

राजीव गांधी विश्वविद्यालय

Rajiv Gandhi University



GENDER EQUALITY

A Policy for Rajiv Gandhi University



Rajiv Gandhi University
Rono Hills, Doimukh – 791 112
Arunachal Pradesh, India

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ABOUT RGU

The foundation stone of the Rajiv Gandhi University formerly known as Arunachal University was laid on 04th February 1984 by the then Prime Minister of India Smt. Indira Gandhi as a State University. However, in the year 2007, the University attained the status of a Central University and was renamed Rajiv Gandhi University, the nomenclature was done in the name of the former Prime Minister of India Shri Rajiv Gandhi. The University is on the hilltop of Rono Hills, Doimukh, Itanagar in the State of Arunachal Pradesh. The Rajiv Gandhi University is one of the oldest premier institutions for higher education in the state. Since its inception, the teaching and research programs of the University is focused on teaching, learning, and research. The research programs are designed with a view to playing a positive role in the socio-economic and cultural development of the State and the Nation. Despite infrastructural constraints and remote location, the University has been able to maintain its academic excellence. At present, the University has 43 departments under 12 faculties that offer various courses like Post Graduation, Diploma, Post Graduation Diploma, Certificate Courses, BFA, and Ph.D. with approximately 3200 students including research scholars. There are more than 30 colleges and institutions affiliated to the Rajiv Gandhi University which are in various locations of the State.

DESCRIPTION

Gender Equity means providing equal opportunities to people of all genders inclusive of men, women, and gender diverse people in political, economic, education and health aspects. Gender equality is not only a fundamental human right, but a necessary foundation for a peaceful, prosperous, and sustainable Institution. Through this policy it is aimed to provided equal opportunity to all stakeholders viz. academic staff, non-teaching staff, and administrative staff regardless of their genders.

INTRODUCTION

Rajiv Gandhi University (A Central University) is an institution of higher learning is committed to provide equal opportunities to all sections of the University community and is dedicated to creating a working environment with highest degree of ethical and righteous working practices.

Gender equity refers to the measures adopted for ensuring fairness and justice to women and gender-diverse people acknowledging the discrimination one may have faced earlier. It is to be accepted and recognized that men, women, and gender diverse people have different needs, weaknesses, and strengths, which does not make them inferior in any sense. Addressing the differences and taking care is the key to strike a balance. Thus, removing hurdles for individuals to move forward on equal terms. The principle of gender equality is enshrined in the Indian Constitution in 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 (<https://wcd.nic.in/womendevelopment/national-policy-women-empowerment>).

The principle of gender equality is enshrined in the Indian Constitution in its Preamble, Fundamental Rights, Fundamental Duties and Directive Principles. At RGU, gender equality shall be accounted for and supported in all our work which confirms to the guidelines of the Government of India on the matter. The university particularly encourages the female members of the student body, faculty, and staff to participate in all the activities related to the organization.

POLICY STATEMENT

Every human being, inherently possess equal dignity and rights. Rajiv Gandhi University strives to affirm and uphold equal rights and opportunities for all genders as enshrined in the Indian Constitution.

Objectives

- a. To build up a Gender-Sensitive and Gender equal work environment.
- b. To provide equal opportunity to all the individuals belonging to diverse gender identities working in our institute
- c. To sensitize the university community against gender discrimination.
- d. To encourage an atmosphere of respect and equality amongst all genders
- e. To provide equal access to all the genders especially the female gender in participation and decision making process.
- f. To ensure an health and safe environment where every individual feels safe with their own identity inclusive of including students, teachers, non-teaching staff, and the community.

POLICY COVERAGE

The Gender Equity policy of RGU for students and employees applies to the following areas:

- i. Working Environment
- ii. Rules and Regulations
- iii. Admission Process
- iv. Teaching, Learning & Assessment
- v. Recruitment, Selection & Promotions
- vi. Grievances
- vii. Job Placement
- viii. Professional Development
- ix. Wages and Salaries
- x. Utilization of Infrastructural Facilities
- xi. Research and Consultancy

REVIEW AND REVISION

This policy will be reviewed periodically to ensure its effectiveness, relevance, and alignment with legal requirements. The University will engage relevant stakeholders, including student and employee representative bodies, in the review process. Necessary revisions will be made to address emerging issues, changes in legal requirements, or feedback from the Rajiv Gandhi University community.



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