



Gender Sensitization and Awareness Policy for DYPIU

1. Introduction

D Y Patil International University (DYPIU) recognizes the importance of promoting gender equality, fostering a safe and inclusive campus environment, and raising awareness about gender-related issues. This Gender Sensitization and Awareness Policy aims to create a culture of respect, understanding, and empowerment among students, faculty, and staff regarding gender diversity and equality.

2. Objectives

- To promote awareness and understanding of gender-related concepts, stereotypes, and biases.
- To create a safe and supportive campus environment that is free from discrimination, harassment, and violence based on gender identity or expression.
- To provide resources and support services for individuals who have experienced or witnessed gender-based discrimination or violence.
- To empower students, faculty, and staff to challenge gender norms and stereotypes and promote gender equality in all aspects of campus life.
- To integrate gender sensitization and awareness into the academic curriculum and co-curricular activities at DYPIU.

3. Principles

DYPIU is committed to upholding the following principles in its gender sensitization and awareness efforts:

- **Respect:** Treat all individuals with dignity and respect, regardless of their gender identity, expression, or background.
- **Inclusivity:** Ensure that gender sensitization and awareness initiatives are inclusive of diverse perspectives and experiences, including those of women, men, transgender individuals, and non-binary people.

- **Safety:** Provide a safe and supportive environment for individuals to discuss gender-related issues openly and seek assistance if needed.
- **Confidentiality:** Respect the privacy and confidentiality of individuals who disclose experiences of gender-based discrimination or violence and provide support in a confidential manner.
- **Empowerment:** Empower students, faculty, and staff to be agents of change in promoting gender equality and challenging harmful gender stereotypes and biases.

4. Guidelines

- **Training and Workshops:** Offer gender sensitization training and workshops for students, faculty, and staff to increase awareness and understanding of gender-related issues, including sexism, misogyny, patriarchy, and LGBTQ+ rights.
- **Support Services:** Provide access to confidential support services, including counseling, legal assistance, and medical support, for individuals who have experienced or witnessed gender-based discrimination, harassment, or violence.
- **Policy Development:** Develop and enforce policies and procedures that prohibit gender-based discrimination, harassment, and violence and provide mechanisms for reporting and addressing incidents of misconduct.
- **Curriculum Integration:** Integrate gender-related topics and perspectives into the academic curriculum across disciplines, promoting critical thinking and dialogue on gender issues.
- **Campus Events and Campaigns:** Organize campus events, campaigns, and awareness-raising activities throughout the year to promote gender equality, celebrate diversity, and challenge gender stereotypes.
- **Resource Centers:** Establish gender resource centers or support networks on campus to provide information, resources, and peer support for individuals interested in gender-related issues.
- **Research and Advocacy:** Encourage research and advocacy initiatives focused on gender equality, women's rights, LGBTQ+ rights, and other gender-related topics, fostering collaboration between students, faculty, and external stakeholders.

5. Implementation

The implementation of this policy will be overseen by a designated ICC or Office at DYPIU, responsible for coordinating, monitoring, and evaluating gender sensitization and awareness initiatives. This committee will collaborate with relevant stakeholders, including students, faculty, staff, and external organizations, to ensure the effective implementation of this policy.

6. Review and Revision

This policy will be reviewed periodically to assess its effectiveness in achieving the objectives of gender sensitization and awareness at DYPIU. Revisions may be made based on feedback from stakeholders, changes in legal or regulatory requirements, or emerging trends in gender equality advocacy.



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