

Policy of non-discrimination against women

Policy No. NAW 2023

KARE/IQAC/NAW/2023/02



Approved by BoM on 24.01.2023

INTERNAL COMPLAINT COMMITTEE

KALASALINGAM ACADEMY OF RESEARCH AND EDUCATION
(Deemed to be University)

(Under the section 3 of the UGC Act 1956)

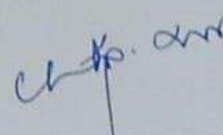
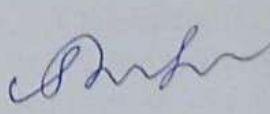
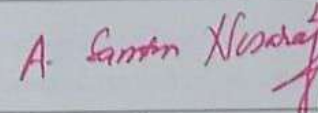
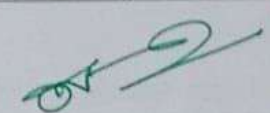
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(Under the section 3 of the UGC Act 1956)
Anand Nagar, Krishnankoil-626126, Srivilliputtur (via), Tamil Nadu, India.

Policy Preparation and Verification Team

Prepared by	Dr. M.S. Revathy ICC, Member	
Reviewed by	Dr. R. Ramalakshmi, Presiding Officer	
Recommended by	Student Affairs	
Approved by	Vice Chancellor	

Policy of non-discrimination against women

Women and girls make up half of the global population. Achieving gender equality is not only a fundamental human right but is also essential for creating peaceful societies, realizing human potential, and fostering sustainable development. Empowering women has been shown to drive productivity and economic growth, benefiting both society and institutions. It is crucial to eliminate all forms of gender-based violence and ensure equal access to quality education, healthcare, economic resources, and political participation for women, girls, men, and boys alike. Additionally, providing equal opportunities in employment, leadership, and decision-making roles at all levels is essential for building a fair and inclusive world.

1. Equal Opportunity Policy

- **Policy Statement:** Kalasalingam Academy of Research and Education (KARE) is committed to ensuring equal opportunity for all students, faculty, and staff, regardless of gender. No individual shall face discrimination or exclusion from any educational or employment opportunity on the basis of gender.
- **Implementation:** All hiring, promotion, admission, and grading decisions will be made based on merit, qualifications, and performance, without consideration of gender.

2. Anti-Harassment and Anti-Discrimination Policy

- **Policy Statement:** KARE maintains a zero-tolerance policy against any form of harassment or discrimination against women. Any behaviour that undermines the dignity and respect of women, including verbal, physical, or sexual harassment, is strictly prohibited.
- **Implementation:** Any reported incident will be promptly investigated by a designated committee with gender representation, and appropriate actions, including disciplinary measures, will be taken.

3. Gender Pay and Benefit Equality Policy

- **Policy Statement:** KARE is committed to equal pay for equal work and ensures that salaries, benefits, and career advancement scheme opportunities are fair and free from gender-based discrimination.
- **Implementation:** Regular audits of pay and benefit structures will be conducted to prevent discrepancies and ensure transparency in compensation practices.

4. Inclusive Participation Policy

- **Policy Statement:** All academic and extracurricular activities, committees, and leadership roles at KARE are open to women without bias or restriction. The academy actively encourages women to participate and lead in these areas.

- **Implementation:** *The administration will monitor participation rates across genders and actively work to remove barriers to equal involvement.*

5. Grievance Redressal Mechanism

- **Policy Statement:** A dedicated grievance redressal system will be in place to support women who experience discrimination or harassment. Complaints will be handled confidentially and sensitively, ensuring protection against retaliation.
- **Implementation:** *A well-publicized, accessible channel will be established for reporting issues, and a gender-diverse committee will oversee investigations.*

6. Flexible Work and Study Policies

- **Policy Statement:** KARE recognizes the additional responsibilities that women, especially those with families, may bear and is committed to providing flexibility in working hours, study schedules, and support systems.
- **Implementation:** *Flexible timings, remote work options, maternity leave, and child-care support will be made available as needed.*


7. Awareness and Training Programs

- **Policy Statement:** KARE will provide ongoing gender sensitivity training and awareness programs for faculty, staff, and students to promote a culture of respect, inclusivity, and equality.
- **Implementation:** *Workshops, seminars, and guest lectures focusing on gender equality and women's rights will be regularly organized to foster an inclusive environment.*

8. Diversity and Gender Equality Monitoring

- **Policy Statement:** KARE will track and report diversity metrics to ensure accountability and transparency in promoting gender equality within the institution.
- **Implementation:** *An annual diversity report will be published, highlighting progress and identifying areas for improvement related to gender equality.*




Vice-Chancellor
Dr. S. NARAYANAN
Vice - Chancellor

Kalasalingam Academy of Research and Education
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Copy submitted to the Chancellor & Vice Presidents - for the favour of Information
CC to: Registrar, Controller of Examinations, Directors and Deans
CC to: All HoDs with request to circulate among Faculty members and Web Admin