

## **Policy of Non-Discrimination for Women**

**Adopted in: 2012**

**Last Updated in: 2024**

### **Application**

This policy is essential to promoting gender equality, empowering women, and creating an inclusive and fair society and workforce within the university.

### **Purpose**

The purpose of this policy is to provide women with fair and equitable treatment across all areas of the university, ensuring that they have equal access to opportunities, decision-making processes, and growth. The policy aims to eliminate barriers, prejudice, and discrimination based on gender, empowering women to fully participate in all university activities.

### **Policy Statement**

Galgotias University is committed to ensuring gender equality and the empowerment of women within the university. This policy reinforces our dedication to fostering a culture of inclusion, respect, and equal opportunity for all genders, and will guide the university's practices in promoting the full participation of women in all aspects of academic, professional, and organizational life.

### **Key Principles of the Policy:**

#### **1. Equal Opportunities**

The university is dedicated to ensuring that women have equal access to professional development, training, recruitment, employment, and promotion opportunities as their male counterparts.

We will actively work to ensure that gender does not influence career progression and that women are given the same chances to succeed in their academic and professional endeavors.

#### **2. Pay Equality**

The university is committed to pay equity, ensuring that women are paid equally for equal work, with due consideration to qualifications, experience, and performance rather than gender.

Regular audits will be conducted to monitor pay disparities and ensure fairness in compensation across all departments and roles.

#### **3. Workplace Culture**

We are dedicated to creating a workplace culture that is free from gender-based harassment, intimidation, or discrimination.

The university will establish clear policies and procedures to address any incidents of gender-based misconduct, ensuring that all complaints are taken seriously, investigated promptly, and resolved fairly.

#### **4. Work-Life Balance**

The university will provide support to women in balancing their professional responsibilities and family obligations.

Flexible work schedules, parental leave, and paid time off options will be made available to ensure that women can effectively manage both personal and professional commitments.

## **5. Representation and Leadership**

Galgotias University is committed to ensuring that women are adequately represented in leadership positions, decision-making committees, and other influential areas of the university.

The university will actively promote gender diversity and inclusion in leadership roles and take steps to reduce barriers for women aspiring to leadership positions.

## **6. Training and Awareness**

Regular training and awareness programs will be conducted to educate staff, faculty, and students on issues of gender equality, unconscious bias, and the importance of fostering an inclusive workplace.

These initiatives will also include training on gender sensitivity, promoting mutual respect, and eliminating stereotypes that hinder the advancement of women in the university setting.

## **7. Safe and Supportive Environment**

The university is committed to providing a safe and supportive environment for all its members. The policy aims to ensure that women feel safe, respected, and valued in their academic and professional roles.

The university will maintain confidential reporting mechanisms and support services for women experiencing gender-based discrimination or harassment.

## **Implementation and Accountability**

The university will designate a dedicated gender equality office or committee to oversee the implementation of this policy and address any concerns related to gender inequality or discrimination.

Regular assessments will be conducted to evaluate the effectiveness of the policy, ensuring that women's rights are protected, and the workplace remains inclusive and fair.

The university will hold all members of the university community accountable for adhering to this policy and taking action to foster an equitable and inclusive environment.

## **Review and Revision**

This policy will be reviewed annually to ensure its effectiveness and relevance. Updates will be made as needed to reflect evolving best practices, legal requirements, and the university's ongoing commitment to gender equality and empowerment.

## **Conclusion**

Galgotias University is dedicated to fostering an inclusive, respectful, and fair environment for all, with a particular focus on ensuring that women have equal access to opportunities, leadership, and professional development. This policy reflects our ongoing commitment to promoting gender equality and empowering women to achieve their full potential within the university and beyond.