



SAROJINI NAIDU VANITA MAHA VIDYALAYA

COLLEGE FOR WOMEN, AFFILIATED TO OSMANIA UNIVERSITY

(Sponsored and Managed Jointly by Osmania Graduates' Association and Exhibition Society)

NAAC Accredited 3rd Cycle

Ref. No. SNVMV /

Date : 19.11.2018

Gender Equity Policy

Policy Statement

UNICEF says **gender equality** "means that **women** and men, and girls and boys, enjoy the same rights, resources, opportunities and protections. It does not require that girls and boys, or **women** and men, be the same, or that they be treated exactly alike."

The main goal is to ensure equal opportunities for women and men by encouraging a more **gender**-competent management in research, innovation and scientific decision-making bodies, with a particular focus on universities.

Gender Equity Policy

SNVMV, rooted in the Indian tradition and culture is committed to uphold the principle of gender Equity as enshrined in the Indian Constitution, in its Preamble, Fundamental Rights, Fundamental Duties, respecting the dignity of the human individual and the centrality of human person in the scheme of things, without any discrimination to any gender, providing equal opportunity to all.

Objectives

- Equal career opportunities for women and men.
- Fair distribution of unpaid and paid work among women and men, wages and salaries that women and men can live on independently.
- Equality of women and men with regard to political representation and participation. · To positively strengthen selection processes relating to equality in recruitment, promotion and progression of, and support for, researchers, in the partner institutions
- To develop processes to strengthen the presence of women in academic/research leadership positions and senior academic research positions in the partner institutions
 - To raise gender equality awareness in academic research and scientific structures
 - To provide sustainability of the culture change which will support gender equality and needs of women academics in the organisations
- To implement a locally specific Gender Equality Action Plan in each core partner institution
- To strengthen research excellence frameworks and policies in the context of gender equality with the key objective of developing a 'code of practice' for assessing research excellence.

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Roles and Responsibilities

- Promote communications that represent unbiased representations of gender equity. · Conduct workshops that promote diversity and gender-sensitive communication formembers and employees
- Conduct regular awareness-raising activities among students and staff. In classes, faculty members could promote working together, fair representations for leadership roles, facilitate impartial participation, gender balance in team projects when possible, promote students meeting with faculty, having open and closed sessions with faculty members of the appropriate gender for related scenarios, complaints and counseling during class hours and at hostels.
- Ensure balanced gender quota in hiring committees
- Our student code of conduct promotes gender parity at the governance level. · Conduct gender sensitization programmes
- women- related themes and topics taken up for discussion and debates · Leadership camps organized for the personality development of women students. · Conduct women Empowerment programs for women who needs help · Conduct programs at orphanages (women and children) for their upliftment
- Women cell and Anti-sexual harassment committees continuously conduct various awareness programs on gender sensitization.
- Take initiatives to check the functioning of vending machines, inspect sanitary napkin incinerators.
- Implement measures to evaluate the student's confidence as a result of gender equity awareness initiatives.

Action Plan

Encourage -The celebration of international women's day every year with a message for women safety and etiquettes.

- The student counselors should interact with students on various problems and personal distress, so as to develop the sensitization of students and solve the social issues.
- Maintenance and housekeeping - The sanitary napkin incinerators, sanitary napkin vending machines are installed for the health and hygiene maintenance for the girls. · An awareness program on the rights of women and rules under the prevention of workplace harassment act, notified by the Government to the student community.
- Poster competition, Slogan writing competition in connection with the International Girl Child Day and on women's day and Group discussion
- Seminar on Women's Safety and Security along with sister institutes. Semester wise invited talks on Gender Equity in open forum

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PRINCIPAL

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