Gender Equity Policy		
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SR University (SRU) is committed to promoting gender equality and fostering an inclusive academic and workplace environment in alignment with the National Educational Policy (NEP) 2020, the Sustainable Development Goals (SDGs), and international standards on gender equity. This policy encompasses a comprehensive framework to ensure equitable access and participation for women and gender-diverse individuals, along with the prevention of discrimination.

Objective

The policy aims to ensure equitable access, participation, and opportunities for all genders by fostering a safe, inclusive, and discrimination-free academic environment. It seeks to eliminate gender-based biases, and promote diversity. This policy underpins the university's commitment to fairness, respect, and empowerment for all individuals.

1. Women Applications and Entry

Access and Participation Plan

SRU adopts a structured approach to improve women's access to higher education, focusing on their applications, acceptance, entry, and sustained participation:

- *Outreach Initiatives:* Conduct awareness campaigns in underprivileged areas to encourage women to apply for higher education.
- *Reserved Seats and Scholarships:* Allocate reserved seats for women in programs with historically low female representation. Provide merit-based and need-based scholarships to support women's education.
- *Counseling and Mentorship:* Establish mentorship programs to guide female applicants through the admission process and their academic journey.
- *Retention Programs:* Organize workshops, networking events, and support groups to ensure the continued participation and success of women students.

Special Provisions for Non-Traditional Learners

Flexible learning options, including online and hybrid modes, are offered to accommodate the needs of women re-entering education after a career break or due to personal responsibilities.

2. Non-Discrimination against Women

Zero Tolerance for Gender-Based Discrimination

SRU strictly prohibits any form of discrimination, harassment, or bias against women. The specific measures include:

- *Anti-Harassment Mechanisms:* A dedicated Internal Complaints Committee (ICC) addresses issues of harassment, ensuring confidentiality and swift resolution.
- *Awareness Programs:* Regular workshops on gender sensitivity and the Prevention of Sexual Harassment (POSH) Act compliance are conducted for students, staff, and faculty.
- *Support Systems:* Dedicated helplines and counseling services are available for women facing discrimination or harassment.

Equal Opportunities

The university ensures that women are equally represented in leadership roles, faculty positions, and administrative roles through unbiased hiring and promotion practices.

3. Non-Discrimination against Transgender Individuals

Inclusive Practices for Gender-Diverse Individuals

SRU recognizes the unique challenges faced by transgender individuals and ensures their full inclusion:

- *Admissions Policy:* Transgender applicants are encouraged to apply with guaranteed non-discriminatory evaluation processes.
- *Support Systems:* Establish gender-neutral restrooms, counseling services, and mentorship programs tailored to the needs of transgender students.
- *Sensitization Training:* Conduct regular training for all university members to promote understanding and acceptance of transgender identities.

Recognition and Respect for Identity

The university respects individuals' chosen names, pronouns, and gender identities, ensuring their rights are upheld in academic records, ID cards, and communication.

4. General Non-Discrimination Policy

Universal Commitment to Equality

SRU prohibits all forms of discrimination, whether based on gender, ethnicity, religion, disability, age, or socioeconomic status.

Implementation Framework

- *Complaint Mechanisms:* A transparent, anonymous reporting system for grievances ensures that individuals can raise concerns without fear of retaliation.
- *Investigation Protocols:* All complaints are investigated thoroughly, with accountability measures enforced against offenders.
- *Periodic Reviews:* The non-discrimination policy is reviewed annually to adapt to evolving legal and social frameworks.

Proactive Diversity Measures

The university actively recruits from diverse communities, ensuring representation in its student body and workforce.

5. Implementation and Accountability

Policy Enforcement

- The university's statutory and non-statutory committees oversee the implementation of this policy and evaluate its impact through periodic reports.
- Association with bodies such as the University Grants Commission (UGC) ensures compliance with national standards.

Training and Development

Continuous training on inclusivity and non-discrimination is mandatory for all university members.

Monitoring and Evaluation

Key performance indicators, including gender parity ratios, participation rates, and complaint resolution times, are tracked to measure progress.

SRU's Gender Equality Policy reaffirms its commitment to the principles of fairness, respect, and opportunity, ensuring that every member of its community thrives in an atmosphere of dignity and mutual respect.

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Maternity & Paternity Policy		
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SR University (SRU) is committed to fostering a supportive and inclusive environment for staff, faculty, and students to balance their professional and personal responsibilities. In alignment with the National Educational Policy (NEP) 2020 and Sustainable Development Goals (SDGs), particularly SDG 5 (Gender Equality) and SDG 8 (Decent Work and Economic Growth), this policy outlines comprehensive provisions for maternity, paternity, and childcare support.

The policy shall be read and interpreted along with the SRU Staff Handbook and Student Handbook for specific details.

1. Maternity Policy

Objective

To support women's active participation in the workplace and academic settings by addressing their unique needs during pregnancy and early motherhood.

Provisions for Faculty and Staff

- *Maternity Leave:* Women employees are entitled to a paid maternity leave for the birth of their first and second child. For subsequent children, this leave is reduced.
- *Extended Leave:* Additional unpaid leave may be availed upon approval in case of medical complications or extended childcare needs.
- *Flexible Work Arrangements:* Women returning to work after maternity leave can request flexible schedules or remote work options.
- *Health and Wellness Support:* Dedicated lactation rooms, and wellness programs are provided to ensure physical and emotional well-being.

Provisions for Students

- *Attendance Flexibility:* Female students who are recent mothers are granted flexible attendance policies to accommodate their academic and childcare responsibilities.
- *Academic Adjustments:* Assignment deadlines and mid-term examination schedules may be adjusted upon request during maternity leave.

2. Paternity Policy

Objective

To encourage fathers to actively participate in childcare duties, thereby supporting women's professional and academic engagement.

Provisions for Faculty and Staff

- *Paternity Leave:* Male employees are entitled to paternity leave within one month of childbirth.

- *Extended Leave:* Fathers may avail additional unpaid leave for childcare responsibilities, with prior approval.

Provisions for Students

- *Academic Flexibility:* Male students can avail extensions for assignments and coursework deadlines if involved in early childcare responsibilities.

3. Childcare Facilities for Students

Objective

To enable student-parents, especially recent mothers, to attend university courses without compromising childcare responsibilities.

Provisions

- *On-Campus Childcare:* SRU will provide affordable childcare facilities within the campus for children.
- *Dedicated Spaces:* Childcare centers will include safe play areas, feeding rooms, and quiet spaces for infants and toddlers.
- *Subsidized Fees:* Subsidized childcare services will be offered to economically disadvantaged students.

4. Childcare Facilities for Faculty and Staff

Objective

To provide faculty and staff with convenient childcare solutions, promoting work-life balance and productivity.

Provisions

- *Childcare Centers:* On-campus childcare center with trained caregivers will be available for children aged 0-5 years.
- *Affordable Services:* Childcare services will be available at subsidized prices for all staff and faculty members.
- *Emergency Support:* Emergency childcare facilities will be available to address unforeseen needs.

5. Implementation and Monitoring

Grievance Redressal

- A dedicated grievance cell will address issues related to the implementation of this policy, ensuring confidentiality and resolution.

Accountability

- The Human Resources and Student Welfare departments will monitor the utilization and effectiveness of this policy, with annual reviews to ensure alignment with evolving needs and regulations.

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