

Policy on Non-Discrimination against Women

Policy Statement

O.P. Jindal Global University (JGU) is dedicated to upholding the highest standards of gender equality, dignity, and respect for women in all aspects of campus life. In line with the United Nations Sustainable Development Goal 5 (SDG 5: Achieve gender equality and empower all women and girls), JGU pledges to end all forms of discrimination against women, promote equal opportunity, and eliminate barriers to participation, safety, and leadership for women and girls in educational, professional, and social spheres. This commitment is grounded in national and international human rights standards, including the Constitution of India, UGC regulations, and the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.

Scope

This policy covers all university contexts: classrooms, research centres, workplaces, hostels, common areas, virtual platforms, fieldwork, and University-approved travel. It includes all aspects of student and staff life, admissions, recruitment, academic assessment, housing, services, health care, extracurricular activities, and campus conduct.

Prohibited Conduct

- I. Discrimination in admission, recruitment, advancement, grading, access to opportunities, or provision of services based on sex or gender.
- II. Sexual harassment, including unwelcome advances, physical or verbal conduct of a sexual nature, and gender-based violence.
- III. Bullying, stigmatization, stereotyping, or exclusion of women from university activities or privileges.
- IV. Retaliation against women for reporting discrimination or harassment or cooperating in investigations.

Institutional Commitments and Support

I. Access and Inclusion:

- a) Ensures equal access for women to all academic, residential, and institutional facilities, programs, and activities.

- b) Affirms women's right to safe movement and participation in campus life, including leadership positions.
- c) Offers reasonable accommodations for pregnant or parenting women, including academic adjustments.

II. Prevention and Sensitization:

- a) Mandatory induction and ongoing training for all members on gender equity, anti-harassment, and sensitivity.
- b) Regular campus-wide campaigns to build awareness against gender bias, violence, and stereotypes.
- c) Integration of women's rights education into curriculum and campus events.

III. Redressal Mechanisms:

- a) The Committee on Gender Sensitization Against Sexual Harassment (COGSASH) oversees complaints related to gender discrimination and sexual harassment per UGC and statutory mandates.
- b) Multiple accessible channels for reporting complaints (online portal, email, direct contact).
- c) Timely, confidential investigation and resolution, with protections against retaliation and stigmatization.
- d) The Sukoon/Wellness Centre offers counselling, support, and advocacy throughout the complaint process.

IV. Safety and Facilities:

- a) Provision of secure hostels, washrooms, and campus spaces for women, including well-lit paths, emergency contacts, and gender-neutral facilities where needed.
- b) Zero tolerance for gender-based violence, threats, or bullying.

Reporting and Confidentiality

- I. Complaints of discrimination, harassment, or related concerns by women may be submitted through multiple accessible channels to ensure ease, safety, and confidentiality:
 - a) Online complaint portal administered by the Committee on Gender Sensitisation Against Sexual Harassment (COGSASH).
 - b) Via email to cogsash@jgu.edu.in or other designated addresses including the Offices of the Registrar and Chief Proctor.
 - c) Directly in written or oral form to COGSASH members, Registrar, Chief Proctor, or counselling staff available on campus.
- II. Reports may be lodged by the complainant herself, witnesses, or authorized representatives acting on her behalf. Anonymous complaints are also accepted, recognizing the sensitivity and necessity for privacy.

- III. The confidentiality of complainants is strictly safeguarded at all times. Details of the complaint are shared strictly on a need-to-know basis among the members of the investigative committee and relevant administrative officials only to ensure a fair and thorough inquiry.
- IV. COGSASH and the university uphold a zero-tolerance policy on retaliation. Protection is guaranteed for complainants, witnesses, or anyone associated with the investigation from any form of retaliation or victimization, including academic or professional reprisal.
- V. Once a complaint is received, an initial acknowledgement is provided promptly. Complaints are addressed urgently and resolved with procedural fairness. The internal timeline mandates that complaints be acted upon and a preliminary response or investigation initiated within two working days. Regular updates are provided to complainants about the progress of their complaint, the steps being taken, and any available support services.
- VI. Women complainants are offered continuous support throughout the process by trained counselors and support groups associated with the university's Wellness Centre and COGSASH, ensuring emotional and psychological well-being.
- VII. The entire complaint and inquiry process is designed to be sensitive, transparent, and empowering, aligning with the University Grants Commission's guidelines, the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, and relevant Supreme Court mandates.

Monitoring and Review

- I. Ongoing monitoring of policy effectiveness through audits, climate surveys, and review of case handling.
- II. Annual updates reflecting changes in law, best practice, and campus feedback.

Community Engagement

- I. Support and advocacy for women's organizations, clubs, and events on campus.
- II. Active partnership with NGOs and government bodies supporting women's rights.
- III. Inclusion of men and all gender identities in education to foster allyship and challenge bias.