



MALLA REDDY (MR)

Deemed to be University

Recognized Under Section 3 of the UGC Act, 1956

Approved by AICTE, New Delhi, Accredited by NAAC with 'A++' Grade (Cycle- III)

GENDER EQUALITY POLICY



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GENDER EQUALITY POLICY

1.0 POLICY STATEMENT

Malla Reddy (MR) Deemed-to-be University (MRDU) affirms that gender equality is a fundamental human right and an essential pillar of inclusive academic growth. The University pledges to promote a culture that ensures equal participation, representation, and opportunity for individuals of all genders in every academic and administrative process.

2.0 PURPOSE

1. To integrate gender equality into MRDU's academic, administrative, and research practices.
2. To remove systemic barriers and unconscious biases that impede gender equity.
3. To create a safe, respectful, and enabling campus for all genders.
4. To align MRDU's initiatives with national and international frameworks on gender equality.

3.0 SCOPE AND APPLICABILITY

This Policy applies to:

- All students, faculty, administrative and support staff, research scholars, and contractual employees of MRDU.
- All MRDU premises, hostels, and field-based or online institutional activities.
- Partnerships, outreach programmes, and any engagement representing MRDU.

4.0 GUIDING PRINCIPLES

1. **Equity and Justice:** Equal opportunities for education, employment, and leadership.
2. **Inclusivity:** Respect for all gender identities and expressions.
3. **Safety and Dignity:** Zero tolerance toward gender-based discrimination or violence.
4. **Empowerment:** Enabling participation of women and gender-minority groups in decision-making.
5. **Accountability:** Transparent monitoring, reporting, and corrective mechanisms.

5.0 KEY POLICY PROVISIONS

5.1 Gender Equality in Leadership

Ensure balanced representation of women and gender-diverse individuals in governing bodies, statutory committees, and senior positions.

5.2 Equal Opportunities in Education and Employment

Guarantee fairness in admission, recruitment, promotions, and access to scholarships, research, and professional growth opportunities.

5.3 Gender-Sensitive Curriculum and Research

Incorporate gender perspectives across curricula and encourage interdisciplinary research addressing gender issues.

5.4 Work–Life Balance Support

Provide flexible working arrangements, maternity / paternity leave, and childcare facilities to ensure an inclusive workplace.

5.5 Prevention of Gender-Based Violence

Coordinate with the **Internal Complaints Committee (ICC)** to prevent and address sexual harassment and gender misconduct.

5.6 Awareness and Capacity-Building

Conduct periodic gender-sensitisation, training, and orientation programmes for all stakeholders.

5.7 Inclusive Infrastructure

Maintain safe, accessible, and gender-neutral facilities, including restrooms, hostels, and recreational spaces.

5.8 Encouragement of Women in STEM and Leadership

Offer mentoring, fellowships, and special initiatives to increase participation of women in under-represented domains.

6.0 INSTITUTIONAL MECHANISMS FOR GENDER EQUALITY

1. **Gender Equity Cell (GEC):** A dedicated cell under the Dean (Student Welfare) to implement, coordinate, and monitor gender-equality programmes.
2. **Internal Complaints Committee (ICC):** Handles sexual-harassment cases per UGC POSH Regulations 2015.
3. **IQAC and HR Departments:** Integrate gender equity into strategic planning, audits, and training.

7.0 AWARENESS AND OUTREACH

1. Gender-equality campaigns, observance of International Women’s Day, and workshops promoting leadership among women.
2. Collaboration with NGOs and government agencies for capacity-building and mentoring initiatives.
3. Annual reporting of gender-equality activities in the **AQAR** and **Annual Report**.

8.0 MONITORING AND EVALUATION

1. Conduct **Gender Audits** every two years to assess inclusivity indicators and representation.
2. Collect and analyze **gender-disaggregated data** on admissions, employment, and promotions.
3. The **Gender Equity Cell** shall submit an annual status report to the **Vice-Chancellor** and **Board of Management**.

9.0 REVIEW, IMPLEMENTATION RESPONSIBILITY AND DOCUMENT CONTROL

9.1 Policy Implementation

1. The **Gender Equity Cell (GEC)**, under the **Dean (Student Welfare)** and **IQAC**, shall implement and monitor this Policy.
2. The **Registrar** shall ensure compliance across all Schools / Departments and coordination with UGC, AICTE, and State Government directives.
3. Deans, HoDs, and Wardens shall incorporate gender-inclusive practices in admissions, recruitment, and campus management.
4. The **HR Department** shall maintain gender-disaggregated workforce data and organise sensitisation sessions.
5. The **IQAC** shall track measurable outcomes through institutional audits and annual reports.

9.2 Monitoring and Compliance

1. The GEC shall meet quarterly to review gender-equality initiatives and address emerging issues.
2. A **Gender Equality Dashboard** shall be maintained by IQAC to record participation, grievances, and corrective actions.
3. Annual summaries shall be submitted to the **Board of Management** and included in statutory reports to UGC/AICTE.
4. Persistent non-compliance by any unit shall attract corrective directives from the Vice-Chancellor.

9.3 Policy Review Cycle

1. The Policy shall be reviewed **once every three years** or earlier if mandated by regulatory changes.
2. Revisions shall be drafted by the GEC in consultation with IQAC and approved by the **Board of Management**.
3. Upon approval, revised versions shall supersede previous editions and be circulated across the University.

MISCELLANEOUS:

- The policies are subject to change from time to time by MRDU or as and when required.

MALLA REDDY (MR) DEEMED-TO-BE UNIVERSITY**DOCUMENT CONTROL SHEET**

Document Title	Gender Equality Policy
Document Code	MRDU/IQAC/GEP/2025
Version No.	1.0
Revision No.	0
Effective Date	12 January 2026
Next Review Date	12 January 2029
Prepared By	Dean (IQAC)
Reviewed By	Vice Chancellor & Registrar
Approved By	EC
Document Category	Institutional Policy Document
Distribution	Controlled Copy – IQAC / HR Dept / All Schools / University Website

Document Revision History

Version	Revision No.	Date	Description of Change	Prepared By	Approved By
1.0	0	01 Nov 2025	First issue – Initial release of the GE Policy	Dean (IQAC)	EC