CAREER POINT UNIVERSITY

Name of Policy	**Gender Equity Policy and Internal Complaints Committee (ICC)**
Policy Effective from	**July 2016**
Policy Version	**3**

CAREER POINT UNIVERSITY

Gender Equity Policy *and* Internal Complaints Committee (ICC)

Career Point University, Kota campus was established in 2012 by the Rajasthan State Legislature under the 'Career Point University Act'. It is a government recognized University authorized to award degrees as per Sections 2(f) & 22(f) of the UGC Act, 1956.

Gender equality is a basic human right and is important for peace, human development, and a sustainable society. Empowering women helps increase productivity and economic growth. Every workplace must ensure gender equality. Internal Complaints Committee (ICC) shall handle issues like gender inequality, sexual harassment, and discrimination. The ICC helps in creating a safe, respectful, and inclusive work environment where everyone can work and grow confidently.

The principle of gender Equity and Sensitization is enshrined in the Indian Constitution in its Preamble, Fundamental Rights, Fundamental Duties and Directive Principles. Gender Equity and Sensitization is the state of equal ease of access to resources and opportunities regardless of gender. Gender Equity and Sensitization include economic participation and decision-making and the state of valuing different behaviors, aspirations and needs equally regardless of gender.

Objectives

- Creating a campus that promotes a culture of respect and equality among all without gender discrimination.
- To broaden the domain of knowledge and improve skills of women community.
- Strengthen efforts of Internal Complaints Committee (ICC) in bringing awareness around the issues of gender and sexual harassment at the workplace

Scope

- The policy applies to all faculty, staff and students of Career Point University.
- It ensures gender equality and promotes gender sensitization in the university.
- The University commits to providing a workplace free from gender-based discrimination.

Action Points

- Provide good representation of women in committees and leadership roles
- Support female faculty members in presenting papers at national and international conferences
- Allow female faculty members to serve as reviewers, session chairs, or jury members in other institutions
- Help female pursue higher studies through sabbatical leave or reduced workload
- Encourage publication of research in quality journals with incentives and fee support
- Motivate female faculty members to apply for research funding and patents, with incentives for success
- Support writing of textbooks and professional articles with recognition and rewards
- Promote industry and university collaborations through MoUs
- Encourage participation of female faculty members & staff in FDPs, STTPs, workshops, etc., with leave and fee support.

- Motivate female students to take part in sports, cultural events, conferences, and hackathons
- Provide scholarships to meritorious female students through various schemes
- Celebrate women achievers during International Women's Day.

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- Address sexual harassment complaints through the ICC as per legal guidelines
- Conduct gender sensitization programs and awareness workshops for staff and students
- Publicize the institute's anti-harassment policy on the website and notice boards
- Organize skill development workshops and seminars for staff and student
- Establish a fair mechanism for preventing and resolving gender-based issues

Internal Complaint Committee (ICC)

The Internal Complaint Committee (ICC) is formed as per the guidelines of the Supreme Court, UGC, and the Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013. It aims to protect women from discrimination and sexual harassment at the workplace. The ICC handles complaints related to such issues and ensures that they are resolved fairly and within the time limits mentioned in the Act.

Objective

The main objectives of the Internal Complaint Committee (ICC) are to prevent sexual harassment of women at the university and to ensure a safe and respectful work and study environment for all.

Structure & Constitution of the Internal Complaint Committee shall be as under

S. No.	Name	Designation	Status
1.	Dr. Hemlata Saxena	Professor	Presiding Officer
2.	Dr. Gunnjeet Kaur	Associate Dean	Member
3.	Ms. Mithlesh Malviya	Assistant Professor	Member
4.	Ms. Sakshi Shukla	Non-teaching staff	Member
5.	Mr. Mohit Mathur	Non-teaching staff	Member
6.	Mr. Ashish Kapoor	Representative of NGO, (NEEV FOUNDATION)	Nominated by Executive authority
7.	Mohit Kumar	Student UG	
8.	Ms. Nikita	Student PG	
9.	Radhika Tyagi	Research Scholar	
10.	Mr. Mohit Mathur	Asst. Registrar	Member Secretary

Roles & Responsibilities of the Internal Complaint Committee (ICC)

- Create a policy to prevent sexual harassment of women at the University.
- Promote gender equality and prevent discrimination and harassment among students and staff.
- Suggest changes to student and employee handbooks to ensure fair rules and proper procedures for handling harassment and discrimination.
- Ensure the policy is followed, with proper reporting and timely follow-up of complaints.
- Handle cases of discrimination and sexual harassment promptly and provide support to victims.
- Recommend appropriate disciplinary action against the guilty party to the management.
- Establish a permanent system for preventing and resolving sexual harassment and other gender-based issues.
- Maintain a safe and discrimination-free environment at the University.

REGISTRAR
Career Point University
Kota - Rajasthan

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