



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



# Policy for Women's Access

## Authority

Approved by the Vice Chancellor of O.P. Jindal Global University (JGU).

## Purpose

Recognizing the importance of gender parity and equity as a crucial aspect of building a diverse and inclusive university, O.P. Jindal Global University (JGU) is committed to fostering an environment that supports and promotes the increased participation of women across its student body, faculty, and leadership positions. This policy outlines JGU's commitment to providing equitable opportunities and support for women's access within the university.

## Objective

The primary objective of this policy is to maintain and further enhance gender parity and equity within JGU, ensuring a supportive and inclusive environment that encourages the participation, recruitment, and retention of women across all levels within the university.

## Guiding Principles

### Equal Opportunity

JGU is dedicated to providing equal opportunities for women in recruitment, admissions, and career progression, ensuring a level playing field in all academic and non-academic roles.

### Inclusive Environment

The university aims to create a welcoming and inclusive atmosphere that encourages women to pursue their academic and professional aspirations.

### Support and Development

JGU is committed to providing support, mentorship, and professional development opportunities to facilitate the advancement of women in their academic and leadership roles.

## Policy Framework

### Recruitment and Admissions

- JGU's admissions and outreach team, in collaboration with the human resources team, will continue the conscious effort to recruit and admit a diverse student body and staff, ensuring gender equity in the selection process.
- Encourage diverse applicant pools for all positions and admissions to reflect the university's commitment to gender parity and inclusivity.

### Faculty Representation

- Maintain and enhance the representation of women across faculty positions.
- Encourage the recruitment and retention of outstanding women academics, scholars, and researchers across all schools.

### Leadership Roles

- Strive to increase the representation of women in leadership roles within the faculty and non-teaching positions.
- Provide opportunities for mentorship and leadership development to support women's career progression into senior positions.

### Support Programs and Initiatives

- Establish and maintain support programs and initiatives that cater to the unique needs and challenges faced by women within the university.
- Promote networking, mentorship, and skill development opportunities for women across academic and non-academic roles.

### Monitoring and Reporting

- Regularly monitor and assess the progress of gender parity and equity within the university.
- Periodic reporting and analysis of gender representation at all levels will be conducted to identify areas for improvement and inform future strategies.