



DATTA MEGHE

INSTITUTE OF HIGHER
EDUCATION & RESEARCH
(DEEMED TO BE UNIVERSITY)

LEARN. LEAD.

No.382E of 2024

Date:5.7.2024

Notification

It is for the information of all concerned that as approved by the Academic Council and Executive Council in its meeting held on 27.6.2024 and 1.7.2024 respectively, the Policy on Non-Discrimination against Women is hereby notified as under.

Policy on Non-Discrimination against Women

Introduction

At DMIHER (DU), we are committed to fostering/Promoting an educational environment that respects, supports, and empowers all individuals, especially women. Rooted in India's cultural heritage that celebrates women as symbols of strength and resilience, DMIHER (DU) shall promote gender equality and provide women with equal access to opportunities, free from discrimination or bias. This commitment extends to fostering/Promoting balanced gender representation among students and staff, ensuring that women shall have equitable access to leadership positions and meaningful roles across all levels and constituent units at DMIHER (DU).

Objectives

The Non-Discrimination Against Women Policy aims to:

1. Ensure equal access for women to all educational, professional, and social opportunities within DMIHER (DU).
2. Prevent discrimination, harassment, and gender-based bias to foster a campus culture that respects and values women's contributions.
3. Establish clear, accessible procedures for addressing and resolving complaints related to discrimination or harassment.
4. Empower women through educational, professional, and personal support, fostering/promoting their overall growth and development.

Need and Scope

This policy shall apply to:

1. All female students, faculty, staff, and visitors across DMIHER (DU) and its constituent institutions.
2. All areas of campus life, including admissions, academic programs, extracurricular activities, housing, facilities, and employment opportunities.

Purpose

1. DMIHER (DU) shall ensure equal access to educational, professional, and social opportunities for women, creating an environment free from discrimination, harassment, and gender-based bias. This policy emphasizes fostering/promoting respect for women's contributions across all areas of campus life and aims to cultivate a campus culture that values inclusivity and gender equality.

- Formerly known as Datta Meghe Institute of Medical Sciences (Deemed to be University)
- Conferred 'A' Grad status by H.R.D. Ministry Govt. of India.
- Re-accredited by NAAC (4th Cycle) with A++ Grade (CGPA3.78)

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- Institutional Forum for Women, UGC :** To support women's growth and empowerment, DMIHER (DU) shall have an Institutional Forum for Women (IFFW), a dedicated body responsible for organizing workshops, seminars, and events focused on empowering women. The IFFW shall foster dialogue, provide resource for professional and personal development, and enhance the visibility and voice of women on campus, serving as a platform for addressing concerns, sharing experiences, and building a supportive community that values and promotes gender equality.
- Internal Complaints Committee for prevention, prohibition, and redressal of sexual harassment of women employees at workplace, UGC :** There shall be clear procedures for addressing complaints related to gender discrimination and sexual harassment at workplace, as prescribed by UGC. Through confidential and secure reporting channels, the Internal Complaints Committee and a central grievance body shall ensure that all complaints are handled with sensitivity and impartiality, protecting complainants from retaliation and fostering/promoting a safe campus environment for all women.
- Equal opportunity cell :** There shall be an equal opportunity cell to foster equal access, irrespective of caste, creed, gender, ethnicity, religion in all aspects of functioning of the University.
- The university shall implement mandatory gender sensitization programs during orientation for all students, staff, and faculty, with ongoing refresher sessions throughout the academic year. These programs are intended to raise awareness, in still respect, and promote understanding of gender equality among all community members.
- DMIHER (DU) shall offer comprehensive resources, including mentorship programs, counselling services, and specific guidance units—such as the Faculty Guidance Unit (FGU) for staff and faculty and the Student Guidance Unit (SGU) for students. These initiatives aim to help women overcome personal and academic challenges, enabling them to achieve their highest potential in a supportive and empowering environment.

By maintaining an inclusive culture and prioritizing gender balance in all decision-making processes, DMIHER (DU) reaffirms its dedication to creating an equitable educational and professional space. This policy reflects the university's commitment to a gender-inclusive campus where all women feel respected, valued, and empowered.

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DMIHER (DU) is dedicated to creating a gender-inclusive, discrimination-free environment where all women feel respected, valued, and supported. Through this policy, DMIHER (DU) reaffirms its dedication to fostering/promoting an equitable educational and professional space that empowers women to achieve their highest potential. This policy serves as both a guide and a commitment to uphold the rights and dignity of women across all aspects of campus life.

This policy shall be periodically reviewed and updated to ensure it remains effective, relevant, and aligned with the evolving needs of the university community and regulatory requirements.

Dr. Sweta Kale Pisulkar
Registrar, DMIHER (DU)

Copy to:

1. Hon'ble Chief Advisor, DMIHER (DU)
2. Hon'ble Vice Chancellor, DMIHER(DU)
3. Hon'ble Pro Vice Chancellor, DMIHER(DU)
4. The Chief Coordinator, DMIHER (DU)
5. The Director General (Admin.), DMIHER (DU)
6. The Executive Director, Quality Assurance (Academic Excellence)
7. The Executive Director, Research & Development, DMIHER (DU)
8. The Executive Director, DMIHER GLOBAL
9. The Director, Off Campus, Wanadongri, Nagpur
10. All the Heads of Institutions, DMIHER (DU)
11. The Principal, FNTCN/SMCON, Wardha/Wanadongri
12. All the Deans (Academics), DMIHER (DU)
13. The Director, School of Advanced Studies, DMIHER (DU)
14. The Director, SHER, DMIHER (DU)
15. The Director, People & Planning, DMIHER (DU)
16. The Director, Strategy, DMIHER (DU)
17. The Director, Admissions
18. The Director, Advanced Learning, DMIHER (DU)
19. The Director, International, DMIHER (DU)
20. The Dean, Examinations, DMIHER(DU)
21. The Director, Examinations, Assessment and Evaluation, DMIHER (DU)
22. The OSD, DMIHER(DU)
23. The Finance Officer, DMIHER (DU)
24. Deputy Director, HR
25. AO/AOs/AOs of all constituent colleges
26. Website Incharge

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