research, participation, official engagements, networking, exposures and career.
- To provide equal access to justice, avenues, roles, decisions, exposures, engagements.
- To guarantee equal rights, privileges and opportunities for growth for all.

### Gender Sensitization Action Plan

With the aim of ensuring safety for all, cordial relationship, equality, and healthy environment, Srinivas University has framed a gender sensitization action plan for five subsequent years. Gender Equity is the core aspect for all Universities of 21<sup>st</sup> Century. It prevents violence against weaker segments including women, girls and people belonging to economically weaker sections. Generally, University campuses which value women and men equally are seem to be safer and healthier for studies and research. Gender equality safe guards the protection of Human Right in general. The Srinivas University seeks all the constituent Institutes to organize gender sensitization programmes regularly either in house or through invited guest lectures with domain expertise. The objectives set for the gender sensitization for five long years comprises of the following.

- To ensure dignified behaviour and standard at workplace by sensitizing all employees with consistent follow up.
- To sensitize new students soon after their admission through orientation programmes and other gender sensitization programmes spread across the academic year.
- To ensure equality among the students at UG, PG and Research levels without any forms of bias in teaching, learning and research activities adhering to the 'No Discrimination Policy' with strictness.
- To provide equal opportunities for all in curricular, extra-curricular, social engagements, sports, extension activities including Unnat Bharat Abhiyan and NSS and Industry-Academia collaboration etc.
- To equally engage both male and female staff members in par with their expertise in all affairs of the University throughout their employment.



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- To admit both men and women in the requisite ratio to all Committees constituted at the University level for the purpose of administration of any official issues connected to gender.
- To conduct awareness programmes on safety and security on regular basis in the campuses.
- To train students on self defence, fitness, health, hygiene, cyber safety, nutrition, yoga, meditation, sports etc.
- To provide equal opportunity to all students for Industrial visits, internships, project works, research, publication, study trips, simulation exercises, expos, fests, events, apprenticeship, field works, orientation, guest lecture, workshops etc.
- To provide equal opportunity and training for all in participating in conferences, seminars, student development programmes, research activities without any bias of whatsoever manner.
- To constitute 'Gender Sensitization Cell' (Cell) at the centre, which will supervise the affairs of the cells constituted at the Institution levels. Each institute shall conduct required meetings of Grievance Redressal Committees, Anti Women Harassment Cells, Student Welfare Committees at convenient times.
- To integrate the concepts of Gender Equity, Gender Sensitization, Empowerment, Skill Development, Entrepreneurship enhancement etc. into the curriculum in order to bring updates on sensitive issues among the learners.
- To undertake Counselling and Mentorship programmes for all the students so as to redress issues connected to personal, adjustment, disabilities, habits, behaviour, self esteem etc.

### **Srinivas University efforts on the execution Action Plan 2017-2021**

In the interest of ensuring gender equity and keeping the cultural ethos of its stakeholders and in response to the Goal 5 (Gender Equity) as set by the United Nations Sustainable Development Goals (UN-SDG) the Srinivas University initiates the following steps for the cause of gender sensitization.

#### **(1) Safety and Security:** University takes care of the following concerns.

- ✓ Self defense Training sessions are organised for girls on regular basis.
- ✓ Installation of extensive Surveillance system working across 24x7 with High Clarity Surveillance Cameras monitored through control rooms.
- ✓ Deployment of sufficient Security Staffs in the campus at all convenient places including hostels, parking areas, entrance etc.
- ✓ Emergency contact numbers are displayed at convenient places.
- ✓ Fire mock drill from the FIR and Safety Department of Mangaluru is organized annually in the campus.
- ✓ The health of the eligible teaching and non teaching staff is secured through ESI facility.



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- ✓ Complaint/Suggestion boxes are installed at all departments, hostel and students are well informed to make best use of the facility.
- ✓ Guest lectures on Cyber Crime and Cyber Security are organized at Institute levels to prevent cyber violations against students.
- ✓ College bus facility is provided to commute students from distant with safety.
- ✓ Security check points at all campuses entry and exist.
- ✓ Separate Hostel facility for both men and women with full time Warden and Matrons in the Hostels to ensure safety and discipline in the college hostels.
- ✓ Strict compliance over Anti-Ragging, Anti-Tobacco and Anti Drug issues.
- ✓ Awareness on women safety under Unnat Bharat Abhiyan Forum.

### (2) Counselling and Mentoring

- ✓ In order to mainstreaming the slow learners and fast learners counselling and mentoring facilities are provided at Institute level to leverage the culture of inclusivity. The mentor student ratio of 1:15 is being maintained to help student progress. The respective Student Counselling Cells will refer the cases to fulltime Psychiatrists and Counsellors in case of need for better support to students.
- ✓ Guest lectures on the topics of internet addiction, yoga, meditation, personality development, self-esteem, health, personal hygiene etc. are organized at Institute levels.

