



Dr D Y Patil Educational Enterprises Charitable Trust's

## Dr D Y PATIL SCHOOL OF MANAGEMENT

(Approved by AICTE, New Delhi Recognized by Govt. of Maharashtra, Affiliated to Savitribai Phule Pune University)

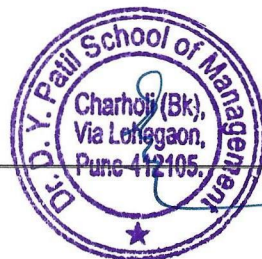
AISHE Code: C-48357

DTE Code: MB6189

SPPU PUN Code: IMMP015810

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# GENDER EQUITY POLICY



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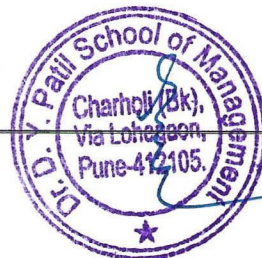
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### **1. INSTITUTE VISION, MISSION, QUALITY POLICY, GOALS & CORE VALUES**

#### **2.1 VISION**

DYPSOM aspire to be a frontrunner in managerial education at national level by making students methodically superior and ethically strong having enterprise spirit with an inclusive mindset.

#### **2.2 MISSION**

We are committed to provide wholesome education in management to enable aspiring students to utilize their fullest potential and become professionally competent by providing:

- Well qualified, experienced, and professionally trained faculty
- State-of-the-art infrastructural facilities and learning environment.
- Encouraging environment for research and development.
- Delight to all stakeholders.

#### **2.3 QUALITY POLICY**

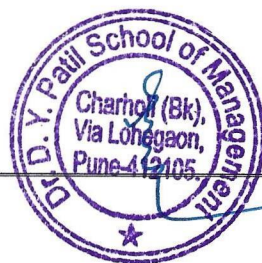
DYPSOM aspire to establish a system of Quality Assurance, which would on a continuous basis evaluate and monitor the quality of education and training imparted at institute, to improve the teaching learning process and develop the institute as a Centre of Excellence.

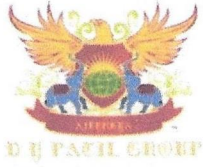
#### **2.4 GOALS**

1. To develop a quality system for conscious, consistence and catalytic programmed action to improve the academic and administrative performance.
2. To promote measures for institutional functioning towards quality enhancement through internationalization of best practices.

#### **2.5 CORE VALUES**

1. Encouraging and building student ability, character, and creativity
2. Freedom of thought and expression





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### 1. INTRODUCTION

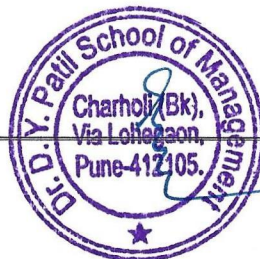
Dr D Y Patil School of Management has always been sensitive to the issues of gender. As a long term commitment towards this objective, and to follow relevant Supreme Court guidelines on the matter, it has been decided by the management to have a formally written and approved Gender Policy that would ensure the rights and safety of women employed by the organization. The word "gender" refers to the socially determined ideas and practices of what it is to be female or male. Gender equality means that women and men and girls and boys all enjoy the same rights, resources, opportunities and protections. In order to promote women empowerment and gender equality, policies of the institute are framed to enable specific achievements with the action from all the areas. Institute acknowledges and practices equality, inclusion, and respect for human dignity, fairness and justice for all. We also acknowledge the support for a diversity of talent. We renew our commitment to teaching future generations and being role models. We also commit to counteract any existing inequalities. There is also reservation for girls in the Institute as per AICTE and SPPU norms.

**Gender Equality:** This is achieved when women and men enjoy the same rights and opportunities across all sectors of society. eg. Recruitment for jobs only based on merit.

**Gender Equity:** Fairness in treatment for men and women mainly for indictment e.g. Reserved seats for women in jobs or committee as per government norms. Programs like safety for women, celebration of international women's day comes under gender equity.

**Objectives:-** Institute through its proactive faculty, staff and student, will annually implement the following:

- To promote equal opportunities for male and female staff and create a gender sensitive working environment at the workplace.
- To promote and ensure gender equity and equality (in terms of rights and access to resources, responses and services)
- To act as an effective deterrent against gender discrimination and harassment both in the workplace and campus.



**Stakeholders: - All Genders**

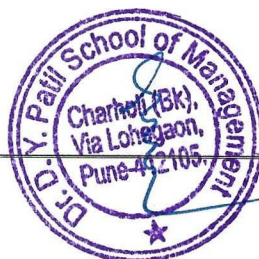
Gender equality denotes women having the same opportunities in life as men, including the ability to participate in the public sphere. Gender equity denotes the equivalence in life outcomes for women and men, recognizing their different needs and interests, and requiring a redistribution of power and resources. Both are indispensable and need to be incorporated into the Gender Policy of the organization.

**Key Addressable issues**

1. To study the present system to determine the gender balance (or imbalance), i.e. conducting a gender analysis,
2. To promote equity and equality between genders,
3. To create a gender sensitive and conducive working environment,
4. To eliminate harassment and discrimination on the basis of gender, and
5. To ensure fairness and equity as a right for all in the outcomes of development, through processes of social transformation.

**Implementation:**

- 1) To evaluate mechanisms for implementation and follow-ups.
- 2) To conduct regular awareness-raising activities among students and staff.
- 3) To promote faculty members working together in classes, fair representations for leadership roles, facilitate impartial participation, gender balance in team projects when possible, conduct mentorship meetings of students with faculties, having open and closed sessions with faculty members of the appropriate gender for related scenarios, complaints and counseling during class hours.
- 4) To promote gender parity at the institutional level through our student code of Ethics, Rules and Regulations and Service Rules, Policies and Procedures.
- 5) To ensure equal and unbiased measures for everyone for their teaching and learning activities. This "No Discrimination Policy" has to be strictly followed by all means.
- 6) To conduct the induction and the orientation programmes after admission, so that the new students are to bring to the sense of sensitization by regular sessions. To provide mentor and if required a personal counselor in order to solve the student's problems related to habit, health, money or family issues without any gender bias.



- 7) To ensure equal rights and participation in regular cultural activities, sports, debate, celebrations, and performing arts, girl's students are to encourage by all means without any sign for gender discrimination.
- 8) To strictly monitor sensitisation by the elements of education in the curriculum and if possible perform different activities and topics related to gender sensitization under the curriculum.
- 9) To conduct counseling sessions for the girl students in a regular manner by the lady faculty members of the Committees.

### Internal Complaints Committee

The committee as per section 4 of Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013

Name	Designation
<b>Dr. Shreekala Bachhav</b>	Chairperson
<b>Prof. (Dr.) O P Haldar</b>	Member
<b>Dr. Debashree Jana</b>	Member
<b>Prof. Sheetal Jalgaonkar</b>	Member
<b>Ms. Supriya Chavan</b>	Member
<b>Mr. Ganesh Khedkar</b>	Member
<b>Student Representatives (2 Female 1 Male)</b>	Student

*A. K. Deshpande*

Prepared By  
Faculty Member

*J. S. Patil*

Verified By  
IQAC Coordinator

*Shreekanth*

Approved By  
Director

