

POLICY AGAINST

GENDER BASED DISCRIMINATION



Subramanya Education Society
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Subramanya Education Society[®]

EAST WEST INSTITUTE OF TECHNOLOGY

(Affiliated to VTU Belagavi, Approved by AICTE, New Delhi, Recognized by Govt. of Karnataka,

Accredited by NAAC & Recognized U/S 2 (f) & 12 (b)) of the UGC Act 1956)



POLICY

ON

GENDER EQUITY

AND

PREVENTION OF GENDER BASED

DISCRIMINATION


Principal
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POLICY ON GENDER EQUITY AND PREVENTION OF GENDER BASED DISCRIMINATION

Introduction:

The Indian Constitution provides for gender equality, non-discrimination and gender justice through Articles 14, 15, 16, 39 and 42. Several acts and schedules of the Government address various specific issues concerning women. This also includes legislation to empower transgender community, which is particularly marginalized and vulnerable in India.

A change in attitude and transformation of behavior with respect to gender issues from a young age is crucial for societal changes that are envisioned and supported by legislature. In order to promote gender justice, we need to change the mode of interaction in all settings like home, college and workplace. Schools and colleges play a major role in this regard because young people spend a large time with peers in educational institutions.

East West Institute of Technology is committed to providing an environment that is free from discrimination based on gender; providing protection against sexual harassment and actively encouraging women in all spheres of its functioning.

Need for the Policy:

SAKSHAM report of UGC, 2013, has provided detailed documentation of various issues concerning women and has suggested measures for ensuring the safety of women and programs for gender sensitization on campuses of Higher Education Institutions (HEI). There are reports in HEIs of different forms of gender-based harassment, humiliation, exploitation and violence, especially against women. In this context, the transgender community in particular faces high levels of stigma in almost every sphere of life such as health, education, employment, access to Social schemes and entitlement. Insensitivities of teachers, peers and administrators in HEIs results in high drop-out rates and makes education inaccessible to them. Often, instances of discrimination and harassment of women and transgender are under-reported because of hierarchies, power-dynamics, and stigma.

Therefore, there is a necessity to frame a policy and provide guidelines with regard to zero tolerance pertaining to discrimination based on gender, prevention of harassment, affirmative action to encourage women participation and protection of those who seek redressal.

Objectives:

1. To create an enabling environment for persons of all genders.
2. To promote gender equality, gender equity and gender justice.
3. To ensure compliance with respect to the provisions in acts, rules and other regulations enacted from time to time by the State, Centre and other regulatory bodies related to gender equality and gender justice.
4. To provide redressal mechanisms ensuring safety of victims of gender injustice.

This Policy applies to all employees, students, visitors and other delegates and program participants in all the departments of the Institute.

Definitions:

‘Discrimination’ means any distinction, exclusion limitation or preference which has the purpose or effect of nullifying or impairing equality of treatment in education or nature of working or responsibilities based on caste, creed, religion, language, ethnicity, gender disability or imposing any restrictions to women employees or students alone which are incompatible with the dignity of human.

‘Equity’ means a level playing field for all employees and students in respect of their entitlement and opportunity for enjoyment of all legitimate rights.

‘Transgender’ refers to a person with a gender identity or gender expression that differs from the sex that they were assigned at birth.

‘Harassment’ means unwanted conduct which is persistent and demeans, humiliates, or creates a hostile and intimidating environment or is calculated to induce submission by actual or threatened adverse consequences. This includes third party harassment as a result of act or omission by visitors or outsiders who are associated with Institute.

‘Workplace’ means the campus of the Institute which includes departments, offices, service areas including hostels, sports and leisure facilities, transport buses or vehicles of the Institute, any place visited by the student or employee on duty of the Institute or any study place recognized by Institute.

‘Officer’ means any employee with an administrative responsibility.

Policy Guidelines:

Non-discrimination against women

1. EWIT commits to zero tolerance on gender-based discrimination and will put in place all appropriate measures to safeguard the interests of their women and employees and students and would eliminate any form of discrimination or harassment against them.
2. EWIT will initiate measures for prevention and prohibition of discrimination against women and would facilitate the eradication of such practices if any is noticed or brought to its notice.
3. EWIT will promote equality among employees and students irrespective of their gender.
4. EWIT will provide an online reporting mechanism that ensures confidentiality such that reporters can remain anonymous.
5. Any employee indulging in any offence of discrimination or harassment against a woman will be subjected to actions under conduct and service rules of the Institute or disciplinary rules pertaining to students.
6. All administrative officers of the Institute will ensure no delay in reporting of an allegation of discrimination or harassment by any women employee/student and initiate further necessary actions as per Institute rules and regulations.
7. Any officer found to be delaying the reporting of gender-discrimination / harassment related complaints received in her official capacity or retaliating against an employee / student for complaining / reporting / standing as witness or participating in the enquiry or obstructing enquiry / redressal in any manner will be subjected to actions under conduct and service rules of the Institute or disciplinary rules pertaining to students.

EWIT has established a **College Internal Compliant Committee** inside the Institute and support it to carry out a wide range of activities which include:

- Advising Institute in ensuring gender justice.
- Organizing gender sensitization programs for students, teachers, administrators and other employees.
- Creating awareness about gender equity issues, reporting mechanisms, penalty and consequences of discrimination.
- Conducting sensitization / training programs for women students and employees about rights, acts, rules, guidelines and opportunities for empowerment.
- Addressing Sexual Harassment if any

8. EWIT will extend full support to see that all the provisions/directions issued by UGC, AICTE, State and Central Governments will be implemented in a timely manner.


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