



GOA UNIVERSITY

Policy for Gender Equity and Sensitivity

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GOA UNIVERSITY

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PART ONE

1.1 PREAMBLE

The Goa University is committed to creating and maintaining a community in which students, teachers and non-teaching staff can work together in an environment free of all forms of gender violence, harassment, exploitation, intimidation and discrimination. Every member of the University community should be aware that while the University is committed to the right to freedom of expression and association, it strongly supports gender equality and opposes any form of gender discrimination and violence.

Goa University strives to inculcate a zero tolerance stand towards all forms of discrimination and prohibit gender stereotyping. In order to achieve this, the knowledge, perspectives, actions and sensitivity of all staff and students must be harnessed to contribute to creating and sustaining at all times a gender just environment in learning, teaching, research, administration and management. This policy will guide all operations at Goa University to ensure gender equity and gender sensitivity equal opportunity for women. This policy will be called the Goa University Policy for Gender Equity and Sensitivity.

The University may identify Schools, Departments, disciplines that will carry out focused work on gender equality, sensitivity and equal opportunity and diversity. In addition, all Goa University employees and students have a responsibility to help ensure that the intentions of the policy are realized and that the principles of respect, tolerance and consideration are upheld in letter and spirit.

1.2 GUIDING PRINCIPLES

Gender equality is an international commitment and recognized as a prime Sustainable Development Goal. Gender inequality, violence and discrimination are condemned as a form of human rights violation, a transgression of common dignity and an infringement on life and liberty as defined by the Constitution of India and fundamental rights. India's support for gender equity, sensitivity and equal opportunity are expressed in Articles 14, 15, 19(1)(g), 21 of the Constitution of India. India's ratification of the International Covenant on Economic, Social and

Cultural Rights (in 1979) and the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW, ratified in 1993), Resolutions of the Fourth World Conference on Women in Beijing in 1995 confirm the country's commitment to gender equity. This policy will be guided by the provisions in the following:

INTERNATIONAL INSTRUMENTS:

1. Universal Declaration of Human Rights, 1948
2. International Covenant on Economic, Social and Cultural Rights (ICESCR), 1966
3. Convention on the Elimination of All Forms of Discrimination against Women, 1979
4. Convention on Rights of Persons with Disabilities, 2006

INDIAN LEGISLATION:

1. The Sexual Harassment of Women at Workplace (PREVENTION, PROHIBITION and REDRESSAL) Act, 2013
2. The Criminal Law (Amendment) Act, 2013
3. Protection of Women from Domestic Violence Act, 2005
4. The Indecent Representation of Women (Prohibition) Act, 1986
5. The Immoral Traffic (Prevention) Act, 1956
6. The Indian Penal Code, 1860
7. The Indian Evidence Act, 1872

OTHERS

1. UGC Saksham Measures for Ensuring the Safety of Women and Programmes for Gender Sensitization on Campuses

1.3 OBJECTIVES OF THE POLICY

- a) To fulfil the National commitment to gender equality.
- b) To prevent violations of National Acts that prohibit gender injustices, aim to redress any violations of gender-based rights and to work towards the empowerment of women.
- c) To create a gender sensitive environment that respects gender diversity and the intersectionality of other marginalities.
- d) To ensure equal opportunity to all women without any discrimination.

- e) To evolve mechanisms for the prevention and redressal of gender-based violence and discrimination, including sexual harassment at the Goa University.
- f) To ensure the implementation of this policy in letter and spirit.

PART TWO

2.1 DEFINITIONS

Gender: While the term 'Gender' in a broader context refers to social constructions of attributes, relationships and opportunities associated with being male and female, for the purpose of this policy the term gender refers only to those who publicly identify with being female.

Employee means any person who is a current employee of the University, and includes permanent, fulltime, part-time, and contracted staff

Student means any person registered at Goa University or its affiliated colleges currently for academic purposes.

Resources include physical resources as well as resources in terms of guidance, online resources, academic resources

Facilities means all infrastructural facilities and educational facilities provided by the University

Equity means fair and equal treatment for all based on their needs. To ensure equity, treatment that is different but which is considered equivalent in terms of rights, benefits, obligations and opportunities might be required.

Unconscious Bias means a bias one may have towards a woman or women without conscious awareness of the impact of one's attitudes or behaviour.

