

## **Gender Equality, Diversity & Inclusion Policy**

### ***Policy Statement***

GD Goenka University is fully committed to achieving gender equality, promoting diversity, and fostering an inclusive and safe learning and working environment for all its students, faculty, and staff. The University upholds the principles of equality, dignity, and respect and does not tolerate discrimination, harassment, or exclusion on the basis of gender, gender identity, caste, creed, religion, disability, or any other status.

The University actively works towards women empowerment, gender sensitization, and inclusion of marginalized and weaker sections of society through its policies, institutional mechanisms, and year-long activities.

### ***Institutional Bodies for Gender Equality and Safety***

#### **Equality, Diversity and Inclusion Governance**

GD Goenka University has established institutional mechanisms that function as the University's Equality, Diversity and Inclusion (EDI) framework, mandated by the University administration to advise on and implement policies, programmes, and trainings related to diversity, equity, inclusion, and human rights on campus.

These responsibilities are carried out through bodies such as the Internal Complaint Committee, Committee Against Sexual Harassment (CASH), Equity and Non-Discrimination Policy mechanisms, Counselling Centre, and structured gender sensitization and inclusion initiatives, ensuring a safe, inclusive, and rights-based campus environment.

To ensure gender equality and safety, the University has constituted the following bodies:

1. Internal Complaint Committee
2. Committee Against Sexual Harassment (CASH)

In addition, GD Goenka University has a well-defined Policy to Prevent Sexual Harassment at the Workplace, with a clearly established redressal mechanism.

#### **Equal Opportunity in Admissions and Employment**

Admissions at GD Goenka University are based strictly on academic merit and eligibility criteria, without discrimination on the basis of gender. In recent years, female student enrolment has increased significantly. As per institutional data, women constitute a substantial proportion of undergraduate and postgraduate students, particularly in disciplines such as B.A. and M.A. (Clinical Psychology), while continued efforts are being made to encourage women's participation in areas with traditionally lower female enrolment.

Admission to the University shall be made strictly on the basis of merit.

(ii) Merit for admission to the University may be determined either on the basis of marks or grades obtained in the qualifying examination and achievements in co-curricular and extracurricular activities, or on the basis of marks or grades obtained in the entrance test

conducted at the state level, either by an association of universities conducting similar courses or by any agency of the State.

(iii) Provided that admission to professional and technical courses shall be made only through an entrance test. Admission of students shall be carried out on the basis of merit, providing equal opportunity to all without any discrimination, taking into account the provisions of Section 35.

(iv) Provisions for admission and enrolment of students shall be made in accordance with the Ordinances, Regulations, and Rules.

(v) A minimum of 25% of seats for admission to the University shall be reserved for students from the State of Haryana, out of which 10% shall be reserved for students belonging to the Scheduled Castes of the State of Haryana.

(vi) The number of seats in different courses or subjects shall be as approved by the Academic Council of the University.

(vii) The University may, from time to time, prepare the fee structure for various courses and shall submit it to the State Government for information at least 30 days before the commencement of the academic session.

University regulations and policy guidelines governing admissions, recruitment, and academic as well as administrative activities safeguard the interests of students, faculty, and staff without discrimination on the basis of gender. The true spirit of Article 15 of the Constitution of India is upheld, ensuring that there is no discrimination on the basis of caste, creed, religion, or gender, including recognition of the third gender.

### **Process of Appointment of Teaching/Academic Staff of the University**

i. The appointment of teachers and academic staff shall be normally made through open selection, on the recommendations of the duly constituted Selection Committee as per the norms as provided in the Service Regulations;

ii. The Appointment of administrative staff shall be normally made through open selection, on the recommendations of the duly constituted selection Committee as provided in the Regulations;

iii. The recommendations of the Selection Committees shall be approved by the Authority/Officers as provided in the Service Regulations;

iv. The emoluments of teachers, academic and administrative staff shall be as per UGC norms on higher as provided in the Regulations;

v. In special cases, appointment may also be made on contract, transfer, and deputation or in any other manner considered necessary and expedient.

