

Gender Sensitization Policy



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0		Issued for Implementation
Rev.	Date	Description
SAI TIRUPATI UNIVERSITY, UDAIPUR		Gender Sensitization Policy



1. Preamble

Sai Tirupati University (STU), Umarda, Udaipur, is committed to fostering a safe, inclusive, respectful, and gender-equitable campus environment for all students, faculty, staff, patients, visitors, and other stakeholders. As a university offering Medical, Nursing, Pharmacy, Allied Health Sciences, and professional programs, STU recognises that gender sensitivity, dignity, and ethical conduct are integral to academic excellence, healthcare delivery, and social responsibility.

This Gender Sensitization Policy provides a structured framework to promote gender awareness, prevent discrimination and harassment, ensure equal opportunities, and build a culture of mutual respect, in accordance with statutory and regulatory requirements.

2. Objectives

The objectives of this policy are to:

- Promote awareness, understanding, and sensitivity towards gender issues among all stakeholders.
- Ensure a discrimination-free, harassment-free, and violence-free campus.
- Provide equal opportunities irrespective of gender in academics, employment, leadership, and participation.
- Strengthen preventive, supportive, and redressal mechanisms for gender-based issues.
- Integrate gender sensitivity into teaching, healthcare practice, research, administration, and community engagement.
- Comply with UGC regulations, POSH Act 2013, and professional council expectations.

3. Scope and Applicability

This policy applies to:

- All students (UG, PG, Ph.D., interns, residents)
- All faculty members and staff (regular, contractual, outsourced)
- Patients, attendants, visitors, vendors, and service providers on campus

The policy covers on-campus, off-campus, online, clinical, and outreach-related activities under STU's jurisdiction.

4. Guiding Principles

Gender sensitization at STU shall be guided by:

- Equality and Non-Discrimination
- Dignity, Respect, and Consent
- Inclusivity and Diversity



- Confidentiality and Fairness
- Zero Tolerance to Harassment and Violence

5. Institutional Mechanisms

5.1 Internal Committees

STU shall ensure the effective functioning of the following statutory and institutional bodies:

- Internal Complaints Committee (ICC) under the POSH Act, 2013
- Gender Sensitization Committee (GSC)
- Student Counselling & Wellness Cell

These bodies shall work in coordination while maintaining clearly defined roles.

6. Gender Sensitization Measures

6.1 Awareness and Capacity Building

- Regular workshops, seminars, lectures, and orientation programs on gender sensitization
- Expert talks on gender roles, stereotypes, ethics, consent, and workplace conduct
- Mandatory sensitization sessions for new students, interns, residents, and employees

6.2 Curriculum and Training Integration

- Inclusion of gender sensitivity, ethics, and professionalism in:
 - Medical & nursing ethics modules
 - Foundation courses and value-added courses
- Gender-sensitive pedagogy and learning materials

6.3 Awareness Campaigns

- Observance of:
 - International Women's Day
 - National Girl Child Day
 - POSH Awareness Week
- Use of posters, digital media, and outreach programs

7. Prevention of Gender-Based Discrimination and Harassment

- STU follows a zero-tolerance policy towards:
 - Sexual harassment
 - Gender-based discrimination
 - Verbal, physical, psychological, or online abuse
- All complaints shall be handled strictly as per:



- POSH Act, 2013
- UGC Regulations
- Retaliation against complainants or witnesses is strictly prohibited.

8. Complaint Redressal Mechanism

- Complaints may be submitted in writing, electronically, or through designated channels.
- The ICC shall ensure:
 - Confidentiality
 - Fair inquiry
 - Time-bound disposal
- Interim relief, counselling, and support shall be provided where required.

9. Support Systems

9.1 Counselling and Wellness

- Access to trained counsellors and psychologists
- Mental health support for victims and affected individuals

9.2 Medical & Legal Support

- Medical assistance through university hospital
- Legal guidance and referral where required

10. Gender Equality in Institutional Practices

10.1 Recruitment and Career Progression

- Equal opportunity in recruitment, promotion, training, and leadership roles
- Gender balance in committees and decision-making bodies (as far as practicable)

10.2 Gender-Sensitive Infrastructure

- Separate and safe restrooms
- Well-lit campus areas and CCTV surveillance
- Childcare / nursing facilities where feasible
- Safe hostels and transport arrangements

11. Monitoring, Reporting, and Documentation

- Gender Sensitization Committee shall:
 - Review policy implementation
 - Submit **annual reports** to IQAC and competent authority



- Documentation shall support:
 - NAAC Criterion 5 (Student Support & Progression)
 - NAAC Criterion 6 (Governance & Leadership)

12. Recognition and Incentives

- Certificates and recognition for active participation in gender sensitization initiatives
- Consideration of gender-related activities in faculty appraisal and student achievements

13. Ethical Standards

- Respect for privacy and dignity
- Cultural sensitivity and inclusiveness
- Transparency and accountability in all actions

14. Alignment with National & International Frameworks

- UGC Guidelines on Gender Sensitization
- POSH Act, 2013
- NEP 2020 – Inclusive & holistic education
- SDG-5: Gender Equality
- NAAC Quality Indicators
- NMC & INC Ethics and Professional Conduct Requirements

15. Review and Amendment

- This policy shall be reviewed once every three years or earlier if required.
- Amendments shall be approved by the Competent Authority on the recommendation of the ICC / GSC / IQAC.

16. Conclusion

The Gender Sensitization Policy of Sai Tirupati University reflects its commitment to equity, dignity, safety, and inclusivity. Through sustained awareness, robust redressal mechanisms, and institutional accountability, STU strives to create a gender-sensitive academic and healthcare ecosystem that empowers every individual to learn, work, and serve with confidence and respect.

Approved by:



President
Sai Tirupati University, Umamada, Udaipur

