

UNIVERSITY OF PATANJALI

PVC & R/Notification-2018

Office of the Registrar
June 18, 2018

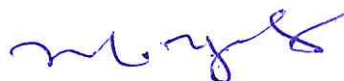
NOTIFICATION

Sub. : Policy on Gender Equity & Sensitization.

The University Policy on Gender Equity and Sensitization to be adopted henceforth is enclosed.

This comes into effect immediately.

By Order



Pro Vice-Chancellor and Registrar incharge

To,

1. Dean, Academic and Administrative Affairs
2. Professor, Philosophy
3. Professor, Yoga
4. Director, Placement cum Academic Administrator
5. Finance
6. Library
7. Hostel Warden Girls Hostel & Boys Hostel

Submitted to,

1. The Chancellor
2. The Vice Chancellor

Policy for Gender Equity & Sensitization

Gender: While the term 'Gender' in a broader context refers to social constructions of attributes, relationships and opportunities associated with being male and female, for the purpose of this policy the term gender refers only to those who publicly identify with being female.

Equity means fair and equal treatment for all based on their needs. To ensure equity, treatment that is different but which is considered equivalent in terms of rights, benefits, obligations and opportunities might be required.

Gender equity is the process to achieve gender equality, respecting all genders by disseminating the opportunities, responsibilities and benefits regardless of the gender of the person. Gender equity often involves compensating the age-old social disadvantages in order to bring both men and women on a same level. The institute understands its responsibility in bridging this gap on the campus and is committed to equitable and gender responsive systems to improve ease of access, and learning for all girls and boys.

The university ensures that the campus is devoid of any discrimination on the grounds of gender. The university has more female students than male, in fact, various important administrative positions are held by women in our institute.

Indian Legislation:

1. The Sexual Harassment of Women at Workplace (PREVENTION, PROHIBITION and REDRESSAL) Act, 2013
2. Protection of Women from Domestic Violence Act, 2005
3. The Indecent Representation of Women (Prohibition) Act, 1986

Others

UGC Saksham Measures for Ensuring the Safety of Women and Programmes for Gender Sensitization on Campuses.

Objectives of the Policy

- a) To fulfil the National commitment to gender equality.
- b) To prevent violations of National Acts that prohibit gender injustices, aim to redress any violations of gender-based rights and to work towards the empowerment of women.
- c) To create a gender sensitive environment that respects gender diversity and the intersectionality of other marginalities.
- d) To evolve mechanisms for the prevention and redressal of gender-based violence and discrimination, including sexual harassment at the University.


(Head HR)


(Pro Vice-Chancellor and Registrar In-charge)



(Vice-Chancellor)
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IMPLEMENTING GUIDELINES

1. The goals of this policy will be implemented by the University of Patanjali. The mechanisms will include – the Committees set up for different regulations such as the committee for Prevention of Sexual Harassment (POSH).
2. All forms of bias and discrimination including unconscious bias against women will not be tolerated.
3. Gender sensitivity will be employed in all recruitment, promotions and opportunity for leadership, to uphold the policy of equal representation of men and women.
4. In selection of staff for professional development opportunities and training, there will be no gender-based discrimination.
5. Special focus will be given to improve women's participation and representation in the areas of Science, Technology, Engineering, Mathematics and Medicine (STEMM) and any other field/ discipline in which women are underrepresented.
6. In formation of any Committee, the representation of women is mandatory.
7. In keeping with National policies, women specific leave will be granted.
8. No student will be denied admission on the grounds of gender.
9. Gender sensitivity will be employed in the design of curriculum and wherever applicable a gender specific analysis will be included in all disciplines.
10. In evaluating students, a policy of fair treatment of male and female students alike will be employed.
11. In organizing any event or programme, including meetings and conferences, a gender sensitive approach will be undertaken and women staff and students will be given due respect and representation.
12. Women specific infrastructure facilities will be provided on campuses. In creation of new development, renovation of existing infrastructure and other resources, women specific needs will be addressed.
13. UGC's 'Saksham' Measures for Ensuring the Safety of Women and Programmes for Gender Sensitization on Campuses will be followed.
14. International Women's Day (8 March) will be commemorated by every College, School, Faculty, Department of University.
15. Departments of University of Patanjali will organize annually at least one programme towards gender awareness and sensitization.


