

**Enclosure No: 10.1 c**

# USTM



Unveiling Excellence

## **GENDER EQUITY POLICY**

*(Chapter - VII, University Policies & Guidelines)*



# CHAPTER VII

## GENDER EQUITY POLICY

For USTM, equality and diversity is recognising and valuing that everyone is different, and respecting and encouraging those differences to bring about improvements for organisational and societal benefit. People with different backgrounds, experiences and attitudes bring fresh ideas and perceptions, and a diverse organisation such as that at USTM can draw upon the widest range of experiences so it can listen to, meet, and provide for, the needs of its employees, students and the community the University serves.

Almost **60% of the faculty members are female and 57% of the total enrolment are girl students**. We continue to monitor this and to seek to improve the balance when opportunities arise. Our Mainstreaming Action Plan includes a priority and supporting actions to encourage and recognise a commitment to advancing the careers of women.

We believe everyone with ability should have the opportunity to access higher education. We are proud of the progress we have made to advance equality of opportunity; many of our students are the first in their families to go to university and many come through non-traditional routes – for example through our partnership with Forth Valley College. Our successes in relation to promoting gender equality in our staff and student population and safeguarding retention and success levels of all of our students has been underpinned by a variety of actions and activities outlined below.

The University considers gender equality (and equality and diversity more broadly) holistically – intrinsic to everything we do and critical to recruiting, retaining and nurturing the greatest talent in students and staff. The University recognises the whole-sector approach required to achieving gender equality; it is critical that schools, colleges and professional bodies also undertake meaningful action to support actions and outcomes set out in this plan.

Guaranteeing equal opportunities for women and men is an important issue at the University of Science & Technology, Meghalaya and the principle of establishing equality between the genders has been anchored in numerous legal and strategic documents. The university administration resolved upon implementing the Gender Policy containing principles that set a signal for a practiced culture of equal opportunity:

### Core Principle:

All staff and students at the University of Science & Technology, Meghalaya should ensure that women and men have equal rights and development opportunities at the University. The Code of Conduct applies to all who work or study here. The University supports the promotion and implementation of genuine equality between women and men.

1. The interests of both genders must be optimally served at all levels and in all functions. This includes **equal representation** as well as due consideration of any specific gender interests in all working contexts.

2. The University aims to achieve a **balanced representation** of women and men at all levels and in all functions.
3. A minimum of **50% seats in all courses are reserved for female students** and efforts are given to ensure its applicability.
4. Nobody may suffer negative consequences due to their sex, gender identity or gender transition.
5. The University supports forms of employment that enable staff and students to combine work or studies with family commitments. The University provides **Childcare facilities** for staff and students.
6. Each individual's dignity and integrity must be respected. Sexual harassment and sexist behaviour are violations of human dignity. A **Sexual Harassment Policy** is deployed to check on sexual harassment.
7. At the University, written and spoken **language should express equal treatment** of women and men while maintaining precision and elegance.
8. **Seminars/Workshops/Awareness programs for Gender Sensitisation shall be conducted** by the university in association with like minded organisations who are working for women empowerment.
9. Each department shall conduct **two programs on gender sensitisation** every year.
10. **Observation of Days:** The university shall observe and celebrate all the important days related to women like International Women's Day, National Women's Day, International Day of Girl Child to name some. **An Activity Calendar** of the programs is prepared and adhered to.
11. The University shall offer **Excellence Award to Women Performers** of the university and outside thereby setting and example and motivating the girl students to reach higher goals.
12. The University shall conduct **outreach activities** in the neighbouring villages and in the region as a whole for gender sensitisation and Women Empowerment.
13. A Committee is formed to monitor the activities related to gender policy and is comprised of the following members:

**Women Empowerment Committee**

<b>Dr Ranees Das</b>	<b>Chairperson</b>
<b>Dr Alpana Choudhury</b>	<b>Member</b>
<b>Dr Rashmi Rekha Baruah</b>	<b>Member</b>
<b>Dr Kughatoli V Aye</b>	<b>Member</b>
<b>Dr Polakshi Bhattacharyya</b>	<b>Member</b>
<b>Mr Gautam Gogoi</b>	<b>Member</b>
<b>Ms Girmallika Sarma</b>	<b>Member</b>
<b>Mr Aftab Khan</b>	<b>Legal Advisor</b>
<b>Mr Nurujjaman Laskar</b>	<b>Nodal Officer</b>

14. A **Women's Study Centre** shall be established in the university to carry out research activities on issues related to gender equality, sensitisation and empowerment.

