# Gender Policy

The Constitution of India enshrines the principle of gender equality its Preamble, Fundamental Rights, Fundamental Duties and Directive Principles. The Constitution not only grants equality to women, but also empowers the State to adopt measures of positive discrimination in favour of women. The Central University of Kerala is founded on the lofty vision of a ‘caring wisdom’ that aims at sensitizing present and future generations to the need for the enrichment of the individual, to the sustainable development of society, and to environmental harmony. Gender sensitisation and gender equality are key principles which the University is committed to as at the practical level gender equality still remains a dream for our society. The Gender Policy of the Central University of Kerala defines the University’s vision on gender equality and equity and provides broad policy commitments and guidelines.

## Vision

To build a University in which all genders are able to utilize their knowledge and skills to actualize their full potential and participate as equal partners will help in making it a centre of excellence for the nation and for the world. The vison is to be a world-class university where gender equity is institutionalised, and students and staff integrate gender friendly perspectives into personal and professional dealings in achieving the aims and goals of the University. Gender equality, equal opportunities and diversity will lead to improved quality in the University’s operations.

## Mission

The University is committed to the attainment of gender equality in society. Towards this end, the University shall stimulate and nurture a gender friendly space to ensure the integrity and dignity of staff, students, service providers and other members of the university community. The mission of this policy document is to create an enabling framework to develop policy guidelines, regulations, procedures and practices to ensure equal rights and opportunities for all genders in all activities and structures of the university.

## Scope

The Gender Policy shall apply to:

* All academic and non-academic staff of the University
* All Students
* All contractors of and service providers to the University
* All visitors to the University
* Other groups of persons in the University, including but not limited to children, wards, and other dependants of staff

## Objectives

* + To expand the frontiers of knowledge by cultivating a gender sensitive space for learning and research;
  + To contribute to the transformation of society by actively promoting and advocating gender equity;
  + To produce graduates equipped with attitudes and skills to facilitate gender balanced perspective for global development;
  + To be a socially engaged institution with high profile impact on gender issues.

## Principles

* + All staff and students at the Central University of Kerala should ensure that all genders have equal rights and development opportunities at the University; Nobody may suffer negative consequences due to their sex, gender identity or gender transition;
  + The interests of all genders must be optimally served at all levels and in all functions;
  + The University supports forms of employment that enable staff and students to combine work or studies with family commitments. The University provides childcare facilities for staff and students;
  + Sexual harassment and sexist behaviour are violations of human dignity. The Central University of Kerala is guided by the principle of “zero tolerance” on sexual harassment;
  + The principle of gender responsive participatory methods and approaches will guide the learning and working environment;
  + At the University, written and spoken language will be gender sensitive;
  + The University will increase the participation of women in governance and management, particularly in key decision making bodies and committees;
  + The University will promote gender-responsive research. The university will stablish new and strengthen existing partnerships and collaborations in gender and education;
  + The University will ensure that curriculum design, development and implementation, pedagogy and material development are gender-responsive;
  + The University will introduce empowerment programmes for women on campus to enhance their self-esteem and confidence as well as gender sensitization programmes for all stakeholders in the university;
  + CUK shall mainstream gender in all academic programmes, research and consultancy activities;
  + More gender related courses will be started progressively;
  + The University will ensure that gender equity is integrated into institutional strategic planning, and that policy development, operational practices and procedures are all informed by equality of opportunity;
  + The University will ensure that all staff and students are fully aware of, and accept their responsibilities to perform their roles in a way that genuinely promotes equality of opportunity;
  + The University will address any perceived barriers to providing and promoting inclusive practices for all staff and students and target areas to eliminate inequalities;
  + The University will ensure that the University environment is gender friendly and supportive of all genders and their specific needs and roles.