

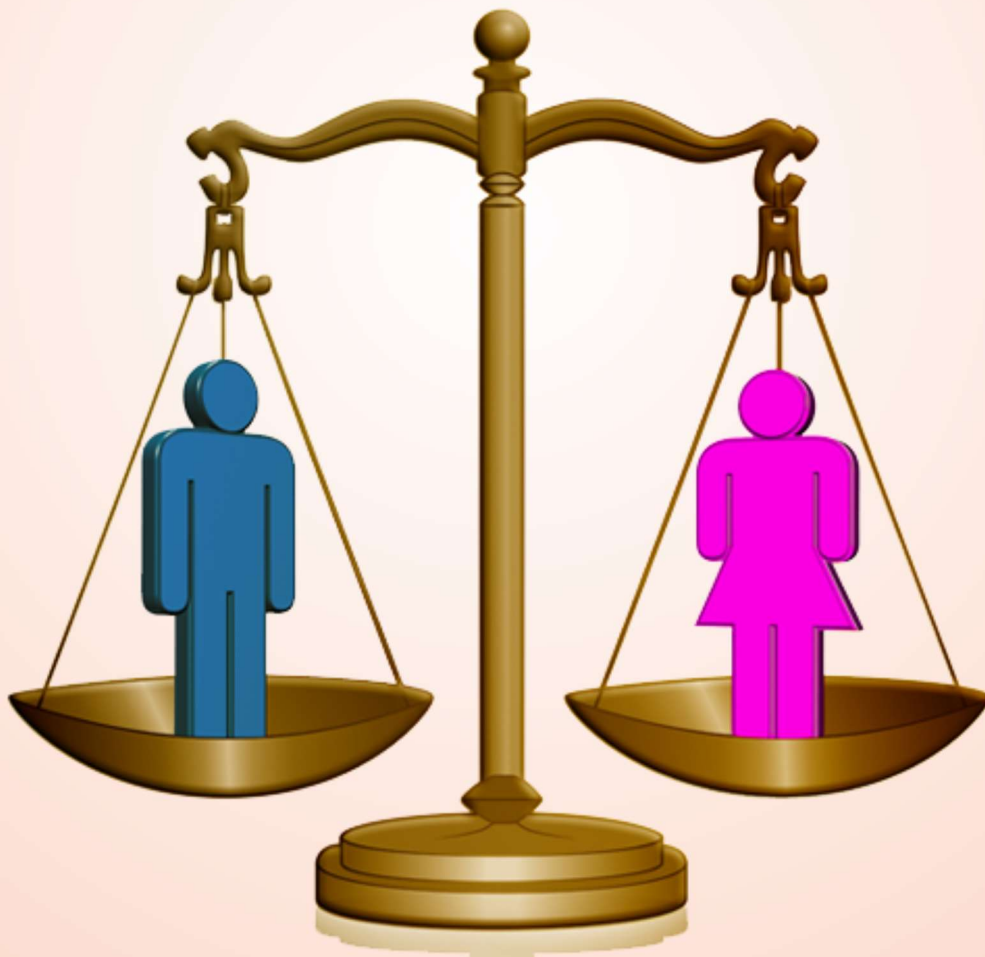


## **Dr. D. Y. PATIL VIDYAPEETH, PUNE**

**(Deemed to be University)**

(Re-accredited by **NAAC** with a **CGPA** of **3.62** on a four point scale at '**A**' Grade)  
**20<sup>th</sup>** rank in **Medical Category** and **46<sup>th</sup>** rank in **University Category** in India (**NIRF-2019**)  
(Declared as **Category - I University** by UGC Under Graded Autonomy Regulations, 2018)  
(An ISO 9001 : 2015 and 14001 : 2015 Certified University)

# **Standard Operating Procedure for Gender Sensitization Committee of Dr. D. Y. Patil Vidyapeeth, Pune (Deemed to be University)**



Approved by the Board of Management at its meeting held on  
12<sup>th</sup> April 2019 vide its resolution No. BM-19 (iv)

**NOTIFICATION**Ref. No. : DPU/431(1)/2019  
Date : 06/05/2019

In pursuance of the resolution passed by the Board of Management at its meeting held on 12<sup>th</sup> April 2019, in its resolution no. BM-19(iv) and the decision taken by the Vidyapeeth Authorities.

