

GENDER EQUALITY COMMITTEE

CHAIRPERSON

1	Vice-Chancellor, KAHER, Belagavi	Chairperson
---	----------------------------------	-------------

ADMINISTRATIVE OFFICERS

2	Registrar, KAHER, Belagavi	Member
3	Controller of examinations, KAHER Belagavi	Member

TEACHERS

4	Principal, J N Medical College, Belagavi	Member
5	Principal, KAHER VK Institute of Dental Sciences, Belagavi	Member
6	Principal, KAHER Shri B.M.Kankanawadi Ayurveda Mahavidyalaya, Belagavi	Member
7	Principal, KAHER College of Pharmacy, Belagavi	Member
8	Principal, KAHER College of Pharmacy Hubballi	Member
9	Principal, KAHER College of Pharmacy, Bengaluru	Member
10	Principal, KAHER Institute of Physiotherapy, Belagavi	Member
11	Principal, KAHER Institute of Nursing Sciences, Belagavi	Member
12	Principal, KAHER Homoeopathy Medical College & Hospital, Belagavi	Member
13	Principal, KLE JGMM Medical College, Hubballi	Member



Registrar

KLE Academy of Higher
Education and Research,
Belagavi

**KLE ACADEMY OF HIGHER EDUCATION & RESEARCH
DEEMED-TO-BE UNIVERSITY, BELAGAVI**

Policy of Non-Discrimination against Women

Policy adopted on: 1st January 2024

Version: 1

Objective:

The policy aims to promote a gender-inclusive environment by ensuring equality and preventing discrimination against women in all areas of academic and administrative functioning at KAHER Deemed-to-be University. This commitment to non-discrimination aligns with India's legal framework, including the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.

Key Principles:

1. Equal Opportunities:

KAHER Deemed-to-be University will ensure that all recruitment, promotions and academic admissions processes are free from gender bias, providing equal opportunities for women across faculty, staff and student categories.

2. Safe and Respectful Environment:

Creating a safe and respectful campus environment is a priority. The deemed-to-be university will actively prevent any form of gender-based discrimination, harassment or intimidation.

3. Representation and Participation:

At KAHER Deemed-to-be University women will be encouraged and mentored to participate actively in leadership roles, decision-making bodies, research projects and academic committees to foster diverse perspectives and equitable representation.

4. Support and Resources:

KAHER Deemed-to-be University will provide necessary support structures, including counselling, mentoring and maternity/paternity policies, to assist women in balancing academic, personal and professional responsibilities.

5. Grievance Redressal:

At KAHER Deemed-to-be University a dedicated Internal Complaints Committee (ICC) will handle complaints related to gender discrimination or harassment promptly and confidentially. The ICC will operate under the guidelines of the SH 2013 Act to ensure fair investigation and resolution.

6. Implementation and Monitoring:

The Deemed-to-be University will conduct regular training sessions and awareness programs to sensitize staff and students to gender issues and ensure adherence to this policy. An annual review will be conducted to assess policy effectiveness, update protocols, and strengthen inclusivity measures as needed. Annual report of the committee will be available on website.



Dr. M.S. Ganachari
Registrar

KLE Academy of Higher Education and Research