



ASTHA School of Management
Bhubaneswar

GENDER SENSITIVITY POLICY

Preamble

ASTHA School of Management is committed to creating a safe, inclusive, and supportive environment for all students, faculty, and staff. This policy aims to promote gender sensitivity, prevent gender-based discrimination and harassment, and ensure equal opportunities for all individuals regardless of their gender identity or expression.

Objectives

1. Promote gender sensitivity and awareness among all stakeholders.
2. Prevent and address all forms of gender-based discrimination and harassment.
3. Ensure equal opportunities and access to education, resources, and opportunities.
4. Create a safe and inclusive environment for all individuals.

Scope

This policy applies to all students, faculty, staff, and visitors of ASTHA School of Management, including those participating in the MBA program under AICTE & UGC, Govt. of India.

Definitions

1. **Gender:** Refers to the roles, behaviours, activities, expectations, and opportunities that a society considers appropriate for men, women, and non-binary individuals.
2. **Gender Identity:** Refers to an individual's internal sense of their own gender, which may or may not correspond to the sex assigned at birth.
3. **Gender Expression:** Refers to the way an individual presents their gender identity through their behaviour, appearance, and other forms of expression.
4. **Sexual Harassment:** Refers to any unwelcome sexual advance, request for sexual favours, or other verbal or physical conduct of a sexual nature that creates a hostile or intimidating environment.

Responsibilities

1. **Institutional Responsibilities:** ASTHA School of Management is responsible for providing a safe and inclusive environment, promoting gender sensitivity,

and ensuring that all policies and procedures are free from gender bias and stereotypes.

2. **Individual Responsibilities:** All students, faculty, staff, and visitors of ASTHA School of Management are responsible for treating all individuals with respect and dignity, avoiding behavior that may be perceived as discriminatory or harassing, and reporting any incidents of gender-based discrimination and harassment.

Procedures

1. **Reporting Incidents:** Individuals who experience or witness gender-based discrimination and harassment should report the incident to the authorities, including the Internal Complaints Committee (ICC), or the Principal of the institution.
2. **Investigation and Action:** The authorities will investigate the incident and take necessary action, including providing support and counselling to the victim, taking disciplinary action against the perpetrator, and implementing measures to prevent similar incidents in the future.

Monitoring and Review

1. **Monitoring:** The institution will regularly monitor the implementation of this policy and ensure that all individuals are aware of their responsibilities and the procedures for reporting incidents.
2. **Review:** The institution will review this policy annually and make necessary revisions to ensure that it remains effective and relevant.

Implementation

This policy will be implemented with immediate effect and will be communicated to all students, faculty, staff, and visitors of ASTHA School of Management.


Grievance Redressal Mechanism

The institution will establish a grievance redressal mechanism to address complaints of gender-based discrimination and harassment. The mechanism will include:

1. **Internal Complaints Committee (ICC):** The ICC will be responsible for investigating and addressing complaints of gender-based discrimination and harassment.

Approval

This policy has been approved by the Management of ASTHA School of Management, Bhubaneswar.


Dr. Ankita Mohanty
Executive Director-cum-Secretary
EXECUTIVE DIRECTOR
CUM
SECRETARY
ASTHA SCHOOL OF MANAGEMENT,