

Policy on Women's Access

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1. Preamble

O.P. Jindal Global University (JGU), recognized as an *Institution of Eminence* by the Ministry of Education, Government of India, is deeply committed to gender equity and inclusivity in higher education. This policy ensures that women have equal access to academic, administrative, research, and leadership opportunities, in line with the University Grants Commission (UGC) guidelines, the National Education Policy (NEP) 2020. The policy is also aligned with the UN Sustainable Development Goals (SDG 4: Quality Education, SDG 5: Gender Equality, SDG 8: Decent Work and Economic Growth, and SDG 10: Reduced Inequalities).

2. Objectives

- I. Provide equitable opportunities for women in admissions, employment, leadership, and governance.
- II. Establish robust institutional mechanisms to ensure safety, well-being, and inclusivity.
- III. Create career progression pathways for women in academia and administration.
- IV. Provide scholarships, mentorship, and support systems for women from disadvantaged or first-generation backgrounds.
- V. Promote community engagement initiatives that extend women's empowerment beyond the university.

3. Scope

This policy applies to:

- I. ***Students:*** Undergraduate, postgraduate, doctoral, and international students.
- II. ***Faculty & Researchers:*** Recruitment, promotion, and leadership opportunities.
- III. ***Non-Teaching & Administrative Staff:*** Equal opportunities in recruitment, training, and promotions.
- IV. ***Leadership & Governance:*** Representation in governing councils, decision-making committees, and executive roles.

4. Guiding Principles

a. Equal Opportunity & Non-Discrimination

- I. Admission, recruitment, and promotions will be free of gender bias.
- II. Outreach initiatives to encourage women applicants, especially from disadvantaged groups.

b. Academic Access & Support

- I. Equal scholarships and fellowships for all in various schools and programmes.
- II. Dedicated support for women in research disciplines.
- III. Encouragement of international exchange programs for women students and researchers.

c. Safe and Inclusive Environment

- I. Zero tolerance towards sexual harassment, ragging, and gender-based violence
- II. Functioning of COGSASH (Committee on Gender Sensitization Against Sexual Harassment)
- III. Gender-sensitization and inclusivity training sessions for students, faculty, and staff.
- IV. Safe campus design: well-lit pathways, women's hostel safety protocols, 24/7 security patrols.

d. Well-being and Support Services

- I. Sukoon Health to provide psychological and emotional support.
- II. Provision of maternity leave, childcare leave, creches, lactation rooms, and flexible work arrangements.
- III. Peer support and mentoring networks.

e. Leadership and Representation

- I. Target of minimum one-third representation of women in academic and non-academic leadership.
- II. Women's Leadership Development Programme to mentor potential leaders.
- III. Encouraging women faculty and staff to take on roles in decision-making committees and governance structures.

f. Research, Innovation, and Entrepreneurship

- I. Encouragement of women's participation in innovation, entrepreneurship, and incubation centres (e.g., Startup JGU, Ideate Lab).
- II. Collaboration with national and global women's research networks.

5. Institutional Mechanisms

- I. **COGSASH-** Committee on Gender Sensitization Against Sexual Harassment.
- II. **Centre for Women's Rights-** Research, advocacy, and capacity building for women.
- III. **Office of Student Life & Cultural Engagement-** Ensuring women's participation in societies, clubs, and events
- IV. **Sukoon Health-** Emotional and psychological support.
- V. **Anti-Discrimination Committee-** To address intersectional inequalities.
- VI. **Office of Safety, Security & Vigilance-** Ensuring safety protocols, complaint redressal, and monitoring.

6. Monitoring and Evaluation

- I. Annual tracking women's participation in admissions, employment, leadership, and research.
- II. Data disaggregation by gender across all institutional reporting systems.
- III. Periodic review by the Office of Compliance to ensure compliance with UGC, NAAC, and Government of India parameters.
- IV. Regular audits of women's facilities (creches, hostels, restrooms, safety mechanisms).

7. Alignment with National and International Frameworks

- I. UGC Guidelines on equity, anti-sexual harassment, inclusivity.
- II. National Education Policy (NEP) 2020 emphasis on women's empowerment.
- III. Sustainable Development Goals, particularly SDG 4, 5, 8, 10, and 16.

8. Reporting & Accountability

- I. Complaints and concerns can be raised through confidential reporting channels (online portal, Proctor's Office, HR cell).
<https://jgu.s3.ap-south-1.amazonaws.com/Complaint+or+Claim+form.pdf>
- II. Strict non-retaliation policy to protect whistle-blowers.
- III. Annual external review by an independent in-house Committee.

9. Review Cycle

This policy shall be reviewed every two years to align with evolving UGC, NAAC, and Government of India requirements, and to incorporate best practices from global higher education institutions.