

Gender Equity Policy

Introduction:

The Constitution of India emphasizes equality for all genders within family, community, and society, promoting human development and liberation from oppression. India supports various international conventions, such as the United Nations Declaration of Human Rights and the Beijing Declaration, advocating for gender equality in education. Gender equity involves fairness in distributing benefits and responsibilities between genders, recognizing and addressing their different needs to rectify imbalances. Discrimination, where one gender is treated as inferior, hinders equity. Equity focuses on fairness, while equality emphasizes identical treatment regardless of individual differences.

Gender Equity and Gender Definitions:

Gender refers to culturally accepted behaviors and attitudes associated with being male or female, while sex is biologically determined. Gender behaviors are socially constructed, varying across cultures and time. Equity implies fairness without bias, ensuring fair treatment based on contributions and needs. The policy aims to address historical gender imbalances in accessing knowledge, consistent with national and international development policies.

Rationale:

The Sustainable Development Goals (SDGs), including SDG 5, emphasize gender equality as integral to human rights and democracy. NLUJA Assam, as a higher education institution, plays a vital role in promoting a socially just society by ensuring equal access, participation, and outcomes for all genders. Understanding gender equity in education helps recognize and address constraints and inequalities, enabling individuals to reach their full potential.

Scope of the Policy (For Employees):

The Gender Equality and Diversity Policy applies to all NLUJA Assam job applicants and employees, regardless of employment status. It covers recruitment, promotion, employment terms, professional development, flexible working options, safe working environments, leadership, accountability, grievances, and disciplinary actions.

Scope of the Policy (For Students):

The policy applies to all NLUJA Assam students and research scholars, ensuring a safe working environment, equal opportunities, and addressing grievances and disciplinary actions.

Goals and Objectives:

NLUJA Assam promotes a culture of equity, inclusiveness, and social responsibility, providing a safe and supportive environment for all genders. The university is committed to preventing

gender-based discrimination, promoting gender diversity, and encouraging inclusive decision-making.

Educational Principles and Values:

The policy upholds values and principles essential for quality education, emphasizing that all students, regardless of gender, can achieve their full potential. It recognizes that equality of opportunity may require preferential treatment and that educational strategies should consider diverse needs. Campus life should reflect the entitlements of all individuals to respect, safety, and participation in decision-making.

General Policy Statements:

NLUJA Assam will promote a respectful working environment, challenge discriminatory behaviors, respond to discrimination incidents, and ensure accommodations for disabilities, religious beliefs, and pregnancy. The university celebrates diversity and ensures fair treatment for all.

Curriculum Development and Learning Environment:

The policy aims to provide a gender-responsive curriculum that respects cultural values, challenges unfair practices, and promotes social responsibility. It seeks to create a supportive learning environment, ensuring the safety, respect, and realization of students' capabilities, with a focus on girls' educational needs.

Breaches of the Policy:

Staff should follow the grievance procedure for harassment or discrimination complaints. Serious breaches will result in disciplinary actions, including dismissal. The university protects individuals reporting breaches from retaliation, ensuring their safety.

Conclusion:

NLUJA Assam's Gender Equality Policy aligns with the Constitution of India's recognition of equality and human rights. Successful implementation requires collective effort and accountability. The university will periodically assess gender representation to create a balanced higher education environment.