### (3) Common Rooms

- ✓ Common Lounge facility and waiting rooms are provided at every office, hostels and waiting areas.
- ✓ Separate ladies' and boys waiting rooms are provided with locker facility.
- ✓ Campus clinics are made available to treat any sudden illness or health issues.

### (4) Day Care Centre for Children of the Staff

- ✓ A day care centre deployed with a trained staff is maintained with the requisite play articles to engage children in the playful ways in the campus for the small children of the staff during the working hours.

### (5) Gender Equity Ratio

- ✓ Gender equity in student ratio is maintained by providing admission purely based on Srinivas University Entrance Test (SUET) with equal opportunities to all genders without any bias based on nationality, religion, caste, language, religion, race, gender, ethnicity and income. Out of total 3788 students 1721 are females, 2067 males, 1901 from within the state and 1886 from outside the state, 423 from economically backward section, 2764 belonging to socially challenged section of the society respectively.



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- ✓ Gender equity is maintained in staff ratio through constituting transparent recruitment policies by incepting qualified faculties with experience and expertise as per the UGC, AICTE and other regulatory norms.

### (6) Gender Equity in Academics and Research

- ✓ The Board of Studies permits the constituent institutes to embed subjects including Gender equity, Computer literacy, Soft Skills, Employability Enhancement, Environmental Sustainability, Nutrition, Social Service, Health, Yoga into its curriculum to develop gender sensitivity among students.
- ✓ Institutes shall encourage gender based student projects, thesis and publication at all levels.
- ✓ University has entered into several Memorandum of Understanding (MoUs) including with Venture Capital to facilitate student startups with financial support.
- ✓ The Research Council of the University has constituted Atomic Research Centres to facilitate research and publication on the issues of law, minority concerns, gender etc.
- ✓ Faculties are encouraged to author books on Gender issues and get it published either in house under Srinivas Publication or through outside publisher.
- ✓ Strict investigation and enquiry shall be dealt into the reported cases of gender inequality under the chairmanship of student welfare officer under respective Anti Ragging Committee, Grievance Redressal Committees, Anti Women Harassment Cell etc.
- ✓ Centre for Faculty Training (CFT) conducts separate FDPs for both teaching and non-teaching staffs to sensitize team work and motivation.

### (7) Gender Sensitization Activities

- ✓ Commemoration of important days including International Women's Day, International Men's Day, Mother's day, Teachers day, National Youth Day
- ✓ Annual distress relief is carried through donating cloth and groceries to the inmates of old age homes.
- ✓ Blood donation is organized in the campus.
- ✓ Care givers training is provided to mainstreaming the unemployed youths.
- ✓ Free physiotherapy OPD facility in the campus for rehabilitation of patients.

### (8) Social Engagement on Gender Issues

- ✓ As a part of Industry Academia Collaboration and service to the Society, Srinivas University has partnered with the Corporate Social Engagement of Bosch Ltd, Bengaluru by constituting the Bosch supported Industry-Academia Collaboration Centre in the City campus to foster projects on skill development of youth, training the trainer, capacity building of MSME and NGO, Paramedics training, Social Service Professionals.
- ✓ Subject Matter experts for each domain of work is nominated by the University and are trained by the BOSCH and certified who shall carry on with the implementation of the project.



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- ✓ University has adopted five Government Higher Primary Schools and support them by providing teaching assistants, organizing science sensitization programmes, celebration of festivals
- ✓ University has adopted five Villages under Unnat Bharat Abhiyan a flagship programme of Government of India and carries out social service at community level.

### (9) University Support System

- ✓ Chancellors Scholarship is provided to eligible students to support meritorious students belonging to weaker sections, assist students in getting education loan from banks, government scholarships etc.
- ✓ Physical infrastructure is built in the form of separate hostel for both boys and girls, college bus, canteen, labs, waiting rooms, wash rooms, drinking water points, yoga rooms, well ness centre, campus clinics, psychotherapy clinics, computer labs etc. are provided.
- ✓ Subsidized health care, dental and physiotherapy care by the in house experts is provide.
- ✓ *University insists on increased usage of digital infrastructure including teach mint, digital library, academics and evaluation automation systems, website, blogs, social Medias, cashless fee deposit system for intensive transparency to ensure gender equity in its services.*
- ✓ *Women friendly facilities including ladies rooms, clinics with full time lady medical staff, separate reading lounge in the library, women cells, anti-harassment cells, anti-ragging committees, round the clock Surveillance Cameras, Counselling, Security Personnel, Mentorship, Uniform, Identity Cards, Hostel with warden, Biometric Attendance, College bus facility, safe locker facility, book bank, etc.*

