

## POLICY FOR GENDER EQUITY AND SENSITIVITY

Institute of Management Education, Sahibabad actively supports an organizational culture that place a high value on gender equity and inclusivity in all aspects. The institution makes sincere efforts to offer such an environment which ensures a safer workplace and learning environment for all genders. In order to accomplish this goal, the institution makes policies and enacts a variety of measures to remove gender- based discrimination.

## OBJECTIVES OF THE POLICY

1. To ensure equal opportunity for all genders without any discrimination.
2. To create a gender-sensitive environment that respects gender diversity.
3. To evolve mechanisms for the prevention and redressal of gender-based violence and discrimination, including sexual harassment at the institution.
4. To provide a safer environment for all.
5. To ensure the implementation of this policy in true spirit.



## IMPLEMENTING GUIDELINES

The Institute of Management Education, from time to time will set up Committees that will implement and monitor the strict adherence of this policy. The mechanism will include setting up of the committees, such as the **Internal Complaints Committees (ICC), Women assistance Cell, Grievance Redressal Committee, Anti-Ragging Cell**. These committees will ensure the following-

1. Gender discrimination will be prohibited.
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 the selection of staff for professional development opportunities and training, there will be no gender-based discrimination.
5. Special focus will be given to promote equal participation and representation of both genders in all academic and beyond academic areas and any other field/ discipline.
6. In the formation of any Committee, the representation of women is mandatory.



7. All the employees and the students will necessarily undergo gender awareness and sensitivity training through various workshops, seminars, guest lecture etc.
8. No student will be denied admission on the grounds of gender.