2.2 JURISDICTION

This policy covers any act of injustice, violence, discrimination and insensitivity to any female employee or student in Goa University and its affiliated colleges.

This policy will guide the Goa University and its affiliated colleges in all its activities and functions including:

1. Recruitment
2. Promotions and Leadership

3. Staff Development Opportunities
4. Formation of Committees
5. Leave
6. Admission Process and Enrollment
7. Curriculum
8. Evaluation
9. Teacher-Student Relationship
10. Events and Programmes
11. Research and Teaching
12. Facilities and Resources
13. Training
14. Participation

Not limited to the above.

2.3 IMPLEMENTING GUIDELINES

The Goa University and its affiliated colleges from time to time will set up Committees that will implement the goals of this policy. The mechanisms will include those Committees set up under different Acts such as the Internal Complaints Committees under the Sexual Harassment of Women at Workplace (PREVENTION, PROHIBITION and REDRESSAL) Act, 2013, etc.

1. Gender stereotyping will be prohibited.
2. All forms of bias and discrimination including unconscious bias against women will not be tolerated.
3. Gender sensitivity will be employed in all recruitment, promotions and opportunity for leadership, to uphold the policy of equal representation of men and women.
4. In selection of staff for professional development opportunities and training, there will be no gender-based discrimination.
5. Special focus will be given to improve women's participation and representation in the areas of Science, Technology, Engineering, Mathematics and Medicine (STEMM) and any other field/ discipline in which women are underrepresented.
6. In formation of any Committee, the representation of women is mandatory.
7. In keeping with National policies, women specific leave will be granted.
8. No student will be denied admission on the grounds of gender.

9. Gender sensitivity will be employed in the design of curriculum and wherever applicable a gender specific analysis will be included in all disciplines.
10. In evaluating students, a policy of fair treatment of male and female students alike will be employed.
11. In organizing any event or programme, including meetings and conferences, a gender sensitive approach will be undertaken and women staff and students will be given due respect and representation.
12. The Guidelines for the **Gender Champions (GC) Programme** vide OM No.4-2/2014-WW dated 3 June 2015 of the Ministry of Women & Child Development, Government of India approved by the Academic Council of Goa University on 6 December 2017, will be carried out in letter and spirit along with the following additional mandates by Goa University for the programme, namely:
 - a) The Principals of affiliated colleges will be responsible for 1. Identifying the Nodal Teacher every year for the Gender Champions Programme, 2. Creating an adequate budget for GC activities and 3. Holding an award ceremony at the end of every academic year to present certificates to GC's based on reports of work done.
 - b) At least one male student will be selected every year as a Gender Champion from the University and each of the affiliated colleges.
 - c) The GC's shall be made part of the Student Council in addition to existing positions on the Student Council.
 - d) GC's shall preferably be from the 1st year and Final year of the University/College programmes
 - e) Goa University will conduct training programme/s for Nodal teachers and Gender Champions to sensitize them on duties and responsibilities.
 - f) At the end of every academic year the Goa University GC Committee will organize a State level event at which Nodal teachers will present the report of work done. The Goa University GC Committee will select the best 5 colleges who will be presented with an award.
13. All the employees and the students will necessarily undergo gender awareness and sensitivity training.
14. Gender based research will be promoted across the disciplines.
15. Gender sensitive approaches will be practiced in teaching and learning processes across disciplines.

16. Women specific infrastructure facilities will be provided on campuses. In creation of new development, renovation of existing infrastructure and other resources, women specific needs will be addressed.
17. UGC's 'Saksham' Measures for Ensuring the Safety of Women and Programmes for Gender Sensitization on Campuses will be followed.
18. Proactive measures will be undertaken to facilitate and encourage active participation of women students and employees in all activities of the University and its affiliated colleges.
19. International Women's Day (8 March) will be commemorated by every College, School, Faculty, Department of Goa University.
20. Every College, School, Faculty, Department of Goa University will organize annually at least one programme towards gender awareness and sensitization in addition to the ICC organized awareness and sensitization programme and the activities of the Gender Champions Programme.

