DPU

Dr. D. Y. PATIL VIDYAPEETH, PIMPRI, PUNE

(Deemed to be University)

(Accredited (3rd Cycle) by NAAC with a CGPA of 3.64 on four point scale at 'A++' Grade)

(Declared as **Category - I University** by UGC Under Graded Autonomy Regulations, 2018)

(An ISO 9001:2015, ISO 14001:2015 Certified University)

Strategic Policy for Women support

Amended in March 2024

Ref. No. : DPU/241(J)(ix)/24
Date : 04/04/2024

NOTIFICATION

In pursuance of the resolution passed by the **Academic Council** at its meeting held on **15th March, 2024** vide **Resolution No. AC-14 (ix)-24** and by the **Executive Council** at its meeting held on **22nd March 2024** vide **Resolution No. EC-14(ix) -24**.

It is hereby notified for the information of all concerned that Dr. D. Y. Patil Vidyapeeth, Pune has published **"Revised Strategic Policy for Advancing Women's Equity and Support Schemes (Amended in March, 2024)"** for the staff of the Vidyapeeth.

This Policy comprises of the following parts:

1. Objectives
2. Scope
3. Key components

The **"Revised Strategic Policy for Advancing Women's Equity and Support Schemes (Amended in March, 2024)"** will serve as a detailed guideline and will be useful to all concerned. This will come into force with immediate effect.
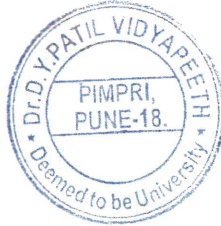
(Dr. Narendra M. Kadu)
Registrar

Copy to;

1. P.S. to Chancellor for the Kind information of Hon'ble Chancellor, Dr. D. Y. Patil Vidyapeeth Pune.
2. P.S. to Vice Chancellor for the Kind information of Hon'ble Vice Chancellor, Dr. D.Y. Patil Vidyapeeth, Pune.
3. P.S. to Pro Vice Chancellor for the Kind information of Hon'ble Pro Vice Chancellor, Dr. D.Y. Patil Vidyapeeth, Pune.
4. Director (IQAC), Dr. D.Y. Patil Vidyapeeth, Pune.
5. Director (Administration: Quality Assurance, Faculty Development & Research), Dr. D. Y. Patil Vidyapeeth, Pune
6. Director (Research), Dr. D.Y. Patil Vidyapeeth, Pune.
7. Controller of Examinations, Dr. D.Y. Patil Vidyapeeth, Pune.
8. Finance Officer, Dr. D.Y. Patil Vidyapeeth, Pune.
9. All the Heads of the Colleges / Institutes of DPU
10. Webmaster for uploading on DPU website.

Encl: As above

"Strategic Policy for Advancing Women's Equity and Support Systems"

WHEREAS Dr. D. Y. Patil Vidyapeeth, Pune popularly known as "DPU", managed by **Dr. D. Y. Patil Vidyapeeth Society, Pune,** was declared as "Deemed-to-be-University", **under Section 3 of UGC Act 1956** in 2003. To start with, there was one constituent college i.e. Dr. D. Y. Patil Medical College, Hospital and Research Centre, Pune. Later on a few more constituent colleges were established and / or brought under the ambit of the DPU.

AND WHEREAS today the Vidyapeeth has 14 constituent institutions under its umbrella. All the institutions have the approval / recognition of the relevant statutory bodies to offer UG, PG Degree Super-specialty and Ph.D. programmes in relevant and emerging disciplines, specializations and super specializations.

AND WHEREAS, as per the provisions of University Grants Commission (Institution Deemed to be University) Regulations, 2019 sub clause 10.7 and sub-sub Clause No. 10.07.1 and 10.07.2 of the Regulations and also provisions of the Bye-Laws of Dr. D. Y. Patil Vidyapeeth Pune, Bye Law No 1.1.4 clause No. xiii 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 University.

AND WHEREAS, as per the provisions of University Grants Commission (Institution Deemed to be University) Regulations, 2023 in Clause Nos. 17 B (a) and also as per the provisions of the Byelaws of Dr. D. Y. Patil Vidyapeeth Pune, Bye Law No.1.2.4 which contains the powers of Academic Council to make recommendations to the Executive Council for matters of academic interest.

AND WHEREAS, the Ministry of Human Resource Development, through the UGC (Prevention, Prohibition, and Redressal of Sexual Harassment of Women Employees and Students in Higher Educational Institutions) Regulations, 2016, and the UGC (Institution Deemed to be Universities) Regulations, 2019, Dr. D.Y. Patil Vidyapeeth, Pune (Deemed to be university) hereby makes Policy For Women Support Schemes.