It is hereby notified for information of all concerned that the Dr. D. Y. Patil Vidyapeeth, Pune has published Standard Operating Procedure for Gender Sensitization for your information and record.

The SOP for Gender Sensitization will serve as detailed guideline for the programme of the Gender Sensitization and will be useful to all the concerned. This will come into force with immediate effect.



(Dr. A.N.Suryakar)  
Registrar

REGISTRAR  
DR. D. Y. PATIL VIDYAPEETH, PUNE.

Copy to;

1. P.A. to Chancellor
2. P.A to Vice Chancellor
3. All the Heads of the Institutes
4. Web master for uploading on website

Encl; as above

Framed as per Honorable Supreme Court of India in 1997 and in accordance with the **VISHAKHA guidelines** of Supreme Court. Endorsed in **SAKSHAM report** - Measures for Ensuring the Safety of the Women and Programmes for Gender Sensitization on Campus, University Grants Commission Guidelines December 2013.

Amended as per the Ministry of Human Resource Development (University Grants Commission) **Regulations – 2<sup>nd</sup> May 2016**

Revised as per the University Grants Commission (Institution Deemed to be Universities) **Regulations – 20<sup>th</sup> February 2019**

Approved by Board of Management at its meeting held on 12<sup>th</sup> April 2019 vide its resolution No. BM-19 (iv) of Dr. D. Y. Patil Vidyapeeth Pune (Deemed to be University)

**STANDARD OPERATING PROCEDURE FOR GENDER  
SENSITIZATION COMMITTEE OF Dr. D.Y.PATIL VIDYAPEETH  
PUNE (DEEMED TO BE UNIVERSITY)**

**WHEREAS**, the UNIVERSITY GRANTS COMMISSION, (Institution Deemed to be Universities) Regulation 2019, (herein after in this SOP referred as Regulations) has been published in the Gazette Notification of India by the Authority, University Grants Commission.

**AND WHEREAS** the provision of sub clause 10.07 sub-sub clauses 10.07.1 and 10.07.2 of the Regulations provides that the Board of Management shall be the principal organ of management and the apex executive body of the Institution Deemed to be University, with powers to make rules and shall be the final decision making body in respect of every matter including academic, administrative, personnel, financial, development matters of Institution Deemed to be Universities.

**AND WHEREAS** making of such provisions enabling the Constituent Units of the Vidyapeeth ensures that every individual inside the campus exercise equal rights and acquire in the process of offering or receiving education without any Gender Discrimination.

**AND WHEREAS**, As per UGC Regulations 2019 vide clause No. 19.0 (X) (c) Dr. D.Y Patil Vidyapeeth Pune (Deemed to be University) and its Constituent Institutes/ Colleges should constitute the Gender Sensitization Committee. The Committee should meet at least once in a year or as and when necessary and actions taken on decisions are to be reviewed in the subsequent meeting.

**AND WHEREAS,** The Committee for Gender Sensitization was formed in accordance with the guidelines on sexual harassment prevention in the workplace, issued by the Honorable Supreme Court of India in 1997 and in accordance with the VISHAKHA guidelines of Supreme Court and endorsed in SAKSHAM report of the University Grants Commission. The Committee aims to sensitize and create awareness about gender justice among the academic and non-academic community in this educational institution.

### **COMPOSITION OF THE COMMITTEE**

The Committee consists of one **Chairperson**, **two Teaching** and **Two Non teaching** Members and a **Member Secretary**.

The Committee is responsible for looking into any complaints filed by students and staff about Gender Discrimination if any happening inside the college premises.

The committee will meet at least once in a year.