15. A **Gender Audit** is carried out every consecutive year. Data relevant to the achievement of equal opportunities are collected regularly and analyzed with a view to monitoring progress as well as providing a basis for further measures.

### ACTION PLAN

ACTIVITY	ACTION	SUCCESS MEASURES
<b>Anti-Sexual Harassment Committee</b>	Formation of Committee constituting members from faculty, administration and students Rules & Guidelines to be codified in the policy Circulation of the Rules & Guidelines Display of the Rules & Codes in all prominent Notice Boards	Awareness of equality and diversity policies, awareness of anti-bullying and harassment policy, awareness of where to seek advice,
<b>Women Empowerment Committee</b>	Formulate initiatives for welfare of female faculties, staff and students	Interest Free Marriage Loans, Car Loans etc availed Regular Health Check-Up camps along with Yoga & Wellness Camps organised
<b>Reservation of Seats</b>	50% reservation of seats for girl students in all courses	Increase in enrolment of Girls students from remote rural areas & first generation entrants to an institute of higher education.
<b>Course on Human Values &amp; Professional Ethics</b>	Non-Credit paper on Human Values & Professional Ethics with gender equity and sensitization as core part	The Paper has been introduced in both UG & PG Programs
<b>Counselling &amp; Orientation</b>	Pre & Post Admission Counselling	Growth of Enrolment of 1 <sup>st</sup> generation entrants of higher education Rise in enrolment of girl students with an average of more than 53% girl students Participation of girls in sports increased considerably
<b>Competitive Examinations</b>	Free Coaching for NET/IAS/Bank etc examinations Formulation & Implementation of Payback Policy	In the last 5 yrs out of 324 successful students more than 200 students are girls. In the Payback policy out of the 140 students 113 are girl students and had availed the initiative.
<b>Equality &amp; Diversity Awareness Programs &amp; Events</b>	Annual Celebration of International Women's Day, International Day for Girl Child, National Girl Child Day etc.	Loud and Clear Message that there is no disparity between genders

<b>Safety &amp; Security</b>	Create an environment of safety and security in the campus	Deployment of Security Personnel, CCTV Surveillance, Adequate lighting
<b>Neighbourhood Mission</b>	Establishment of Organic Haath Self Help Groups	Women folk of the neighbouring villages coming every week to sell their homegrown vegetables and fruits along with handloom and handicraft items. Empowering Women of the adopted villages of USTM through various entrepreneurship and skill development training
<b>Participation of Women</b>	Opportunity for growth & Promotion	Positions like Registrar, CoE etc are occupied by Women
<b>Empowerment &amp; Skill Enhancement</b>	Women Driving School was established for offering training to its faculties, staff and students	Interest Free Car Loans are offered for Female Faculties and Staff
<b>Access to Feedback &amp; Suggestion</b>	<a href="mailto:Mystudent@chancellorustm">Mystudent@chancellorustm</a> mobile app for 24x7 connectivity & grievance submission	Easy access results is immediate action
<b>Medical Facility</b>	The University has senior lady doctor and female nurses to look after the health needs of the girl students and lady faculties and staff	The facilities are availed by the neighbouring villages also
<b>Day Care Centre</b>	USTM has established a centre equipped with trained nurses and care-takers for the young children of the faculties and staff.	Faculties & staff are proving better service as their children are taken care by experts during their working hours.



**Campus**

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