Introduction

Dr. D.Y. Patil Vidyapeeth (DPU) has long been committed to promoting gender equality and fostering a safe and inclusive environment for all. As a leading institution in education, research, and community outreach, DPU recognizes the critical role it plays in shaping the future of women in education and beyond. Through a comprehensive approach that addresses gender gaps in academic achievement, health, economic opportunities, and safety, DPU has established itself as a champion of women's empowerment. This policy document outlines DPU's ongoing efforts to eliminate barriers to gender equality and to ensure that women have equal opportunities to succeed in higher education, particularly in fields where they are traditionally underrepresented.

Objective

The objective of this policy is to:

- Promote gender equality across all levels of academic and administrative functions at DPU.
- Eliminate discrimination and foster an inclusive, safe, and respectful learning environment for women.
- Encourage women's participation in STEM, medical education, and leadership roles.
- Provide support services, mentorship, and opportunities for women to thrive in their academic and professional pursuits.
- Contribute to societal advancement by addressing gender disparities in education and beyond.

Scope

This policy applies to all faculty, staff, students, and administrative personnel at DPU. It encompasses all activities, programs, and initiatives related to recruitment, admissions, curriculum development, research, community outreach, and campus safety. The policy also includes strategies for fostering gender equality and inclusion within the broader DPU community, promoting both academic and non-academic opportunities for women.

Key Components

- **Non-Discrimination and Equal Opportunity:**

DPU is deeply committed to upholding the principles of non-discrimination and equal opportunity for women at all stages, from recruitment to graduation. By actively promoting gender equality and eliminating discrimination, DPU contributes to the holistic development of society. A zero-tolerance policy towards any form of discrimination or bias ensures that women have equal access to all university programs and activities.

- **Recruitment and Outreach:**

  DPU actively engages in outreach programs to encourage women to apply for admission across various disciplines, especially in STEM and medical fields. Targeted recruitment efforts, partnerships with educational institutions, and outreach events are regularly conducted to inspire young women to pursue careers in fields where they have been historically underrepresented. Initiatives such as workshops, talks, and hands-on activities are employed to broaden perspectives and increase participation of women.

- **Inclusive Admissions Criteria:**

  A holistic and inclusive admissions process is central to DPU's efforts to promote diversity. While academic performance is essential, DPU also considers applicants' backgrounds, experiences, and potential to contribute to the university's mission. This approach ensures that admissions criteria do not inadvertently create gender imbalances, promoting inclusivity in higher education.

- **Scholarships and Financial Aid:**

  DPU offers a range of scholarships and financial aid programs specifically designed to support women in higher education. These initiatives are particularly focused on fields where women are underrepresented. Merit-based scholarships are awarded to students based on academic achievements, extracurricular involvement, and leadership potential. Tuition fee waivers ranging from 25% to 90% are also available, with special provisions for women students to encourage their continued participation in education.

- **Support Services:**

  Recognizing the unique challenges that women may face, DPU provides comprehensive gender-sensitive support services. These include academic advising, counselling, childcare facilities, and structured mentorship programs. Such services are designed to help women navigate academic, personal, and career challenges, enabling them to achieve their full potential.

- **Gender Equity in Curriculum and Research:**

  DPU ensures that its curriculum and research opportunities are free from gender bias and inclusive of women's contributions and perspectives. Women students are encouraged to take on leadership roles in research projects and academic programs, fostering their participation in key areas of knowledge generation and innovation.

- **Diversity and Inclusion Training:**

  To ensure a welcoming and respectful environment for all, DPU conducts regular diversity and inclusion training for faculty, staff, and students. These mentorship programs focus on gender sensitivity, creating awareness about unconscious biases, and fostering a culture of respect and inclusion within the university.

- **Safe and Inclusive Campus Environment:**

  DPU is committed to creating a campus environment that is both safe and inclusive for all. The university has implemented stringent measures to prevent and address issues such as sexual harassment, gender-based violence, and discrimination. DPU's Internal Committee for the Prevention of Sexual Harassment of Women (ICPSH) ensures that any grievances related to harassment are addressed promptly and effectively. Gender sensitization programs are regularly conducted to promote respect and cooperation among all students and staff.

- **Women Leadership and Empowerment Initiatives:**

  Women leadership plays a pivotal role in shaping DPU's policies and programs. With women deans, administrators, and departmental heads leading by example, DPU has created a governance structure that prioritizes the empowerment of women. Regular leadership development programs are conducted to mentor and prepare women students and faculty for leadership roles within and beyond the university.

