

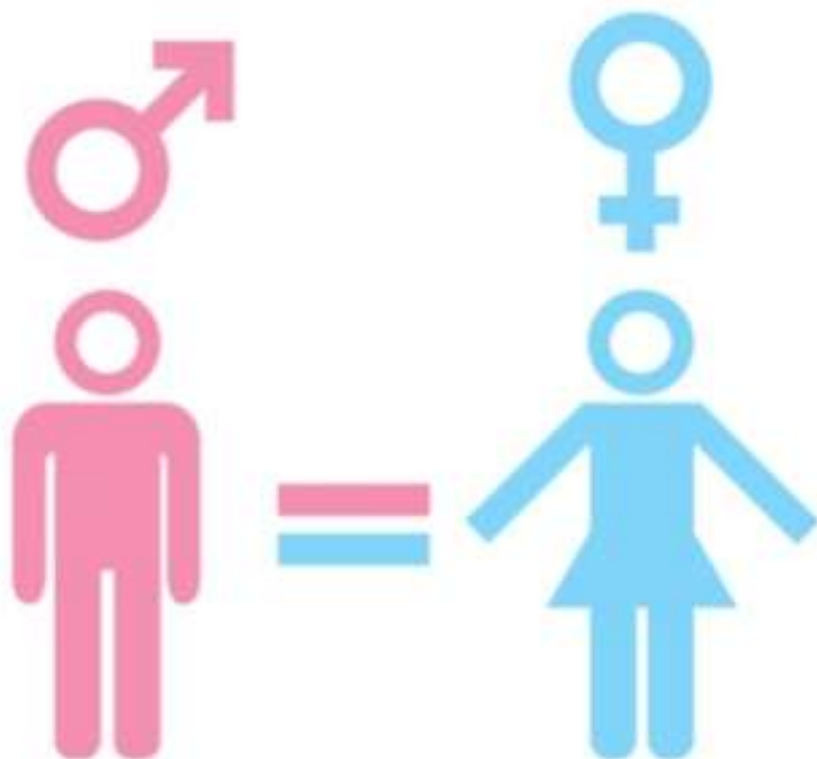


**KLE VK Institute of Dental Sciences**  
**A Constituent Unit of**  
**KLE Academy of Higher Education &**  
**Research, Belagavi**

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## **Policy For Gender Equity**

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## **POLICY FOR GENDER EQUITY**

### **Preamble :**

‘**Equity**’ means fairness, righteousness and justness in the distribution of benefits and responsibilities between two genders regardless of any gender discrimination of man and woman according to Oxford dictionary.

The concept of gender equity primarily refer to the full equality of men and women to enjoy the complete range of political, economic, civil, social and cultural rights, with no one being denied access to these rights, or deprived of them, because of their sex according to universal declaration of human rights. The notion of equality should not be just dictated by numbers but a culture of equality between the genders.

Gender equality is not only a fundamental human right, but a necessary foundation for a peaceful, prosperous and sustainable world. Women are the foundation, on whose back a progressive society thrives, each woman is a force of power, ideas, dedication, brilliance and winning charisma. We believe each woman is a source of potential which can change the world for good.

**Reasons for gender inequalities :**

1. Inequality is because of discrimination in family, society, culture, religious norms, societal institutions and biological views.
2. It is because of gender equity barriers, patriarchal societies, poverty, women are vulnerable of employment, unequal distribution of opportunities and education, fewer social benefits that disturbs the gender equilibrium.
3. Violence against women continues to undermine the effort to reach all goals of gender equity.
4. Religious paradigms : Religion can act as a significant counterweight to support hegemonic institutions of the state, market, society and culture to perpetuate any ideology regarding gender discrimination and gender equity.

**Gender equity can be achieved by :**

1. Achieving equitable access to adequate food and basic needs to increase personal security.
2. Balance in sustainable development decision-making.
3. Creating equal economic opportunities.
4. Equitable access to life resources.
5. Controlling gender-blind policies
6. Changing the power structure between women and men as well.

