



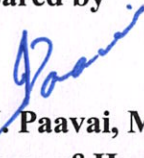
**PRIYADARSHINI DENTAL COLLEGE AND HOSPITAL
GENDER SENSITIZATION AND EQUITY POLICY**

VERSION:03

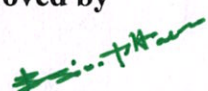
Doc No: PDCH/GSE/01/2022

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PREAMBLE

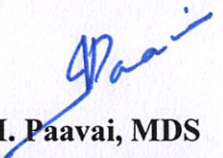

The motto of gender equality is to eradicate the unfair and unequal treatment of men and women. Despite of provision of rights to equality, the discrimination persists in literacy, social empowerment and cerebral opportunities. Right for equalities in liberalization and global status could lead to a phenomenal alleviation of the women discrimination in the society.

A lot of peers have succeeded in putting forward their thought process in the world forum. Malolo Yousufzi, the Nobel prize winner is a person to look up in gender equality *per se*. Apart from her, various women like Mother Teresa, Indra Gandhi, Susan Wojcick for Youtube, Jinni Komety for IBM to Kamala Harris, being the vice president of USA, women are standing apart globally. But that does not indicate a complete eradication of gender discrimination. Gender equality can be attained to its 100% only when it is practised from small to large scale that is from home to work place to the world.

Priyadarshini Dental College and Hospital (PDCH) believes in gender sensitivity and equity to ensure people rely less on assumptions about gender discriminations and benefit both men and women by giving them wider choice and opportunities equally. PDCH has a well-defined policy on Gender sensitization and Equity and religiously execute it.

SCOPE

This policy covers the teaching, non-teaching, administrative and supportive staff working in

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Priyadarshini Dental College and Hospital and whoever visits the Priyadarshini Dental College and hospital. This policy shall be updated regularly/as and when required.

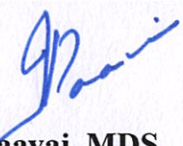

POLICY

The aim of this policy is to make the stake holders aware of the power relations between men and women in society and to understand the importance of affording women and men equal opportunities and treatment to reduce the barrier caused due to discrimination and gender bias. Further it is important to create awareness among the stakeholders about what constitutes sexual harassment including hostile environment harassment and quid pro quo harassment.

Publicise the provisions against sexual harassment and ensure their wide dissemination. Priyadarshini dental college has zero tolerance against the gender discrimination and work place harassment and act decisively against all gender based violence committed against employees and students of all sexes including third gender, who are vulnerable to many forms of sexual harassment, humiliation and exploitation.

To sensitize and create awareness about what all constitutes the behaviour of sexual harassment, whether directly or by implication as:

- a) physical contact and advances
- b) a demand or request for sexual favours
- c) sexually coloured remarks
- d) showing pornography
- e) any other unwelcome physical, verbal or non-verbal conduct of sexual nature

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To execute this objective effectively an Internal Compliance Committee (ICC) shall be constituted with senior woman staff as Chairperson and more than half the number of members shall be women.

To cooperate with an internal investigation for the alleged sexual harassment practices or acting as a witness in an investigation by an outside agency or in litigation.

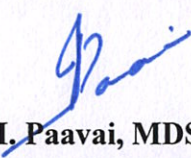

Organise training and awareness programmes or workshops for the officers, functionaries, faculty and students as indicated in SAKSHAM* Report (Measures for Ensuring the Safety of Women and Programmes for Gender sensitization on Campuses) of the Commission, to sensitize them and ensure knowledge and awareness of the rights, entitlements and responsibilities.

Reinforce its commitment to create a campus free from discrimination, harassment, retaliation or sexual assault at all levels.

Display the penalty and consequences of sexual harassment in notice boards and make all the sections of the institutional community aware of the information for redressal of complaints pertaining to sexual harassment, contact details of the members of ICC, complaints procedure and actions.

Inform students and employees of the recourse available to them if they are victims of sexual harassment and the issue will be dealt confidential.

Organise regular orientation or training programmes for the members of the ICC to deal

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with complaints, steer the process of settlement or conciliation, etc., with sensitivity

Proactively move to curb all forms of harassment of employees, students or outsider within the campus.

*[*Dynamic portal developed by University Grants Commission to empower women in campuses through creating awareness on opportunities for women, support and redressal mechanism for students and employees.]*

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