- **Community Engagement and Outreach:**

  DPU encourages its female students and staff to engage in community outreach programs that address women's issues and contribute to societal development. Through annual events, conferences, and workshops, DPU aims to raise awareness about women's rights, health, and economic empowerment. These initiatives serve as a platform for knowledge exchange and collaboration between the university and the wider community.

- **Safe and Inclusive Campus:**

  DPU is dedicated to maintaining a safe, inclusive, and respectful campus environment for women. The institution actively addresses issues such as sexual harassment and gender-based violence through awareness campaigns, anti-harassment training, and grievance redressal mechanisms. A strong focus on safety ensures that all women students, faculty, and staff feel secure and supported throughout their academic and professional journey. The institution also has dedicated safety protocols, counseling services, and legal support mechanisms to address any incidents.

- **Diversity in Leadership:**

  DPU promotes diversity in leadership by encouraging women to take up key leadership positions within the university, including faculty roles, deanships, and senior administrative positions. With a growing number of women in leadership roles, the university fosters a culture of diverse perspectives, ensuring balanced decision-making and representation at all levels. The institution's initiatives support the removal of gender-related barriers that may hinder women's access to leadership opportunities.

- **Data Collection and Reporting:**

  A data-driven approach is central to DPU's gender equality policy. DPU maintains a team responsible for collecting and analyzing data on the participation, success, and representation of women across various academic programs and administrative positions. These insights help identify areas of improvement, measure the policy's effectiveness, and inform future gender-related initiatives. By utilizing data-driven evaluations, DPU ensures that its policies are not only effective but adaptable to evolving challenges.

- **Promotion of Gender-Equal Values:**

  DPU promotes gender-equitable values throughout the university through workshops, campaigns, mentorship programs, and awareness drives. By integrating gender sensitivity into the academic, administrative, and social fabric of the institution, DPU fosters an environment where gender equality is not only a principle but a lived reality. These initiatives encourage both men and women to collaborate in promoting a respectful, inclusive culture that benefits all.

- **Regular Review and Updates:**

  DPU's gender equality policy is subject to periodic review to ensure its relevance and effectiveness in addressing current gender issues. The institution regularly gathers feedback from students, faculty, and other stakeholders to inform necessary policy adjustments. Through this iterative process, DPU ensures that its policies remain responsive to emerging trends and challenges while aligning with national and international gender equality standards.

- **Collaboration and Partnerships:**

  DPU actively collaborates with external organizations, government bodies, and non-governmental organizations (NGOs) that work on gender equality in education. These collaborations bring additional expertise and resources to support the university's gender equity initiatives. DPU partners with schools, colleges, and community groups to inspire and encourage young women to consider careers in underrepresented fields, particularly STEM, medicine, and leadership roles.

- **Transparency and Accountability:**

  Transparency and accountability are central to the implementation of DPU's gender equality policies. DPU regularly publishes reports on the progress made toward achieving gender equity goals, including data on female representation, leadership roles, and academic achievements. These reports are made publicly available to ensure accountability, allowing the university community to track improvements and identify areas needing further attention.

- **Health and Fitness:**

  DPU recognizes the importance of health and wellness for its female population. The university conducts awareness programs focusing on menstrual health, fitness, and overall well-being, ensuring that women students are well-equipped to lead healthy lives. Additionally, DPU provides access to fitness programs, counseling services, and healthcare facilities that address women's unique health challenges. The holistic approach to health and fitness not only supports academic success but also empowers women to lead balanced lives.

Conclusion:

Dr. D.Y. Patil Vidyapeeth remains steadfast in its commitment to cultivating an inclusive and empowering environment for women, acknowledging their essential role in driving the future of education, research, and societal progress. By actively addressing gender disparities and dismantling barriers to equality, DPU aims to elevate women's potential through education, creating pathways for their personal and professional success. This policy, centered on diversity, inclusivity, and safety, forms a cornerstone of DPU's mission to champion women's empowerment and foster a more equitable society. Through continuous innovation, strategic initiatives, and sustained efforts, DPU aspires to not only uphold but also advance gender equality in higher education, setting a benchmark for institutions nationwide. With this forward-looking approach, DPU reaffirms its leadership in promoting equity, offering structured support systems that encompass admissions, scholarships, mentoring, and active participation, all designed to nurture and empower women leaders of tomorrow.

Date of Implementation:28/11/2022
Date of Revision: 22/03/2024

Sd/-
Dr. Narendra M. Kadu
Registrar