



ACHIEVE GENDER EQUALITY & EMPOWER ALL WOMEN AND GIRLS

Relevance

CSJMU is committed to fostering an environment where equality, diversity, and inclusiveness are valued and celebrated. We believe that everyone, regardless of age, gender or gender reassignment, disability, race, religion or belief, sexual orientation, marriage and civil partnership, refugee and asylum seeker status, pregnancy and maternity, or any other characteristic, should be treated with dignity and respect. Promotes gender equality and empowers women through various initiatives.

Current Interventions

- ♀ Women's health and wellness programs.
- ♀ Leadership and empowerment workshops for female students and staff.
- ♀ Creche facilities as per the National Creche Scheme.
- ♀ Sanitary pad vending machines for female hygiene in the washrooms
- ♀ Empowering Aganwadi centers in and around the Kanpur.
- ♀ A separate Women's study centre (Mahila addhyann kendra) in the University aims to promote equality through capacity building.

Policy/Guidelines of the Institute

- ♀ Mandatory gender sensitivity training for all university members.
- ♀ Implementation of strict anti-discrimination policies.
- ♀ Implementation of Equality, Diversity and Inclusiveness Policy (EDI) with key focus on elimination of gender bias and accommodate individual experiencing pregnancy and maternity to excel in their studies and Career.

Future Plans

- ♀ Regular review of the policies to ensure that it remains relevant and effective. Revisions will be made in consultation with relevant stakeholders, representations from diverse groups etc.
- ♀ Increase the representation of women in faculty and staff positions from 33% to 50 % in coming years .