



MALLA REDDY VISHWAVIDYAPEETH

(Deemed to be University)

Recognised under section 3 of The UGC Act, 1956, vide Notification No.9-4/2024-U.3(A) by
Department of Higher Education, Ministry of Education, Government of India.

Gender Equality Policy

M. Javala

Gender Equality Policy

Preamble:

Malla Reddy Vishwavidyapeeth (MRV) acknowledges that gender equality is a fundamental human right and also a precondition for meeting the challenges of reducing poverty, promoting sustainable development, and fostering good governance through Equal Opportunity Employer. This policy is rooted in the belief that gender equality is essential for creating a just, inclusive, and progressive academic environment where all individuals, regardless of gender, can thrive.

MRV is committed to promoting gender equality in all aspects of its academic, administrative, and social practices. This policy sets forth 10 key principles and actions that will guide the institution in achieving its goals of gender equity and inclusivity.

1. Commitment to Gender Equality and Non-Discrimination: MRV is committed to fostering a culture of gender equality and non-discrimination in all aspects of university life. The institution ensures that all policies, practices, and interactions are free from gender bias and promote the equal treatment of individuals, regardless of gender identity or expression.

2. Gender Equality in Leadership and Decision-Making

MRV is dedicated to promoting gender neutrality in leadership and decision-making roles. MRV shall strive to ensure that women, and individuals of all genders are represented in leadership positions, academic committees, and administrative roles to ensure diverse perspectives in governance.

3. Equal Opportunities in Education and Employment

MRV provides equal access to education and employment opportunities for all students, faculty, and staff, regardless of gender. This includes ensuring equal access to scholarships, research opportunities, recruitment processes, promotions, and professional development.

4. Gender-Sensitive Curriculum and Research

MRV is committed to integrating gender-sensitive content into its curriculum and research activities. This includes promoting studies and research on gender issues, ensuring that teaching materials and methodologies are free from gender bias, and encouraging gender-sensitive research topics across disciplines.

5. Promotion of Work-Life Balance

MRV supports policies that promote work-life balance, for its staff and faculty members. MRV shall

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offer flexible working hours, parental leave, and childcare support, wherever feasible and applicable, to ensure that individuals of all genders can successfully balance professional and personal responsibilities.

6.Prevention of Gender-Based Violence and Harassment

MRV has a zero-tolerance policy toward gender-based violence, harassment, and discrimination. Established procedures aim to prevent and address incidents of harassment, and a confidential, professional support system shall be made available to individuals who experience gender-based violence or discrimination.

7.Awareness and Training Programs on Gender Equality

MRV shall conduct gender equality training and sensitization programs for students, faculty, and staff. These programs shall focus on eliminating gender bias, promoting inclusivity, and raising awareness about gender issues, rights, and the importance of gender equality in fostering a healthy, respectful academic environment.

8.Inclusive Infrastructure and Facilities

MRV shall endeavour to provide gender-inclusive facilities and infrastructure. This includes creating safe and accessible spaces such as gender-neutral restrooms, dedicated facilities for childcare, and safe housing options to ensure a comfortable and inclusive campus for all.

9.Monitoring and Evaluation of Gender Equality Initiatives

MRV shall regularly monitor and evaluate its gender equality initiatives to ensure they are effective and aligned with its goals. This includes conducting gender audits, collecting gender-disaggregated data, and reviewing policies to address any gaps or areas for improvement.

10. Support for Women in STEM and Underrepresented Fields

MRV actively promotes and support the inclusion of women in STEM (Science, Technology, Engineering, and Mathematics) and other fields. This includes providing mentorship programs, scholarships, and special initiatives to encourage women to pursue careers in these areas.

Malla Reddy Vishwavidyapeeth (Deemed to be University) is committed to embedding gender equality into the core of its institutional values. This policy will guide the university in its efforts to create an equitable, inclusive, and supportive environment for individuals of all genders, fostering a campus culture that upholds dignity, respect, and equal opportunities for all.

University Reserves its rights to modify, amend or replace including withdrawal of this policy