2.4 TEACHER-STUDENT RELATIONSHIP

1. Teacher-student romantic or sexual relationships will be seen as an abuse of power by the teacher against the student, even if a complaint is not lodged by that or any other student. This issue adversely affects academic and professional ethics.
2. Particularly when the teacher concerned is a supervisor, mentor, educator, adviser and evaluator of that student it cannot be viewed as 'voluntary consent' by the student because of the inherent unequal nature of the relationship.
3. A student who has broken off a relationship is also vulnerable of being graded with low marks.
4. The student might fear victimization and therefore not be in a position to opt out of the relationship with the teacher. The student might feel vulnerable and fear biased evaluation.
5. There is also the possibility that the student has felt pressurized all along to "consent" to the relationship for fear of being victimized.
6. Even if academic evaluations are kept completely independent of personal involvements, it is likely that there will be an appearance of bias in the eyes of other students and staff. The other students in the class might suspect favoritism including in evaluation and grading. Faculty members/teachers have a responsibility to avoid any

apparent or actual conflict between their professional responsibilities and personal relationships with students.

7. The following are instituted to protect the rights of women students, to prevent sexual abuse or any unfair advantage or disadvantage resulting from personal relationships and to preserve the integrity and objectivity of the educational process:

- a) Sexual relationships between teachers and students represent a serious conflict of interest and abuse of trust. There is considerable trust vested in a faculty member, who, in turn, bears authority and accountability and therefore this trust should not be abused. There is inherent unequal power by virtue of the teacher's role and title, which heightens the vulnerability of students and the potential for coercion in such relationships.

- b) It is the duty of the teacher to maintain the boundaries between intellectual development and personal life.

- c) In the interest of upholding the goals and ideals of the learning process, a teacher who is in a romantic/sexual relationship with a student should be removed from supervision and evaluation, as the possibility of favoritism in assessment is possible.

- d) Most students would be apprehensive about lodging a formal written complaint particularly when they are aware that there is no clear policy mandate against a teacher student romantic/ sexual liaison. This policy should therefore supplement the existing policy on Sexual Harassment and allow for inquiries to be conducted by institutional heads into reports that are brought to their notice even in the absence of written complaints. If such reports appear to be accurate, disciplinary action and remedial measures against the teacher or supervisor involved should be taken.

2.5 GENDER EQUITY MONITORING, REVIEW AND EVALUATION (GEM COMMITTEE)

1. A GEM Committee will be set up at Goa University and in each of its affiliated colleges to oversee the implementation of the Policy and the evaluation of any grievances.

2. The GEM Committee will have equal representation of male and female employees and students.
3. The GEM Committee will document gender disaggregated data in all aspects of the functioning of the University/colleges.
4. The Committee will submit its report to the head of the Institution every year. Even if there is no grievance in a particular year, the GEM Committee will submit a report of the prevention and other activities undertaken to implement the Policy.
5. Grievances received by the GEM Committee should be reported to the Head of the Institution and referred to the relevant body for redress within one month.

2.6 AMENDMENTS TO THE POLICY

1. No amendment to this policy can be made without prior Consultation with all the stakeholders (namely Female students and Female employees).
2. Any recommendation for amendment should be circulated and stakeholders given no less than a month to furnish their response.

PART THREE

3.1 FINANCIAL ASSISTANCE

1. The Goa University and each of its affiliated colleges will create a special and adequate Budget Head for the implementation of the Gender Equity, Sensitivity and Equal Opportunity Policy and the activities of the Committees constituted.

PART FOUR

4.1 ADDITIONAL MEASURES

This policy considers other relevant Goa University Programmes, Policies, related documents and initiatives, including:

1. The Women' Studies Programme of the Manohar Parrikar School of Law, Governance and Public Policy
2. Goa University Policy (Preventive and Remedial) on Sexual Harassment of Women at the Workplace (Currently being modified) and the Internal Complaints Committee set up under the POSH Act 2013,

3. UGC Saksham Measures for Ensuring the Safety of Women and Programmes for Gender Sensitization on Campuses
4. Goa University Gender Champions Programme.
5. Equal Opportunity Cell and SC/ST Cell.
6. Goa University Guidelines for Academic Ethics
7. Grievance Redressal Committee
8. Anti-Ragging Committee

PART FIVE

5.1 ACCOUNTABILITY AND TRANSPARENCY

1. Setting up of GEM Committees is a mandatory requirement under this Policy for the Goa University and its affiliated colleges.
2. Annual Reports of the GEM Committees should be displayed on the website
3. A minimum of 2 meetings per year is mandatory for the GEM Committees
4. Names and contact details of all the GEM Committee members should be displayed on the University/College website and in prominent places on the campus