

Gender Policy

Part One: Preamble

At Ashoka Business School, Nashik, we recognize the importance of understanding fundamental concepts such as the distinction between sex and gender, gender roles, stereotypes, the gendered division of labor, gender discrimination, and gender-based violence. Concepts such as masculinity, patriarchy, and gender equality are crucial in fostering an inclusive environment. As highlighted by the Human Development Report (2000), addressing the gender question is not just about interactions between men and women, but about creating awareness to eliminate gender biases in society, empowering girls and women to achieve their goals, and ensuring that everyone can contribute meaningfully to society.

Our institute is dedicated to establishing and maintaining a community where students, faculty, and non-teaching staff can coexist without encountering any forms of gender-based violence, harassment, exploitation, intimidation, or discrimination. We uphold the constitutional rights to freedom of speech and association, firmly believing in gender equality and condemning all forms of violence and discrimination against women.

To achieve a zero-tolerance stance towards all forms of prejudice, it is essential to leverage the knowledge, perspectives, actions, and sensitivities of every member of our community. We aim to create and maintain a gender-just environment in learning, teaching, research, administration, and management at all times. All staff and students are responsible for upholding these principles and contributing to their realization.

Guiding Principles

Gender equality is recognized globally as a crucial Sustainable Development Goal. The Indian Constitution supports fairness, gender equality, and fundamental human rights through Articles 14, 15, 19(1)(g), and 21, which express gender sensitivity and equal opportunity. Relevant Indian legislation includes:

1. The Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act of 2013
2. The 2013 Criminal Law (Amendment) Act
3. The 2005 Domestic Violence Against Women Act
4. The Indecent Representation of Women (Prohibition) Act of 1986
5. The Immoral Traffic (Prevention) Act of 1956
6. The Indian Penal Code of 1860
7. Indian Evidence Act of 1872, Section 7
8. UGC Saksham Programmes for Gender Sensitization on Campus and Measures to Ensure the Safety of Women



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Objectives of the Policy

1. To prevent and address violations of national laws prohibiting gender inequalities.
2. To foster a climate that recognizes both gender diversity and the intersectionality of other marginalized groups.
3. To ensure that there isn't any gender-based discrimination of any type.
4. To guarantee that no woman is ever denied an equal opportunity.
5. To develop methods for stopping and correcting sexual harassment and other forms of gender-based violence.
6. To ensure that everyone has the right to express an opinion that is fair and devoid of bias.
7. To ensure the implementation of this policy in letter and spirit.

Part Two: Definitions

- **Gender:** The separation of a species into males, females, and transgender people, especially as shown by differences in social and cultural roles and behavior.
- **Employee:** Every person who is presently working for the institute, including permanent, full-time, part-time, and contracted workers.
- **Institute:** Ashoka Business School, Nashik.
- **Student:** Any individual registered at Ashoka Business School, Nashik currently and in the past for academic purposes.
- **Resources:** These include both tangible resources as well as counseling, internet, academic, and financial resources.
- **Equality:** Each person or group of people receives the same opportunities or resources.
- **Unconscious Bias:** A bias one may have towards a woman or women without being aware of how their attitudes or behaviors are being perceived by others.
- **Freedom:** Human freedom is a societal notion that upholds each person's inherent worth. It is here defined as the absence of coercive restraint or negative liberty.

Jurisdiction

This policy covers any act of unfairness, violence, discrimination, or insensitivity towards any female employee or student at Ashoka Business School, Nashik. It will guide all activities and functions including:

1. Admission, enrollment, and recruitment.
2. Professional Development and Leadership
3. Possibilities for Skill Development
4. Establishment of committees, both academic and otherwise
5. Vacations and leaves
6. Instruction
7. Access to the campus and its resources and infrastructure
8. Evaluation and Assessment
9. Student-teacher relationships
10. Extracurricular, Co-curricular, and Curricular Programmes
11. Extension, research, and instruction
12. Placements and Training



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Implementing Guidelines

The institution will set up necessary committees to ensure the goals and objectives of this policy are being met. Gender stereotyping will be prohibited in all processes and activities.

1. Discrimination or bias against women, whether intentional or unintentional, will not be accepted in any procedure or activity.
2. Gender sensitivity shall be used in all hiring, promotions, and leadership opportunities to ensure the policy of equal representation of men and women.
3. There should be no gender-based discrimination in the hiring of employees for professional training and development opportunities.
4. Special attention will be given to improving women's involvement and representation in fields where they are underrepresented.
5. The inclusion of women will be required in the composition of all committees.
6. Women-specific leaves will be granted in accordance with the law.
7. No applicant shall be turned away because of their gender.
8. The curriculum shall be designed with gender awareness.
9. The implementation of a fair treatment policy for both male and female pupils while evaluating.
10. Women staff members and students will be treated with respect and represented appropriately when planning any event or program, including meetings and conferences.
11. Gender awareness and sensitivity training and programs will be required for all employees and students.
12. Gender-sensitive teaching and learning methodologies will be used in all programs.
13. Women-specific infrastructure will be added to the campus.
14. All appropriate procedures shall be followed to honor International Women's Day on March 8.
15. In addition to the awareness and sensitization program run by the ICC and the Gender activities, the Institute will annually organize at least two programs to promote gender equality.

Teacher-Student Relationship

1. Unethical teacher-student connections will not be accepted because they compromise academic and professional ethics.
2. The instructor has a responsibility to uphold the lines between personal and intellectual growth.
3. Teachers are prohibited from victimizing students based on their gender.
4. Gender prejudice shall not be allowed to affect academic evaluations.
5. The human rights of female students shall be protected and given priority when issues arise in teacher-student interactions.
6. All complaints will be handled in accordance with the legal processes prescribed by law.
7. Positive teacher-student connections will be promoted to achieve the best results for the academic growth of all stakeholders.
8. The Anti-sexual Harassment Committee will oversee, manage, and resolve dispute situations as per statutory guidelines.



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Gender Equity Monitoring, Review, and Evaluation

The institute will continuously monitor, review, and evaluate the implementation of this policy to ensure its effectiveness. Regular feedback from stakeholders will be sought to make necessary improvements. The goal is to maintain an inclusive, fair, and gender-just environment that supports the development and well-being of all members of Ashoka Business School, Nashik.



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