The complaints if any received by the Committee be resolved them within 30 days from the date of receipt of the complaint.

### **OBJECTIVES**

- To resolve the issues pertaining to Gender Discrimination
- To provide a platform for listening to complaints
- To foster healthy relationship with opposite gender
- To equip students, faculty and staff with the knowledge of their legal rights and redressal of their grievances.
- To facilitate speedy delivery of justice, through organizing meetings at regular intervals.
- To conduct Gender Audit every year.
- To look into the action taken of the Committee

## **FACILITIES FOR PROVIDING GENDER SENSITIVITY**

### ➤ **Safety :**

Personal safety and security of the women should be given top priority. The following special emphasis has to be provided for women for their safety.

- Female Security Guards be appointed more in number for 24/7 in and around the campus.
- The entire campus should be under CCTV surveillance.
- Internal Complaints Committee should be active to look in to the matters if any.

### ➤ **Counseling:**

- The counseling sessions for the students from their mentor.

### ➤ **Common Rooms:**

- There should be separate common rooms for the girls and boys with all basic amenities in all the Constituent Institutions of the Vidyapeeth

### ➤ **Day Care Center for Young Children**

- There should be a clean and hygienic Day Care Centre available for the Young children of the Women Employees with healthy and positive environment, which should have all required facilities;

## **ACTION PLAN**

- ❖ Celebrate International Women's Day on **08<sup>th</sup> March** of every year
- ❖ Conduct gender awareness programmes at the time of orientation of students by engaging Students to prepare charts and posters on Gender Sensitization, Women Empowerment admitted every year in the **month of August/ September.**
- ❖ Conduct gender awareness programmes for the employees during the training organized every year in the **month of October.**

- ❖ Organize women empowerment programmes like ( Counseling, training sessions) once in a year in the **month of November**.
- ❖ Conduct the Programmes in the nearby community to sensitize gender equality at least **once in a year in the month of December**.
- ❖ Organize a seminar or interactive sessions by a eminent speaker for Creating awareness against Gender Biasness, Domestic Violence among students and employees **once in a year in the month of January**.

**In view of the above, the Dr. D. Y .Patil Vidyapeeth Pune (Deemed to be University) aims at:**

- Safeguarding the interests of the students without any prejudice to their gender.
- Eliminating discrimination against or harassment of any student in any form by prohibiting it and by providing preventive and protective measures to facilitate its eradication and punishments for those who indulge in any form of discrimination or harassment on the Gender basis.
- Promote equality among students of all sections of the society.
- Any student or their parents/guardians who wants to bring to the notice of DPU any act of discrimination faced by them should write their complaints to the Gender Sensitization Committee. It may be noted that:
  - A complaint about the discrimination or harassment must be made in writing by a student or a parent of a student irrespective of whether the discrimination or harassment is alleged to have taken place within the institution/ Vidyapeeth.
  - The complaint shall include sufficient details of the alleged act of discrimination or harassment.

## **Penalty Clause**

If the person found guilty against whom the complaint is filed the Disciplinary Authority as per the Bye Law No.04/2015 clause No. 4.16, may impose the following penalty;

### **1. Minor Penalties:**

- Warning or,
- Caution, Censure or reprimand
- Cancellation/ Withheld Scholarship/Award/Prize/Medal.
- Withholding or stoppage of increment without cumulative effect.
- Withholding promotion for a period not exceeding one year.

### **2. Major Penalties:**

- Demotion to a lower grade or reduction in post or to a lower stage in a time scale of pay for a specified period or permanent reduction in rank.
- Suspension or, Institution/Hostel.
- Expulsion from the Institution/Hostel.
- Temporary annulment from the Hostel/Institution.
- Termination, by way of removal, dismissal from service.
- Rustication from the Institution.

**Sd/-**  
**(Dr. A.N. Suryakar)**  
**Registrar**





**Dr. D.Y. PATIL VIDYA PEETH, PUNE**  
(DEEMED UNIVERSITY)

