

## Indore Institute of Pharmacy, Indore

### Gender Equity Policy

17/08/2017

The advancement of women and the achievement of equality between women and men are matters of human rights and conditions for social justice and should not be seen in isolation as a women's issue. Empowered women are the only way to build a sustainable, just, and developed society.

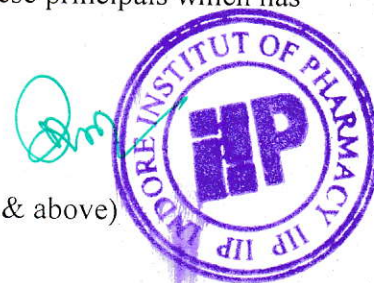
Empowerment of women and gender equity are prerequisites for achieving political, social, economic, cultural, and environmental security in any society, wherein an educational institution plays a pivotal role.

Gender equity is the process of being fair to women and men. Gender equality means that women and men enjoy the same status. Gender equality means that women and men have equal conditions for realizing their full human rights and potential to contribute to national, political, economic, social and cultural development, and to benefit from the results.

In line Indore Institute of Pharmacy has formulated gender equality policy to support the achievement of equality between women and men by providing equal opportunity to both the gender. The institute proposed a vision of "Offering equal opportunity for everyone in the campus; where there is no discrimination on the basis of gender in offering opportunities, in the allocation of resources and benefits or in access to educational services."

The institute has formed a committee to overlook the dissemination of these principals which has following composition --

1. Chairman – Principal
2. Member Secretary – Professor & Equivalent
3. Faculty Members – 2 (One male and one female – Assistant Prof. & above)
4. External Member – Eminent socialist



## Functions of the Committee

1. Ensure provisions of security in campus and residential facilities.
2. Formation of annual action plan to conduct events that sensitize students for gender equity.
3. Counseling at regular intervals by counselors.
4. Grievances, disciplinary action, and termination of employment.
5. Defining the role and position of major stakeholders within the community in relation to the Gender Policy.
6. Establishing a framework for coordinating, monitoring, and evaluating the implementation of the policy.
7. Reviewing and setting up of an enabling legislative and institutional arrangement.

Promote a working environment where all employees are treated with respect and dignity.

Ensure that no-one is disadvantaged by conditions or requirements which cannot be shown to be relevant to performance.

Challenge discriminatory behaviors or attitudes wherever they occur.

Respond swiftly and sensitively to any incidences of discrimination.

Provide any reasonable adjustments for people with disabilities to ensure they have access to our services and employment.

Ensure that employees' religion or beliefs and related observances are respected and accommodated wherever possible where the expression of those beliefs does not impinge on the legitimate rights of others.

Ensure that we take account of the needs of our employees' pregnancy or maternity.

Celebrate a diverse workforce to ensure fair treatment.



*Sanjay*  
Principal  
Indore Institute of Pharmacy,  
INDORE (M.P.)  
Dr. Sanjay Jain

Indore Institute of Pharmacy, Indore

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Shail Group