



POLICY OF NON - DISCRIMINATION FOR WOMEN



SECTION 1: BACKGROUND AND PURPOSE

The purpose of this policy to protect women employees and the girl students against the discrimination at the Workplace/Institution during their stay at Brainware University.

SECTION 2: POLICY STATEMENT

The University will provide equal opportunity to all women employees in jobs and careers and in scholarships to all girl students.

SECTION 3: PROCEDURE

(a) Brainware University protects its women employees against sexual harassment at the workplace and redress complaints of sexual harassment and for matters connected therewith as per the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.

(b) The University provides the right to work with dignity to its women employees and to study to its girl students to uphold any form of discrimination.

(c) No women shall be excluded from any office of the University from appointment to any post, or from admission to any degree, diploma course study on the ground of only of sex, race, creed, class, caste, place of birth, religious belief or profession or political or other opinions.

(d) All opportunities available in work and various roles in the organization are equally be available for the women employees in the organization, as per the capacity and designation of the candidate.

(e) Gender Sensitization Programs for all the faculty members and the students to sensitize them about the non-discrimination for the women colleagues or fellow girl classmates. Such Programs will develop a positive environment with reference to the non-discrimination about the women.

(f) University encourages reporting of all perceived incidents of discrimination, harassment or retaliation, regardless of the offender's identity or position to take rapid and constructive action. Any reported allegations of harassment, discrimination, or retaliation will be investigated promptly.

(g) The University is committed to improve and promote gender equality and diversity in strengthening recruitment and retention practices to foster a high-quality workforce reflective of gender diversity and promoting gender-inclusive and participatory decision making.

(h) University also promotes women's education in various fields through its equal opportunity admission policy. However, for women students pursuing higher degree programmes (such as Ph.D.), a special concessional approach is also adapted to accommodate the changing needs in the life of a women student which will help to build social inclusion.

(i) The University aims to overcome barriers to gender equality in the workplace/institution, including gender biases.

(j) University aims to keep the record of the woman applicants for the various Teaching, Non-Teaching, and administrative positions. The eligible and suitable woman candidates will be given equal preference for the available vacant positions and will be appointed at the various working committees and the statutory bodies.



(k) For the student applicants, there is neither discrimination while providing the admission offer to the woman applicants nor offering scholarships.

(l) University ensures all employees and officers have equal opportunity to participate in and contribute at all levels of the University (teaching, mentoring, academic guidance, etc. for female faculty members) and (scholarship, class representation for girl students) and to receive appropriate acknowledgment and equitable reward for that participation and contribution.

(m) University acknowledges that some women from under-represented backgrounds may face disadvantage in gaining equal employment opportunities. In seeking to redress this age-old and persistent inequity, the University actively and specifically included women employees in various committees and the girl students in various sub-committees in its gender equity initiatives.

REVIEW:

In continuation to the existing **Policy of Non-Discrimination for Women**, the policy was reviewed. There are no further changes suggested, and hence the existing policy will continue in action.