



SRI SRI UNIVERSITY

(Established under UGC State Private University Regulation 2003)

Sri Sri Vihar, Ward # 3, Bidyadharpur, Arilo, Cuttack, Odisha 754006

Name of Policy	Policy on Non-Discrimination Against Women	Department responsible	Executive Registrar
Department	All	Prepared by	Captain CS Panda
Effective date	04.07.2020	Checked by	Director Operations
Last Review date	12.05.2023	Approved by	Executive Registrar
Number of pages	02	Reference number	SSU/ER/2023/182

1. Purpose:

Sri Sri University is pledged to handle and eliminate social exclusion, particularly gender discrimination. The University is committed to promoting social equity in accordance with the guidelines of the Human Rights Commission. The principles of equality and non-discrimination are rooted in the ethos of the Art of Living Organisation which drives the functioning of the Sri Sri University.

The University ensures that every member exercises his human rights without discrimination on the basis of gender, religion, race, caste, language, ethnicity, sexual orientation, disability, age, economic and social situation. Women at this University are encouraged equal participation in leadership and economic opportunities at par with men. Heads of various Departments/ Centres of the University in the field of academics and administration are women on par with men. The university is committed to eliminating and preventing all forms of violence against women. It has a safe and secure work environment that is free from any discrimination in line with its policy of zero tolerance to sexual harassment. The endeavour of the University is to protect those reporting discrimination from educational or employment disadvantage. The University follows the Maternity and Paternity policies of the State Government to support women's continued participation in education and employment.

2. Responsibility Centre: Executive Registrar

3. Procedure:

- Creating a conducive socio-cultural environment to enable women employees and girl students to enjoy fundamental rights and realise their full potential.
- Mainstreaming gender in all-round development processes/programmes/projects/actions
- Create a holistic life cycle approach to women's health for appropriate, affordable and holistic health care.

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- (d) Improving and incentivising access of women employees and female students to universal and quality education
- (e) Increasing and incentivising workforce participation of women in all activities
- (f) Equal participation of women in all types of activities in the University
- (g) Transforming discriminatory societal attitudes, mindset with community involvement and engagement with men and boys
- (h) Develop a gender-sensitive system on the campus.
- (i) Elimination of all sorts of violence against women by strengthening policies, awareness and engagement
- (j) Development and empowerment of women employees belonging to the vulnerable and marginalised groups
- (k) Building and strengthening stakeholder participation and partnerships for women empowerment.
- (l) Strengthen monitoring, evaluation, audit and data systems to bridge gender gaps.

4. Conditions. Nil


9/12/23

Executive Registrar