### ***Safety, Security, and Campus Facilities***

The University provides a safe and supportive campus environment through:

- Separate hostels for boys and girls with trained male and female wardens and appropriate security arrangements
- Separate restrooms and common rooms for boys and girls across campus
- Medical attendants and sports officers for both male and female students and staff
- Counselling, safety, and security facilities under the University's Equity, Diversity, and Non-Discriminatory Policy Guidelines

Women students actively participate in academic, cultural, and sports activities at institutional and inter-institutional levels, including university festivals, national and international observances, and sports competitions.

### ***Gender Sensitization and Awareness Activities***

Year-long activities are conducted to promote gender equality and empowerment, including:

- Nukkad Natak on *Women Empowerment*
- Celebration of *International Women's Day*
- Nomination of *Gender Champions*
- Workshops and training programs on legal rights, gender sensitivity, and protection from social and domestic violence

All academic and co-curricular programs are open to all genders without bias or reservation.

### ***Counselling, Welfare, and Support Facilities***

#### **Counselling Centre**

The Counselling Centre, operated by the GD Goenka Institute of Behavioural and Allied Sciences, provides one-to-one and group counselling services to students and staff to support mental, emotional, biological, and social well-being.

#### **Common Rooms**

Common rooms are available in all academic blocks for student welfare.

#### **Day Care / Childcare Facility**

The Toddler House at GD Goenka University provides a safe and nurturing environment for young children, supporting their holistic development through play-based learning. The facility is equipped with age-appropriate resources and is managed by trained caregivers who ensure hygiene, safety, and comfort. A day-care centre for children aged 6 months to 6 years offers essential amenities and assistance to working parents as part of the University's family-friendly initiatives.

### ***Equity, Inclusion, and Respect for Gender Diversity***

Through its Equity and Inclusion Policy, GD Goenka University seeks to foster an environment that goes beyond non-discrimination. The University celebrates all employees and students regardless of gender identity, gender expression, or sexual orientation and is committed to building a culture of mutual respect, safety, and trust.

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### ***Committee Against Sexual Harassment (CASH)***

The University has a Committee Against Sexual Harassment (CASH) with:

- A woman Chairperson
- Internal members and one external member
- Regular meetings to address issues of safety and welfare

CASH follows defined guidelines under the Policy to Prevent Sexual Harassment, including a transparent grievance redressal mechanism. Due to proactive implementation, no reported cases of sexual harassment have occurred on campus to date.

### ***Monitoring and Gender-Wise Data Tracking***

The University systematically tracks gender-wise data on applications, admissions, and completion rates. Gender-wise statistics are published annually through university reports and examination records, reflecting satisfactory participation and progression of women students.

### ***Policy for Women Empowerment***

The University's Women Empowerment initiatives aim to:

- Create an enabling environment for the full development of women through positive social and economic policies
- Ensure equal participation of women in academic, administrative, and decision-making roles
- Encourage female faculty and students to adapt to evolving workplace and societal roles

Training on gender equity and non-discrimination is provided to staff and volunteers. Complaints related to discrimination may be addressed to the Chairperson, CASH.

### ***Policy for Transgender Inclusion***

GD Goenka University recognizes the social challenges faced by transgender individuals, including discrimination and stigma. The University has formulated a policy to support transgender students and staff, ensuring a respectful, inclusive, and discrimination-free academic and work environment in alignment with national legal frameworks.

### ***Maternity Leave and Childcare Support (Updated)***

GD Goenka University provides maternity and childcare support in line with its commitment to gender equality:

- 🚦 **Maternity Leave:** Eligible female employees are entitled to **182 days (26 weeks) of paid maternity leave** as per the University's updated maternity leave provisions and applicable statutory guidelines.
- 🚦 **Childcare Facilities:** A crèche facility is available for children aged 6 months to 6 years, established as per the Maternity Benefit Act and maintained with safety, hygiene, and child-friendly infrastructure.

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***Anti-Discrimination Framework***

The University is committed to maintaining a workplace and academic environment free from unlawful discrimination and harassment through:

1. Anti-Discrimination and Anti-Harassment Statement
2. Anti-Retaliation Statement
3. Non-Discriminatory Employment and Service Practices

***Implementation and Review***

The University actively implements and periodically reviews this policy to ensure its continued effectiveness in promoting equality, diversity, and inclusion across all levels of the institution.



**Dr. Dhirendra Singh Parihar**  
**Pro-Vice Chancellor - Administration & Registrar**  
**GD Goenka University, Gurgaon**

