

Gender Policy




REGISTRAR
ATLAS SKILLTECH UNIVERSITY

POLICY COVER PAGE

1	Name of Policy	Gender Policy / Gender Equality Policy
2	Brief Description of the Policy	ATLAS SkillTech University is committed to maintaining a respectful academic environment free from gender discrimination and harassment. Our policy upholds gender equality within the Indian legal framework, including The Constitution of India and the Prevention of Sexual Harassment (POSH) Act, 2013. We ensure adherence to Fair Recruitment Policy and guidelines for the Women Development Cell.
3	Approved by	Governing Body
4	References for the policy	<ol style="list-style-type: none"> 1. Guidelines for the Establishment and Monitoring of Gender Equality Policy in Universities as per "Prevention of Sexual Harassment (POSH) at Workplace Act, 2013" 2. Saksham Guidelines 3. The Constitution of India, specifically Articles 14 and 15.

ATLAS SKILLTECH UNIVERSITY

Tower 1 – Equinox Business Park, Off Bandra-Kurla Complex (BKC),
LBS Marg, Kurla West, Mumbai – 400 070
www.atlasuniversity.edu.in

Established vide Maharashtra Act No. XV of 2021 by the Government of Maharashtra

POLICY DESCRIPTION

A. INTRODUCTION:

The Gender Equality Policy is vital for cultivating a fair and supportive academic and professional environment at ATLAS SkillTech University. It encompasses systematic measures to guarantee equal treatment in all aspects of employment, such as recruitment, promotion, training, and compensation. By promoting gender equality and preventing discrimination, this policy ensures the career advancement and well-being of all members, fostering a respectful and inclusive community.

B. POLICY STATEMENT:

ATLAS SkillTech University is committed to fostering an inclusive and equitable work environment, firmly adhering to principles of gender equality. This policy ensures that every member of our community feels supported and valued, promoting gender diversity and preventing discrimination by treating everyone with respect and consideration.

We prioritize recruiting the most qualified individuals and maintaining a diverse pool of human resources. This policy encompasses all aspects of employment, including recruitment, promotion, training, transfer, retention, and compensation, ensuring gender equality at every stage. All actions, including benefits, layoffs, and training, strictly comply with gender anti-discrimination laws to uphold our commitment to a fair and inclusive workplace.

C. OBJECTIVES

Promote Gender Equality in Admissions and Hiring

- Ensure equal opportunities for admission and employment for all genders.
- Implement bias-free recruitment processes.

Create a Safe and Inclusive Environment

- Foster a campus culture that is safe and welcoming for all genders.
- Develop and enforce anti-harassment and anti-discrimination policies.
- Provide mandatory gender sensitivity and inclusivity training.
- Set up support services such as counseling and safe spaces.

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Support Gender Diversity in Leadership and Decision-Making

- Increase representation of diverse genders in leadership roles.
- Ensure diverse gender representation in committees and governing bodies.
- Track and report gender diversity statistics.

Integrate Gender Studies into the Curriculum

- Incorporate gender studies into academic programs.
- Support research initiatives on gender issues and gender equality.

D. GOVERNANCE & REPORTING MECHANISM

At our university, we are committed to maintaining a robust governance structure that diligently oversees and promotes gender equilibrium. Our governance framework is designed to ensure that gender equality is integrated into all aspects of university life, fostering an inclusive and equitable environment for everyone.

Human Resource (HR) Department serves towards initiatives of Gender Equality.

Our university is dedicated to providing a transparent and accessible reporting mechanism for any gender-related concerns. Students, faculty, and staff are encouraged to report issues confidentially through multiple channels, ensuring their voices are heard and addressed promptly.

- Internal Complaints Committee (ICC): This committee handles all issues related to sexual harassment, ensuring a thorough and impartial investigation and resolution process.
- Women Development Cell (WDC): This cell focuses on the empowerment and development of women on campus, providing resources, support, and advocacy.

E. Gender Audits :

Gender Audits shall be conducted on Yearly basis for ensuring the Gender balance amongst staff and students. The recommendations received through such an audit shall be considered for implementation through appropriate channels.