



DEEPSHIKHA GROUP OF COLLEGES

Nurturing Talent, Empowering Futures



GENDER EQUITY POLICY

Promoting Equality.
Respecting Diversity.
Empowering Everyone.



EQUALITY



RESPECT



INCLUSION



EMPOWERMENT



DIGNITY

GENDER EQUITY POLICY

1. Foreword & Statutory Alignment

Higher education institutions hold a critical responsibility in advancing gender equality and creating an environment where all students and staff—regardless of gender—enjoy equal dignity, rights, and access to knowledge.

As an institution **affiliated with the University of Rajasthan**, Deepshikha College of Technical Education (DCTE) strictly adheres to the guidelines set forth by the University Grants Commission (UGC), the Constitution of India, the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH Act), the UGC Regulations, 2015, and the University of Rajasthan regarding gender sensitization and prevention of sexual harassment. This policy establishes a structured framework to ensure high-quality, equitable technical education and non-discriminatory workspaces, empowering every individual to reach their full potential.

2. Rationale & Educational Principles

Aligning with national constitutional mandates, University of Rajasthan guidelines, and **United Nations Sustainable Development Goal 5 (Gender Equality)**, this policy ensures that personal aspirations, academic choices, and career achievements are never constrained by gender expectations.

Educational Principles & Values

Equal Capacity for Learning: Biological sex does not determine academic or professional capacity in technical education.

Equitable Support: Realizing equality of outcomes may require targeted supportive measures or preferential treatment for underrepresented groups during transitional phases.

Personal Safety & Dignity: Campus life must guarantee personal respect, physical safety, economic security, and equal influence in decision-making processes for all students and staff.

Professional Responsibility: Delivering gender-sensitive, high-quality technical education is a mandatory responsibility for all faculty, administrative, and support staff.

3. Scope of the Policy

A. For Employees (Faculty & Administrative Staff)

Applies to all job applicants and full-time, part-time, temporary, or permanent employees across all departments. It governs:

- Recruitment, selection, and promotion processes.
- Terms of employment, compensation, and professional development.


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- Flexible working options, maternity/pregnancy accommodations, and safe working conditions.
- Leadership representation, grievances, and disciplinary procedures.

B. For Students & Scholars

Applies to all students enrolled in programs affiliated with the University of Rajasthan, ensuring equal access to academic resources, labs, campus activities, and leadership opportunities.

4. Policy Statements & Governance

To maintain an inclusive and gender-neutral learning and working environment, the institution commits to:

Respect & Dignity: Promoting a workplace and campus culture where every individual is treated with fairness and respect.

Zero Discrimination: Ensuring no applicant, employee, or student is disadvantaged by requirements unrelated to actual performance or merit.

Accommodation & Inclusivity: Accommodating maternity/pregnancy needs, religious observances, and reasonable disability adjustments.

Active Intervention: Swiftly challenging and correcting discriminatory attitudes, biases, or language wherever they occur.

5. Curriculum & Learning Environment

The institutional framework ensures that course delivery aligns with University of Rajasthan academic standards while actively promoting gender equity:

Inclusive Pedagogy: Designing learning activities, course presentations, and seminars that use gender-neutral language and highlight the contributions of all genders to technology, business, and society.

Safe Campus Culture: Fostering a supportive environment free from harassment, intimidation, or violence, while preparing students to understand their rights to personal safety.

Equal Skill Realization: Providing equal access to computer labs, practical workshops, and placement drives.

Sensitization Programs: Conducting regular gender-sensitization workshops in collaboration with university-approved guidelines to build empathy and non-abusive peer relationships.

6. Policy Breaches, Grievance Redressal, & Anti-Retaliation Grievance Redressal & ICC Alignment


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- Any employee or student experiencing discrimination, bias, or gender-based harassment may submit a formal complaint in writing to the **Internal Complaints Committee (ICC/POSH)** or through the college **Grievance Redressal Portal**.
- Investigations will follow the regulatory timelines prescribed by the University of Rajasthan and the UGC Prevention, Prohibition, and Redressal of Sexual Harassment Regulations.

Disciplinary Measures

Breaches of this policy constitute **gross misconduct**. Anyone found guilty of gender discrimination or harassment will be subject to strict disciplinary action, up to and including termination of employment or academic expulsion in accordance with university statutes.

Protection Against Retaliation (Whistleblower Safeguards)

- The institution strictly prohibits any form of retaliation or victimization—direct or indirect—against anyone who reports misconduct or participates in an inquiry in good faith.
- Any act of retaliation will result in independent, severe disciplinary proceedings.

7. Monitoring & Periodic Assessment

To measure the impact and progress of this policy, DCTE will regularly track key metrics—including female student enrollment rates across University of Rajasthan courses, female faculty recruitment/retention, and leadership representation—ensuring continuous movement toward optimum gender balance and equality on campus.


Principal
APPROVED BY:
Deepshikha College of Technical Education
Varun Path, Mansarovar
Principal

Deepshikha College of Technical Education, Jaipur