(Head HR)


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(Vice-Chancellor)
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Supporting features to enable gender equity and confidence are enlisted below the following safety and sensitization activities are in place.

Safety and Security:

The entire campus is under security surveillance at all time by security personnel including both males and females. The university and its buildings such as administrative block, auditoriums and hostels are observed through CCTV cameras. Separate well-protected girls' and boys' hostels are functioning with all essential requirements. The safety precautions in the campus are enhanced by providing safe drinking water inside the hostels, proper sanitization and adequate lighting for secured movement. The campus is cleaned every day and the waste generated is segregated and managed. Entry and exit of visitors are monitored at the main entrance through recording procedures.

Doctors are available in the hostel premises 24x7 with female doctors in Girls' hostel. Ambulance service is available in case of medical emergencies at all time.

Apart from the above, suggestion box is made available across the campus and many suggestions provided are acted upon, if feasible.

During the pandemic period the university had made arrangements for quarantine centers, conducting RT-PCR test and later the vaccination drive was held for all its students and staff.

Counselling:

Besides providing regular counselling by mentors, course teachers, division heads etc. Medical and psychological counselling is also provided on specific issues/needs particularly for female students from time to time.

Common rooms:

Common room for women with all required facilities are provided.

Awareness activities:


Students are sensitized on gender equity by disseminating information through NSS and NCC awareness camps. Hygiene practices are also inculcated among students through mentoring and poster campaigns.

Promotion of Sports and Cultural activities:

Both male and female students are encouraged equally to participate in sports and cultural activities, to ensure adequate participation. The university provides first-aid, and medical services in case of any adverse event.


(Head HR)


(Pro Vice-Chancellor and Registrar In-charge)


(Vice-Chancellor)
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ORDINANCE NO. 1

SENSITIZATION, PREVENTION AND REDRESSAL OF SEXUAL HARASSMENT

Gender equity, including protection from sexual harassment and right to work with dignity is universally recognized basic human right. Eradication of social evils is the prime aim of the Constitution of India. Article 15 of the Constitution of India prohibits discrimination on the grounds of religion, race caste, sex, or place of birth. Article 42 makes provision for securing just and human conditions of work. Article 51-A(e) makes it incumbent on every citizen to promote harmony and spirit of the common brotherhood amongst all the people of India transcending religious, linguistic, and regional or sectional diversities; to renounce practices derogatory to the dignity of women. India is also a signatory to the convention on the Elimination forms of discrimination against women."

Therefore, the University of Patanjali hereby introduces and enforces Ordinance titled "Sensitization, Prevention and Redressal of Sexual harassment (SPARSH)."

A. Bodies of SPARSH:

- Apex Body of SPARSH (ABS): To aware on and prevent sexual harassment in the university.
- University Complaints Committee (UCC): To lodge complaints regarding sexual harassment, and conduct enquiries, suggesting suitable action.

B. Functions, Powers and Duties of ABS:

- To uphold the commitment of the University of Patanjali to provide a campus free of gender-based discrimination, sexual harassment and other acts of gender-based violence.
- To generate awareness about gender-based discrimination, sexual harassment and other acts of gender-based violence.
- To fulfil the directives of the Supreme Court directing all employees to develop and implement a policy against sexual harassment at the workplace.
- To develop a permanent mechanism for prevention and redressal of gender-based discrimination, sexual harassment and other acts of gender-based violence.


(Head HR)


(Pro Vice-Chancellor and Registrar In-charge)


(Vice-Chancellor)
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C. Operational Definitions:

Sexual harassment: This shall include all unwelcome sexual behaviours (made directly or by implication) as:

- Unwanted physical contact and advances.
- A demand or request for sexual favours.
- Sexually-coloured remarks.
- Displaying pornography.
- Any other unwelcome physical, verbal or non-verbal conduct of sexual nature.

