



O.P. JINDAL GLOBAL
INSTITUTION OF EMINENCE DEEMED TO BE
UNIVERSITY
A Private University Promoting Public Service



NON-DISCRIMINATION AGAINST WOMEN POLICY

Preamble

O. P. Jindal Global University (JGU), an Institution of Eminence as declared by the Government of India, is committed to nurturing the next generation of leaders who will make a positive impact on society. It firmly upholds its commitment and dedication in providing an equal, inclusive and diverse environment in which all members of the University are able to thrive and be respected and valued for their unique perspectives and contributions.

In addition to JGU's general policies on Non-Discrimination, Equal Employment Opportunity and Affirmative Action Policy, University has introduced very specific 'Gender Equality: Non-Discrimination against Women Policy' to create a truly inclusive, safe and conducive environment for all its members. JGU vows to take all essential steps to foster gender equality among students, staff, faculty and all working professionals.

Definition

Discrimination includes any harmful practices against an individual or group of individuals based on their gender, including any unwelcome conduct creating unsafe, unpleasant or offensive, hostile, or intimidating environments preventing an individual or group of individuals from effectively exercising their rights or benefiting from a fair and equal treatment.

Harmful practice includes violence, harassment and inappropriate sexual behaviour, and includes behaviour such as signs, words, gestures, jokes, cartoons, pictures, posters, pranks, intimidation, that perpetuates the existing gender biases.

Retaliation is any materially adverse action that would dissuade a reasonable person from making or supporting a claim of harassment or discrimination. Retaliation can be direct such as changing an employee's work location, work assignments, pay or schedule, or it can be indirect such as intimidating, threatening, or harassing an employee who has raised a claim or participated as a witness in an investigation. All parties to a concern are prohibited from engaging in intimidating actions directly or indirectly through other persons.

Core Principles

Our university policies will reflect our commitment to equality, educational opportunity, social justice, ethical behaviour, fair treatment, non-discrimination and adequate representation.

Our University prohibits retaliation against individuals who raise concerns of perceived discrimination or harassment or who participate in the investigation of any claim of discrimination or harassment.

This encompasses the following core principles

- a. Fair and equal representation for all, allowing everyone in our community to contribute and reach their full potential.
- b. Fostering and maintaining a safe environment of dignity, respect and inclusion for employees, students, and members of the communities we serve.
- c. Ensuring fair and inclusive access to our facilities, programmes, resources, and services, and working to make all of our policies and practices inclusive and equitable
- d. Advancing and building our workforce by assessing hiring practices and performance review procedures to attract, retain, and develop talented staff from diverse backgrounds
- e. Encouraging respectful and dignified behaviour amongst students, staff, and the wider JGU Community
- f. Our university has both a legal and moral obligation to treat any reports of discrimination as a serious matter, and has a zero tolerance policy for any discrimination on any ground.

Aims

We are committed to providing equal rights, opportunities, and resources to all. The following is to be ensured:

- a. Prohibit discrimination against the women including denial of service or unfair treatment in relation to enjoyment of goods, facilities and opportunities available within the University.
- b. Ensuring that women participants in the university face no challenges of unequal gender pay or other financial opportunities.
- c. Provide inclusive education, sports and recreational facilities for women without discrimination.
- d. Provide a transparent admission process with higher attention to increase women intake to maintain a well-balanced student gender ratio.
- e. Establishment of effective mechanisms to provide research grants, industry collaborations across all genders, and increase women representations on all boards.
- f. Conduct faculty development programs to create a safe working research-oriented environment for women faculty, and researchers.
- g. Provision of accommodation, campus facilities, and healthcare programs including adequate maternity leaves, maternity care, creche services for the women workforce inside the campus.
- h. Conducting workshops and awareness sessions to prevent harassment and violence against women.
- i. Creates a special point of contact and mental health support to deal with the mundane issues faced by the women.
- j. Strict actions extending to penal consequences to address the issues of violence, harassment or discrimination faced by the women.

Expectation

As an institution, JGU is dedicated to ensuring all educators, staff, and administrators create a safe, welcoming, and inclusive learning environment.

To foster this environment of learning and inclusively, all staff and educators are expected to:

- a. Effectively communicate with students, faculty and parents/guardians about issues related to gender identity and gender expression.
- b. Engage in classroom management practices, curriculum, and resources that faculty and administrators can integrate into their classrooms to help build a more gender-inclusive women represented environment for all students
- c. Provide a space to listen, provide feedback, and help address any questions or concerns staff and faculty may have related to women student inclusion.