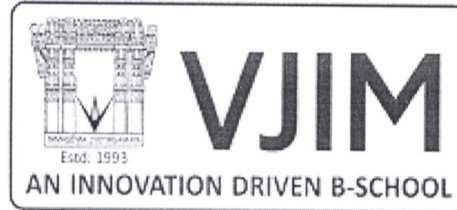


# VIGNANA JYOTHI INSTITUTE OF MANAGEMENT

HYDERABAD



## Gender Sensitization Policy



Prepared By & Date	Dr. N. Padmaja, Asso. Prof.	12.06.2019
Approved By & Date	Dr. Ch. S. Durga Prasad, Director	26.06.2019
Version No.	1.0	26.06.2019

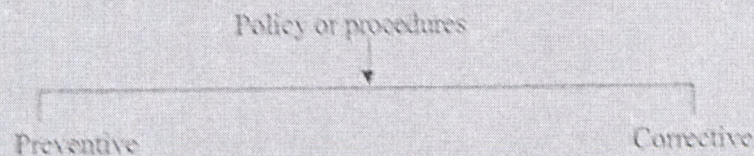
## Gender Sensitisation

### Objective

The objective of Gender Sensitisation initiative in VJIM is

- for creating awareness about gender issues
- working towards creating an enabling environment of gender justice where men and women can work together with a sense of personal security and dignity.
- Changing behaviour and instilling empathy into the views that we hold about our own and the other genders.
- helping members of the institute in "examining their personal attitudes and beliefs and questioning the 'realities' they thought they know."

### Policy and Procedure in VJIM

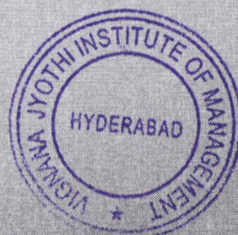


#### Preventive

- Organising training and workshops for the students and all other members in the institute to understand the importance of Gender sensitisation and how to achieve zero tolerance.
- Creating a balanced and open environment in the institute to let students understand and respect each other and show compassion.

#### Corrective

- An aggrieved candidate can approach the committee by lodging a written complaint directly to the faculty members (Investigators) or through Student members(Supporters).
- The first stage of investigation is done by the faculty members and will submit the report to the chairperson within 7 days. It includes
  - Calling any member who is involved in the issue directly or indirectly to seek information
  - Taking concerns from student members
  - Examining all the evidences
- The chair person should take the decision and necessary action within 3 days.
- If the issue is serious in nature and require more time and resources to solve it, the external members are called in for discussion and solving the whole.
- The committee as a whole should address the issue within 20 days in total.
- Documenting the entire case details and storing it



## Committee

In order to achieve the objective of installing a gender sensitisation in VJIM, a strong committee is formed to achieve zero tolerance on campus by assisting and supporting the students and all other members in the institute.

### Committee Details

S.no	Members	Designation	Responsibility
1	Director	Chairperson	Ultimate decision maker
2	Faculty Member - Male	Investigator	Collects all evidences, talks to all members involved in case and reports it
3	Faculty member - Female	Investigator	
4	External Member - Male	Influencer	Analyse the situation from various view points and gives a report on what best can be done in the situation
5	External Member - Female	Influencer	
6	Student Member - Male	Supporter	Supports all other members of the committee in any form required
7	Student Member - Female	Supporter	

### Complaint lodging Details

To log complaints or any other grievance regarding gender sensitisation,

Contact - Phone :

Mail :

To get more information about Gender Sensitisation policy

Contact - Phone :

Mail :

