



## **GENDER POLICY**

### **Introduction:**

St. Peter's Institute of Higher Education and Research (SPIHER) is committed to completely eliminate gender discrimination. The Institute is committed to promoting equality, eliminating discrimination, and ensuring fair treatment for all members of its community. The principle of equality and non-discrimination ensures human rights are exercised by each and every member of the Institute regardless of gender, nationality, place of residency, sex, ethnicity, religion, color and disability, economic and social strata. The Institute promotes equal participation in leadership and economic opportunities for women and works for the welfare of the student and faculty towards preparing them in to competent professionals to take up greater challenges in the academic sphere. Women academicians and administrators head various Departments/ Centres of the Institute on par with men. SPIHER provides safe and secure work environment that is free from any discrimination in line with its policy of zero tolerance to sexual harassment. Merit and non-discrimination in all aspects are followed in recruitment of staff and admission of students to the Institute. The Institute values diversity as a strength that enriches learning, teaching, research, and campus life. The Institute strives to ensure that every individual has an equal opportunity to participate in, contribute to, and benefit from all aspects of the Institute life.

### **Objectives of the Policy:**

- To promote gender awareness and sensitivity.
- To create awareness about gender sensitivity and inclusivity among students, faculty, and staff.
- To ensure gender equality and equal participation and eliminate gender-based discrimination in all academic and administrative activities.
- To uphold equal rights and opportunities for all genders.
- To strengthen protection and grievance redressal mechanisms.

- To promote merit-based and non-discriminatory practices.
- To stand-in an inclusive and respectful environment.
- To comply with all applicable statutory provisions such as the University Grants Commission (UGC) Regulations, POSH Act 2013, and related laws.

## **SCOPE**

This policy applies to:

- All Current and Prospective Students
- All Academic, Administrative, and Support Staff
- All Visitors, Contractors, And Volunteers
- All University-led, Sponsored or Affiliated Programs, Activities, and Events and covers all aspects of University operations including admissions, employment, teaching and learning, research, campus services, housing, and participation in student life.

## **POLICY STATEMENT**

1. Prohibits discrimination, harassment, or victimisation on the grounds of ethnicity, religion or belief, disability, immigration status, or gender.
2. Ensures equal access to education, employment, facilities, and services for all members of the Institute community.
3. Provides reasonable support to individuals with disabilities or specific needs.
4. Respects and accommodates religious and cultural practices, provided these are consistent with the principles of equality, safety, and academic integrity.
5. Recognises gender diversity and commits to supporting individuals' rights to express their gender identity freely.
6. Protects individuals' rights regardless of immigration or citizenship status, within the limits of applicable law.
7. Promotes an environment of mutual respect, inclusivity, and dignity in all interactions and activities.

### **Implementation of the Policy:**

- Constitution of the Internal Complaints Committee (ICC) to monitor the issues relating to sexual harassment at work place by periodical meetings.
- Conduct of Workshops and Seminars to sensitize and recognize the potential and capabilities of the women and make the women themselves realize and assertive of their capacities and skills and get mainstreamed their needs, concerns, demands and move

towards gender equality.

- Steps to create, support systems to reduce the gender gap in academic and administrative domains by establishing Gender Champions, Centre for Women Empowerment, Equal Opportunity Cell, Counselling facilities and Students Clubs with equal representation of boys and girls.
- Recruitment policy is to ensure merit and without any discrimination in the selection of staff in teaching and administration according to the Constitution of India.
- Admission policy is to ensure the enrolment of students to various programmes of study on merit and without any discrimination as per the norms of statutory bodies.
- The Gender Equity Policy shall be published on the university website and displayed on notice boards.
- Orientation programs for new students and employees shall include sessions on gender sensitization and Institute policies.

## **REPORTING, COMPLAINTS, AND RESOLUTION**

Any individual who believes they have experienced discrimination or harassment based on ethnicity, religion, disability, immigration status, or gender may submit a formal complaint through the Institute's Complaints or Grievance Procedures. All reports will be handled with sensitivity, fairness, and confidentiality. The Institute will take prompt and appropriate action in response to any substantiated complaint.

## **MONITORING AND REVIEW**

The Institute will regularly review policies, procedures, and data to ensure compliance and effectiveness. An annual report will be submitted to the Institute authorities outlining progress and areas for improvement. This policy will be formally reviewed every three years, or sooner if legislative or institutional changes occur incorporating the feedback from the students and staff.

**01.02.2024**



**REGISTRAR**



Registrar  
St. Peter's Institute of Higher Education and Research  
(Deemed to be University U/S 3 of the UGC Act. 1956)  
Avadi, Chennai-600 054.