Academic staff: This shall include any person on the staff of the University who is appointed to a teaching and/or research post, whether full time, temporary, ad hoc, part time, visiting, honorary, or on special duty, or employees on a casual or project basis.

Campus: This includes all the places vested; controlled and/or administered by the University of Patanjali.

Counsellor: This shall include any women from among the staff, who has expertise in social and personal counselling on matters arising out of incidents of sexual harassment.

Non-teaching staff: This shall include any person on the staff of the University who is not appointed to a teaching and/or research post, whether full time, temporary, ad-hoc, part time, on daily wages, on honorary or on special duty, or deputation, and shall include employees on a casual or project basis.

Resident: This shall include any person who is a temporary or a permanent resident occupying any accommodation or premises managed and/or allotted by the University of Patanjali.

Service provider: This shall include any person who runs or manages commercial enterprises, or provides services on the campus.



D. Constitution of POSH Committee:

The committee shall consist of the following members, who will be nominated by the Vice-Chancellor.

- Officers of the University.
- A woman officers of the University nominated by the Vice-Chancellor, from amongst the faculty members.
- Female Proctor of the University or Asst. Proctor and counsellor.
- Five members representing various faculties of the University, of which at least three shall be women.
- Two student's representatives of which at least one be a girl student (names to be proposed by the Dean for Vice-Chancellor's approval).
- Two members from the non-teaching staff, of which at least one should be a woman.


(Head HR)


(Pro Vice-Chancellor and Registrar In-charge)

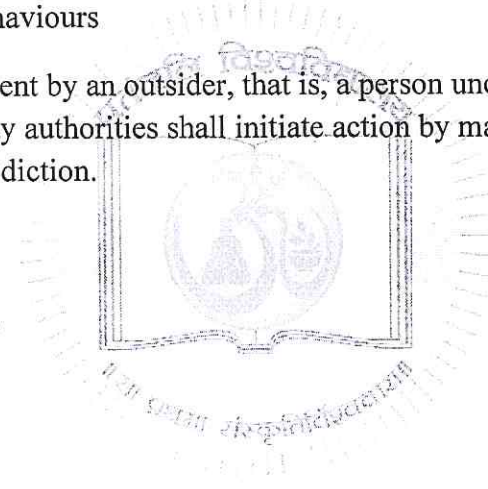

(Vice-Chancellor)


Penalties:

These shall be awarded as per university rules for employees. In case of students/service providers, they could include

- Warning
- Debarring entry into hostel/campus
- Withholding results
- Expulsion from the university
- Denial of re-admission
- Written apology
- Bond of good behaviours

Note: In case of harassment by an outsider, that is, a person unconnected with the University, the University authorities shall initiate action by making a complaint with police station under jurisdiction.




(Head HR)


(Pro Vice-Chancellor and Registrar In-charge)


(Vice-Chancellor)
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पतंजलि विश्वविद्यालय University of Patanjali

उत्तराखण्ड विधान मण्डल द्वारा पारित पतंजलि विश्वविद्यालय अधिनियम संख्या 4, वर्ष 2006 के अन्तर्गत स्थापित
Established by Uttarakhand State Legislature Under the University of Patanjali Act No. 4, Year 2006

पत्रांक (Ref.) : UOP/POSHC/2019/754

दिनांक (Date) : 11/09/20

कार्यालय आदेश

मानव संसाधन विकास मंत्रालय, भारत सरकार (विश्वविद्यालय अनुदान आयोग, नई दिल्ली) के अधिसूचना दिनांक 02 मई 2006 द्वारा जारी विनियम 2015 (उच्चतर शैक्षिक संस्थानों में महिला कर्मचारियों एवं छात्राओं के लैंगिक उत्पीड़न के निराकरण, निषेध एवं इसमें सुधार) के अन्तर्गत पतंजलि विश्वविद्यालय में निम्न सदस्यों की एक समिति गठित की जाती है जो उक्त से सम्बन्धित समस्त प्रकरणों का निराकरण, निषेध एवं सुधार हेतु जिम्मेदारी पूर्वक निर्वहन करेंगी।