### **Status of women in higher education :**

Women's participation has grown in institutions over the last few years, from students to faculty and across all streams. Women's enrolment in higher education, was less than 10% of the total enrolment at the time of Independence, has risen to 48.6% in 2018-19. The total enrolment has grown to 37.4 million (Hindustan Times)

Keeping in mind the vision of the Prime Minister of India, Shri Narendra Modi, and the aim of International Women's Day, celebrated on 8<sup>th</sup> March every year, the momentum of empowerment of girls and women through education in all institutes is imperative to take women's rights forward. Hence the focus on the inclusion of female participation in higher education institutes. In accordance with the rise in the enrolment of females in higher education, there is a need for a systemic expansion of the delivery system. Gender equality has been encouraged in the recruitment and placement of both teaching and non-teaching staff in higher education institutes.

As per the statistics of 2018-19, 43.82% of women were enrolled at the Ph.D. level as opposed 40% in 2013-14. This was possible because of various measures taken by the government, such as women candidates being allowed a relaxation of one year for M.Phil. and two years for Ph.D. in the maximum duration, i.e. two to six years respectively as per the University Grants Commission

(UGC), 2016. In addition, provisions have been made for women candidates to get maternity leave/child care leave up to 240 days, during the duration of the M.Phil. / PhD. Through these various initiatives of the government, there has been an overall increase in the enrolment of women in higher education. This has resulted in an improvement in the Gender Parity Index (GPI). The GPI has increased from 0.92 in 2013-14 to 1 in 2018-19.

Recently, all universities were directed the UGC to conduct seminars on gender bias and stereotyping, gender equality and women's rights in all colleges. Student welfare and councils in colleges and universities have been encouraged to hold activities like street plays, flash mobs and mime shows on women's issues, and all colleges and universities must prominently display women's helpline numbers at different places on campuses.

The equal participation of women in higher education will help India make a vital contribution to sustainable development. Along with the provision of equal access to education, quality and affordability must also be emphasised.

**Objectives toward sustainable Gender equity :**

1. Physical security
2. Eradication of gender based violence
3. Guaranteeing legal identity.
4. Enabling access to and control over resources.
5. Providing access to decent work and livelihoods.
6. Ensuring access to public services.
7. Guaranteeing access to information.
8. Facilitating access to information.
9. Facilitating access to justice.
10. Measuring social inclusion and access to Rights.
11. Valuing social cohesion and diversity.

**‘WOMEN at KLE VK IDS’**

Gender equality is of prime importance in educational institutes as education enables girls and boys, women and men to participate in social, economic and political life and is a base for development of a democratic society. Education can be crucial to changing attitudes into accepting gender equality as a fundamental social value.

Teachers are important starting points for promoting gender equality in education as their attitudes and instructional practices are

known to affect gender equality. We at KLE sensitize all our teachers and address all issues related to gender equality with an open mind in an unbiased manner.

Though women remain underrepresented at all levels across the globe, we at KLE are proud to say that women represent at higher posts in KLE University as well as in all the constituent colleges of KAHER, holding the posts of principals, vice-principals, deans and professor etc. The most important thing to mention here is the involvement of all these female faculties in the decision making process. The policy of the institute is to provide equal opportunities to the staff and students irrespective of their gender.

In educational institutions teachers play an important role in gender equality by not differentiating between girls and boys and providing equal learning opportunities to both. Girl students are provided with a secure and protective environment in the campus and they also represent the various committees and are actively involved in the various academic, cultural, sports and other extracurricular activities and are given equal opportunities as the boys.

Similarly all the patients are treated in a fair way with due respect irrespective of their gender, thus ensuring gender equality in the dental hospital. The concept of giving equal opportunity to all



patients for all types of treatments is also imbibed in all the students during their learning stages.

At KLE, we have a dedicated team of powerful individuals working relentlessly for women empowerment. To achieve gender equality and provide equal opportunities to women and girls we have an active Women's Cell and Swashakti cell for women of KLE Society's institutions which conduct activities to empower all the women in the campus and also make them aware of their rights and responsibilities.

Various facilities are provided for the females like : i) the 24x7 helpline, ii) the girl child of a female class IV employee is provided education free of cost. iii) Awards for higher scoring female undergraduate student.

### **Provision for gender equity at KLE VK Institute of Dental Sciences, Belagavi :**

**Objective :** Equal economic opportunities are provided for women that help to sustain personal security. Balance in sustainable development decision-making and encourage power structure between women and men and support to girl students for progress.

