



**D. Y. PATIL
EDUCATION SOCIETY
DEEMED TO BE UNIVERSITY**

KOLHAPUR

NAAC with 'A⁺⁺' Grade in 3rd Cycle

Diamond: QS I-GAUGE Indian University Ratings

Policy on Non-Discrimination against Women

Address: 869, E, D Y Patil Vidyanagar, Kolhapur 416006

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Policy on Non-Discrimination against Women

The D Y Patil Education Society (Deemed to be) University, Kolhapur is committed to ensuring gender parity in all areas of university functioning. We envision a campus where women students, teachers, staff and visitors have equal footing with men to work, learn, teach and participate.

Policy Statement

No person shall be denied admission, employment, responsibility, promotions, or any privileges or benefits on the grounds of being a woman or on grounds connected with marital status, or pregnancy. Representation of women shall be ensured in all committees related to selection, promotion, grievances or appraisal.

Parity shall be maintained in terms of pay, research intramural funding, support for conferences, incentives, training opportunities, leave, access to resources and educational elements, among other factors.

Empowerment of women students and employees shall be a priority, and activities of the Gender Sensitisation and Women Development Cell and the anti-Discrimination Cell shall be conducted to support this. Safety on campus shall be preserved through human and technological aids, with strict action for any misstep. This will allow for free movement and access by women students to all facilities at all times.

Protection of personal and human rights shall be ensured with sexual harassment, gender-based violence, ragging, and hostile sexually-nuanced behaviour shall be treated as a violation of university policy. The Internal Complaints Committee shall function with strict confidentiality and as per the applicable law.



Responsibilities

The responsibility of aligning all activities with the ethos of this policy is the responsibility of not one person or committee but of every stakeholder of the university. That notwithstanding, the following offices bear higher responsibility to uphold the principles and actions outlined above:

- Dean/Director/Principals of each college
- Director, Student Welfare
- Anti-Discrimination Cell
- Internal Complaints Committee
- Anti-Ragging Committee
- Gender Sensitization & Women Development Cell
- Human Resources Department
- Admission Cell

Grievance Redressal

The grievance mechanisms shall be publicly available and shared with new students and employees during the induction.

No discrimination will be permitted against any person/s who raises a grievance or makes a complaint. All formal complaints shall be acknowledged within 3 working days and handled within the stipulated time as per policy

The university reaffirms its' commitment to providing equal, fair and transparent systems that promise non-discrimination against women.



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