S. N.	Name	Designation	Designation in Committee
1.	Dr. Mahavir Agrawal	Pro-Vice Chancellor	Chairman
2.	Dr. Parveen Punia	Registrar	Co-Chairman
3.	Dr. V.K. Katiyar	Dean Academic & Research	Member
4.	Pujya Sadhvi Devpriya ji	HOD's Philosophy	Member
5.	Swami Parmarth Dev ji	Assistant Professor	Member
6.	Pujya Sadhvi Deveshwari ji	Work Coordinator	Member
7.	Mrs. Pragya ji	Girls Hostel Co-ordinator	Member
8.	Dr. Nidhish Yadav	Asst. Professor / Boys Hostel Warden	Member
9.	Mrs. Ishika Sharma	Girls Hostel Supervisor	Member
10.	Ms. Monika Panwar	Yoga Instructor	Member
11.	Dr. Anju Tyagi	Assistant Professor	Member
12.	Km. Chitra Chand	Ph.D. Student	Member
13.	Ms. Khyati	M.A. Student	Member
14.	Ms. Yancy	M.Sc. Student	Member
15.	Ms. Monika	PG.D Ys. Student	Member
16.	Ms. Rama Mishra	B.A. Student	Member
17.	Ms. Shipra	B.Sc. Student	Member
18.	Dr. Arti Yadav	Assistant Professor	Jt. Secretary
19.	Dr. Vaishali Gaur	Assistant Professor	Secretary

Punia
(डॉ. प्रवीण पुनिया)
11.09.19.

कुलसचिव

प्रतिलिपि: सूचनार्थ एवं आवश्यक कार्यवाही हेतु प्रेषित।

1. निजी सचिव कुलपति, माननीय कुलपति महोदय के सादर सूचनार्थ।
2. मा0 प्रति-कुलपति, पतंजलि विश्वविद्यालय, हरिद्वार।
3. संकायाध्यक्ष (शिक्षण एवं शोध), पतंजलि विश्वविद्यालय, हरिद्वार।
4. परीक्षा नियंत्रक, पतंजलि विश्वविद्यालय, हरिद्वार।
5. निदेशक शैक्षणिक एवं सेवा योजन, पतंजलि विश्वविद्यालय, हरिद्वार।
6. विभागाध्यक्ष, मानव संसाधन विभाग, पतंजलि योगपीठ (ट्रस्ट) हरिद्वार।
7. समस्त अधिकारीगण/प्राध्यापकगण/छात्रावास अधीक्षक/अधीक्षिका/निरीक्षक/योग प्रशिक्षक/शिक्षकेत्तर कर्मचारी एवं छात्र-छात्राएं, पतंजलि विश्वविद्यालय, हरिद्वार को सूचनार्थ प्रेषित।
8. कार्यालय प्रति।

पतंजलि विश्वविद्यालय, हरिद्वार

नोटशीट

कार्यालय आदेश संख्या- UOP/Reg/2018/148 दिनांक 16.05.2018 के द्वारा विश्वविद्यालय में स्थापित प्रकोष्ठों के अर्न्तगत Women Grievance Cell के स्थान पर छात्र/छात्राओं एवं विश्वविद्यालय के कर्मचारियों में अनुशासन, सुझाव उत्पीड़न रोकथाम प्रकोष्ठ में समस्याओं के निवारण हेतु गठित किये जाने का प्रस्ताव स्वीकृति हेतु अग्रसारित है।

