

Policy on Women's Application and Entry

Adopted in: 2012

Last Updated in: 2024

Application

This policy applies to all student applicants, job applicants, existing students, and staff of the university.

Purpose

- Ensure that all employees and officers have a clear understanding of gender issues and the objectives of this policy.
- Guarantee that all individuals, regardless of gender, have equal opportunities to participate in and contribute to all levels of the university and to receive appropriate acknowledgment and equitable rewards for their contributions.

Policy Statement

Galgotias University is committed to fostering a fair and inclusive environment where gender equality is promoted at every level, both for applicants and existing members of the university community.

1. Equal Opportunities for Female Applicants

The university's Human Resources (HR) department is responsible for maintaining records of female applicants seeking teaching, non-teaching, and administrative positions.

Equal preference is given to eligible and suitable female candidates for available vacancies, in line with the university's commitment to gender equality in the workplace.

The HR department, in collaboration with the Head of School and under the oversight of the Hon. Vice-Chancellor, will review and process applications, ensuring fair consideration of all candidates, regardless of gender.

2. Gender-Neutral Admission Process

In the admission process for student applicants, Galgotias University ensures no discrimination based on gender, and female applicants are treated without bias.

The Director of Admission, under the supervision of the Hon. Vice-Chancellor, will oversee admission procedures, ensuring that all applicants, regardless of gender, are given equal opportunities for admission.

3. Gender Representation in University Committees and Bodies

In compliance with relevant government policies, women employees will be appointed to various working committees and statutory bodies within the university.

The university is committed to actively promoting and encouraging applications from women for leadership roles and decision-making positions, ensuring gender-balanced representation at all levels of the institution.

4. Gender Equality and Gender Equity in the Workplace

Gender equality is understood as providing all employees with equal access to rewards, resources, and opportunities, irrespective of their gender.

Gender equity involves ensuring that all employees are treated fairly, which may involve differentiated treatment based on individual needs, but always with the goal of achieving equitable outcomes in terms of rights, benefits, obligations, and opportunities.

The university recognizes that gender is a social, behavioral, and cultural construct and acknowledges a spectrum of gender identities, including female, male, intersex, transgender, and gender-diverse individuals.

5. Support for Women's Empowerment

The university is dedicated to fostering a culture where women are supported and encouraged to apply for various positions, programs, and leadership roles within the institution.

Specific initiatives will be designed to encourage female participation in academic, administrative, and leadership roles to ensure gender diversity and inclusion at all levels.

Implementation and Accountability

The university will monitor the implementation of this policy through regular reviews of recruitment, admission, and appointment processes to ensure the goals of gender equality and fairness are being met.

All members of the university community, including faculty, staff, and students, are expected to support and uphold this policy. Any issues or concerns regarding gender discrimination should be reported to the appropriate authorities for timely resolution.

Review and Revision

This policy will be reviewed periodically to ensure its continued relevance, compliance with evolving legal requirements, and alignment with best practices for gender equality. Necessary updates and revisions will be made to keep the policy current and effective in fostering an inclusive and equitable environment.

Conclusion

Galgotias University is committed to promoting gender equality by ensuring equal access to opportunities, resources, and decision-making processes for all individuals, regardless of gender. Through this policy, the university seeks to empower women, eliminate gender-based discrimination, and build a more inclusive and diverse community.