**Practice :**

1. There is good representation of female staff (80%) teaching administrative and support.
2. The teaching staff is encouraged for academic and administrative freedom, to take additional educational opportunities (Ph.D and other). They shoulder leadership positions as Heads of department, principal, vice-principal, dean and additional responsibilities at various systems management committees of the Institute.
3. As members of Women cell they are responsible for empowering themselves and others in the society.
4. Girl students share equal opportunities as student council members in academic decisions and co-curricular activities.
5. Hostel facilities are specifically designated for dental girls students in the campus. In the institute, girl's common room with lockers facility, recreational room & washrooms is provided.
6. Help line for girl student is displayed prominently for any help during and beyond college hours is provided.
7. Equal opportunity is provided to all by emboldening staff and students for Research.

8. Institution enriches issues related and relevant to gender by conducting various activities through programs on gender championship which strengthens the women community.
9. Adequate facilities like health care, skill development courses, free or concession for education of children and other infrastructural facilities like changing room in the institute, residential quarters and other facilities in the campus are provided to the support staff.
10. The women's grievance cell is made available in the institute for female student, staff, non-teaching staff to approach for any help needed or for registering their grievances. The university cell for women and policy for harassment at workplace provides further support and care in any dispute either in the institute or the university campus.

**Procedure for registering complaints for harassment at institutional level :**

1. All complaints must be brought by the complainant in person.
2. The committee will examine whether an investigation, intervention or some other assistance is needed.
3. Once such a complaint is received the committee shall proceed to investigate it as per the procedure specified.

4. If the complainant wishes she can be accompanied by a representative.
5. All complaints must be brought in writing. In case of verbal complaint, the committee shall note it in writing and necessary action may be initiated.

**Enquiry Procedures :**

1. Any complaint must be received and recorded by the member, then inform the Chairperson who in turn shall call a meeting of the committee.
2. The committee must inform the accused in writing about the charges made against him/her and she/he should be given an appropriate time to respond to the charges.
3. The committee should maintain confidentiality during the time of the enquiry.
4. After the report has been finalised, confidentiality should be maintained, if the complainant so desires, by withholding the complainant's name and other particulars that would identify her.
5. During the enquiry procedure, the complainant and the accused will be called separately so as to ensure freedom of expression and an atmosphere free of intimidation. The

complainant may be allowed to be accompanied by one representative during the enquiry.

6. The committee will forward the case to the university cell for women if a prima facie case is established of sexual harassment.
7. Reasons for not pursuing a complaint must be recorded in the minutes and made available to the complainant in writing.
8. The committee shall after due consideration of all observations necessitate appropriate action.

**Mechanism of Redressal and action to be taken :**

1. Committee can suspend the alleged harasser from an administrative post/classes if his/her presence is likely to interfere with the enquiry.
2. The victim of sexual harassment as per the Supreme Court judgment, will have the option to seek transfer of the perpetrator or their own transfer where applicable.
3. The Head of the institution will comply the disciplinary action on the basis of the recommendations of the committee under relevant service rules.
4. The disciplinary action will be commensurate with the nature of the violation :

**a.** In the case of **University/College employees**, disciplinary action could be in the form of:

- i. Warning
- ii. Written apology
- iii. Bond of good behaviour
- iv. Adverse remarks in the Confidential Report
- v. Debarring from supervisory duties
- vi. Denial of membership of statutory bodies
- vii. Denial of re-employment
- viii. Stopping of increments/promotion
- ix. Reverting, demotion
- x. Suspension
- xi. Dismissal
- xii. Any other relevant mechanism.

**b.** In case of **students**, disciplinary action could be in the form of:

- i. Warning
- ii. Written apology
- iii. Bond of good behaviour
- iv. Debarring entry into a hostel/ campus
- v. Suspension for a specific period of time
- vi. Withholding results
- vii. Debarring from examinations

- viii. Debarring from contesting elections
- ix. Debarring from holding posts such as member of Committee of Courses, membership of college union, etc.
- x. Expulsion
- xi. Denial of admission
- xii. Declaring the harasser as "persona non grata" for a stipulated period of time
- xiii. Any other relevant mechanism.

c. In the case of **third party** harassment/outsider harassment, the University/College authorities shall initiate action by making a complaint with the appropriate authority.

5. Non-adversarial modes of redressal and resolution could also be considered in appropriate cases. Examples of this may be verbal warning, verbal apology, promise of good behaviour etc.

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**KLE Academy of Higher Education & Research  
(Deemed-to-be-University), Belagavi**

