

PROCEEDING OF THE REGISTRAR

F.No: VFSTR/Reg/A8/Policy/2023

Date: 26.08.2023

Sub: VFSTR – Policy on Non- Discrimination Against Women –Reg

Order

Policy on Non-Discrimination Against Women

Scope

This policy applies to all campuses, departments, schools, centres, offices, student bodies, and service units under Vignan University. It covers all women who are part of the University community, including students, teaching and non-teaching staff, researchers, administrative personnel, and visitors.

Definitions

Discrimination against women refers to any act, exclusion, or preference based on gender that limits or nullifies equality of opportunity or treatment in education, employment, or other areas of campus life.

Guiding Principles

- Equality of Opportunity in access to education, employment, and leadership.
- Respect and Dignity for all individuals.
- Zero Tolerance towards discrimination or harassment.
- Inclusivity and Transparency in all institutional practices.
- Prevention through Awareness and proactive education.
- Continuous Support via counselling, mentoring, and policy review.

Policy Statement

Vignan University ensures equal access and opportunities for women in all spheres, including admissions, employment, promotions, leadership, and participation in campus life. The University has established grievance redressal systems and mentoring mechanisms to support women and uphold gender equity. Regular gender-sensitivity programs and leadership workshops are integral to institutional culture.

Strategic Objectives & Targets

- Enhance women's participation in higher education, research, and governance.
- Promote campus safety and a gender-sensitive environment.
- Conduct awareness programs to eliminate gender bias.

- Collect and publish gender-related data annually.
- Encourage representation of women in decision-making bodies.

Operational Measures

- Gender-inclusive recruitment and selection processes.
- Safe campus infrastructure, including CCTV coverage, well-lit areas, and women's help desks.
- Mentoring and counselling support for women students and staff.
- Regular gender-sensitization and anti-harassment training.
- Functional grievance redressal mechanisms like the Internal Complaints Committee (ICC).

Governance & Responsibilities

- Vice-Chancellor: Provides leadership and ensures institutional commitment.
- Gender Equity & Inclusion Committee: Oversees implementation, awareness, and monitoring.
- Internal Complaints Committee (ICC): Handles grievances related to discrimination or harassment.
- Director-Human Resources & Deans: Ensure compliance across departments and units.

Key Performance Indicators (KPIs)

- Percentage of women students, staff, and leaders.
- Gender pay parity index.
- Number of gender-sensitization sessions conducted.
- Average grievance resolution time.
- Participation of women in leadership development programs.

Budget & Resource Guidance

Budget allocation will support:

- Recruitment and training programs.
- Mentorship and leadership development for women.
- Infrastructure improvements for safety and accessibility.
- Data management and gender-equity reporting.
- Scholarships for women in STEM and under-represented fields.

Copy to

1. P.A to VC
2. All Deans, Heads, Directors, Section Incharges
3. Master file



Registrar

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