



Policy on Non-Discrimination Against Women of JSS Academy of Higher Education & Research

Preamble:

JSS Academy of Higher Education & Research (JSS AHER) is committed to promoting a safe, inclusive, and respectful environment that upholds the rights and dignity of all individuals, regardless of gender. This Non-Discrimination Against Women Policy outlines our commitment to eliminating all forms of discrimination, harassment, and gender-based violence against women within the university community.

Policy Statement:

JSS AHER is dedicated to fostering an environment that promotes gender equality and ensures the full and equal participation of women in all aspects of academic, professional, and social life at the university. We stand firmly against any form of discrimination or harassment faced by women and pledge to create an atmosphere that is conducive to their personal and professional growth.

Objectives:

- a. **Gender Equality:** JSS AHER aims to achieve gender equality by promoting equal opportunities, access to resources, and career advancement for women within the university.
- b. **Prevention of Discrimination:** We will actively work towards identifying and addressing any gender-based discrimination or bias that may exist within the university.
- c. **Safe and Respectful Environment:** JSS AHER will maintain a safe and respectful environment, free from any form of gender-based violence, harassment, or intimidation.
- d. **Awareness and Sensitization:** Regular awareness and sensitization programs will be conducted to educate the university community about gender equality, gender stereotypes, and the importance of promoting an inclusive environment.
- e. **Support Services:** JSS AHER will provide appropriate support services and resources to ensure the well-being and empowerment of women within the university.

Prohibited Conduct:

The following conduct is strictly prohibited at JSS AHER:

- a. Gender-based discrimination in recruitment, hiring, promotions, or any other employment-related decisions.
- b. Harassment or bullying based on gender, including verbal, physical, or online harassment.
- c. Gender-based violence, including domestic violence, sexual assault, and any other form of physical or psychological abuse.
- d. Retaliation against individuals who report gender-based discrimination, harassment, or violence.

Reporting Mechanism:

JSS AHER will establish a confidential and accessible reporting mechanism for incidents of gender-based discrimination, harassment, or violence. Individuals who experience or witness such behavior are encouraged to report it promptly to the appropriate authority.

Investigation and Response:

All reported incidents will be promptly and impartially investigated, and appropriate actions will be taken to address and rectify the situation. Confidentiality and privacy will be maintained throughout the investigative process.

Support and Resources:

JSS AHER will provide support services and resources to those affected by gender-based discrimination, harassment, or violence. This includes access to counseling, legal support, and any necessary accommodations.

Awareness and Training:

JSS AHER will conduct regular awareness and training programs to educate the university community about gender equality, non-discrimination, and respectful behavior.

Responsibilities:

The Vice-Chancellor, Registrar, Principals of constituent colleges, and Heads of departments hold responsibility for implementing and monitoring the Non-Discrimination Against Women Policy.

Review and Evaluation:

This policy will be reviewed periodically to ensure its effectiveness and relevance. Feedback from staff, faculty, students, and other stakeholders will be sought to evaluate the policy's impact and identify areas for improvement.

JSS AHER is committed to fostering an environment that promotes gender equality and non-discrimination against women. JAA AHER believe that a diverse and inclusive community enriches our university and fosters a culture of respect, compassion, and growth.

Date of Implementation: 09.04.2016

Date of Last Review: 09. 04.2023

Date for Next Review: 09.04.2026



A handwritten signature in blue ink, appearing to be "A. V. S.", written over the printed name "REGISTRAR".

REGISTRAR

REGISTRAR

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