Grievance Committee	
1.	प्रति-कुलपति
2.	कुलसचिव
3.	संकायाध्यक्ष (शिक्षण एवं शोध)
4.	संकायाध्यक्ष- मानविकी एवं प्राच्य विद्या अध्ययन
5.	स्वामी परमार्थ देव, सह कुलानुशासक
6.	डॉ. आरती यादव, सहायक प्राध्यापक, योग विभाग
7.	सम्बन्धित विभागाध्यक्ष/प्रभारी/ पाठ्यक्रम प्रभारी
8.	सम्बन्धित अनुभाग प्रभारी
9.	अध्यक्ष, सम्बन्धित समिति


17/06/2018
(Pro Vice Chancellor)


(Vice Chancellor)



पतंजलि विश्वविद्यालय University of Patanjali

उत्तराखण्ड विधान मण्डल द्वारा पारित पतंजलि विश्वविद्यालय अधिनियम संख्या 4, वर्ष 2006 के अन्तर्गत स्थापित
Established by Uttarakhand State Legislature Under the University of Patanjali Act No. 4, Year 2006

पत्रांक (Ref.) :

UOP/Reg./2018/148

दिनांक (Date) :

16-05-2018

कार्यालय आदेश

पतंजलि विश्वविद्यालय के समस्त प्राध्यापकों, प्रशिक्षकों एवं छात्र-छात्राओं को सूचित किया जाता है कि विश्वविद्यालय के नवीन सत्र से निम्नलिखित दो प्रकोष्ठ की स्थापना की जा रही है छात्र/छात्राओं के अनुशासन को बनाए रखने में मदद करेगा।

1- एंटी रैगिंग प्रकोष्ठ (Anti Ragging Cell)

यह प्रकोष्ठ विश्वविद्यालय में रैगिंग से सम्बन्धित होने वाली किसी भी प्रकार की घटना को रोकने या निवारण हेतु गठित की जा रही है जिसके निम्नलिखित सदस्य होंगे :-

- 1- डीन, शैक्षणिक एवं प्रशासन - संयोजक - 9817070282
- 2- निदेशक शैक्षणिक - सदस्य - 8954300305
- 3- समस्त छात्रावास प्रभारी - सदस्य - (पुरुष छात्रावास- 9313186405, महिला छात्रावास-9760000163)
- 4- एक छात्र एवं छात्रा (प्रकोष्ठ द्वारा चयनित छात्र/छात्राओं के प्रतिनिधि के रूप में)

2- महिला उत्पीड़न प्रकोष्ठ (Women Grievance Cell)

यह प्रकोष्ठ छात्राओं को उत्पीड़न आदि से संबंधित समस्या के निवारण हेतु गठित की जा रही है जिसके निम्नलिखित सदस्य होंगे :-

- 1- डॉ. साधना - संयोजिका - 8954890151
- 2- डॉ. वैशाली गौड़ - सदस्या - 8279437439
- 3- डॉ. नीलम मिश्रा - सदस्या - 9634008099
- 4- श्रीमती प्रज्ञा माता जी - सदस्या - 9760000163

(प्रो० दिनकर बुडाथोकी)
कुलसचिव

पतंजलि विश्वविद्यालय
हरिद्वार

प्रतिलिपि:-

- 1- निजी सचिव कुलपति, मा० कुलपति महोदय के सूचनार्थ।
- 2- प्रति-कुलपति, पतंजलि विश्वविद्यालय, हरिद्वार।
- 3- परीक्षा नियन्त्रक, पतंजलि विश्वविद्यालय, हरिद्वार।
- 4- निदेशक शैक्षणिक, पतंजलि विश्वविद्यालय, हरिद्वार।
- 5- दोनों प्रकोष्ठों के सम्बन्धित सदस्यगण, पतंजलि विश्वविद्यालय, हरिद्वार।
- 6- समस्त प्राध्यापक/प्रशिक्षक/छात्रावास अधीक्षक, पतंजलि विश्वविद्यालय, हरिद्वार।
- 7- समस्त सूचना पट्ट, पतंजलि विश्वविद्यालय, हरिद्वार।
- 8- कार्यालय प्रति।