

Gender Equity and Inclusion Policy

1. Purpose

This policy establishes Woxsen University's institutional commitment to gender equity, inclusion, and non-discrimination in all academic, professional, and social environments. It ensures that all individuals — irrespective of gender, gender identity, gender expression, or sexual orientation — are treated with fairness, respect, and equality of opportunity.

The policy reinforces Woxsen's mission to foster a diverse and inclusive community that values equity, representation, and participation for all.

2. Scope

This policy applies to all members of the Woxsen community, including:

- Students (undergraduate, postgraduate, doctoral, and exchange)
- Academic and administrative staff
- Postdoctoral fellows and visiting faculty
- Contractors, service providers, and external collaborators

It covers all university activities, including admissions, recruitment, employment, research, teaching, learning, housing, and campus life.

3. Policy Statement

Woxsen University maintains a zero-tolerance stance toward discrimination, exclusion, or harassment on the basis of:

- Gender or sex
- Gender identity or expression (including transgender and non-binary identities)
- Sexual orientation, marital or parental status, or pregnancy

Every individual at Woxsen has the right to equal access, opportunity, and participation in all academic, professional, and social aspects of university life.

4. Guiding Principles

1. **Equity:** Promote fair treatment, access, and advancement for all genders.
2. **Respect:** Ensure a campus culture that values the dignity, rights, and well-being of every person.

3. **Inclusion:** Build an environment where diversity is recognized as a source of strength and innovation.
4. **Transparency:** Uphold clear, fair, and accountable practices in recruitment, admission, and promotion.
5. **Empowerment:** Actively support leadership and capacity-building opportunities for women and gender-diverse persons.
6. **Intersectionality:** Recognize and address overlapping identities such as caste, disability, and socioeconomic background in gender-related matters.

5. Governance and Responsibility

5.1 Office of Diversity, Equity & Inclusion (DEI)

- The DEI Office oversees implementation, review, and compliance of this policy.
- It collaborates with Human Resources, Academic Schools, Student Affairs, and other units.

5.2 Gender Equity Cell (GEC)

- The GEC, under DEI supervision, coordinates gender-inclusion initiatives, mentorship, and leadership programmes.

5.3 Equal Opportunity Committee (EOC)

- Under oversight of the DEI Office, the EOC ensures equitable processes in recruitment, promotion, and student admissions, and reviews discrimination complaints in coordination with internal committees.

5.4 Reporting and Redressal

- The DEI Office ensures confidential channels are available for reporting discrimination and harassment.
- Protection from retaliation or disadvantage for reporting is managed by DEI.

6. Key Commitments

Area	Commitment
Recruitment and Employment	Maintain gender-balanced hiring panels and ensure all job descriptions are gender-neutral.
Education and Admissions	Guarantee equal access and fair selection for women and gender-diverse applicants.

Workplace and Campus Environment	Ensure a safe, inclusive, and accessible campus environment for all genders.
Facilities and Infrastructure	Provide gender-neutral restrooms, inclusive housing options, and secure spaces.
Leadership and Representation	Strive for equitable representation of women and gender-diverse persons in academic and governance roles.
Training and Awareness	Conduct regular gender-sensitivity and inclusion training for students, faculty, and staff.
Data and Monitoring	Track participation, retention, and advancement of women and gender-diverse persons annually.

7. Implementation and Monitoring

- The DEI Office shall prepare an **Annual Gender Equity Report** summarizing activities, participation data, and improvements across departments.
- Schools and administrative units shall submit gender representation data annually for review.
- Findings will inform new initiatives and continuous improvement measures.

8. Confidentiality and Protection

All proceedings, complaints, and investigations related to gender discrimination or harassment are treated with strict confidentiality.

No student or employee shall face reprisal, disadvantage, or disciplinary action for reporting or supporting a complaint made in good faith.

9. Awareness and Capacity Building

- The University shall integrate gender inclusion principles into its orientation, leadership training, and professional development programmes.
- Periodic seminars, campaigns, and outreach programmes will promote awareness and cultural sensitivity.

This policy was approved by the Management Team on 12th October 2020 and last reviewed on 8th October 2024.

NAME OF THE PROGRAM

REPORT SUMMARY:

1.	Program Name	“Shakti: Empowering Labour Women for a Stronger Future”
2.	Date & Time	<u>10th March (4-5) pm</u>
3.	School/Dept	SOLH
4.	Venue	Woxsen University, Room No. C-012
5.	UN SDG	SDG-5
6.	Activity Type	ERS
7.	Impact Group	Women Labour Workers, Students involved in learning gender issues, researchers working on the labor women empowerment
8.	Total Participants	90
9.	Total Woxsen Student participated	2
10.	Link to LinkedIn post	(26) Post Feed LinkedIn

DETAILED REPORT OF THE PROGRAM:

This International Women’s Day, we had the privilege of organizing an ERS (Ethics, Responsibility & Sustainability) initiative at Woxsen University, dedicated to educating and empowering the labour women on our campus. Through interactive discussions, awareness talks, and engagement activities, we created a space for learning, self-expression, and empowerment. The primary aim of this event was to create a **supportive and informative environment** where labor women could openly discuss their challenges and gain insights into topics that directly impact their daily lives. The initiative focused on:

- **Building awareness** about gender equality, financial literacy, and health.
- **Encouraging self-confidence** through interactive activities.
- **Providing practical knowledge** that can contribute to their economic and social empowerment.

The discussion-based session focused on gender rights, workplace respect, and equal opportunities, encouraging women to share their experiences and understand the importance of self-worth and representation. Health and hygiene were also key topics, with demonstrations on hygiene practices, distribution of sanitary kits, and a Q&A session. To promote long-term independence, the financial literacy workshop covered saving money, self-help groups (SHGs), government schemes, banking basics, and small investments, making financial concepts accessible and practical. Additionally, confidence-building activities like storytelling, role-playing, and creative expression empowered women to share their struggles and triumphs, fostering self-belief and community support. The event

successfully enhanced awareness, broke social barriers, and encouraged self-sufficiency, equipping the participants with essential knowledge to make informed decisions in their lives.

It was great turn out and the women participated actively showing a keen interest in further sessions. The students too had a new experience while communicating with them and understood how marginalized women face several challenges which helped them gauge through the social realities. It was interesting to see how women are vocal about learning, and they want to be educated in different spheres of life and can handle different challenges on their own. This motivated us to further develop this activity as a regular initiative by our school which will help us create a stronger community in future.

CONCLUSION AND FOLLOW-UP PLAN:

The ERS initiative at Woxsen University on International Women's Day was a meaningful step toward empowering the labour women on our campus. The discussions and activities not only provided them with valuable knowledge on gender equality, health, financial literacy, and confidence-building but also created a supportive environment where they felt heard and valued. Their enthusiasm and participation reinforced the importance of continuous engagement in such initiatives. True empowerment comes from sustained efforts, and this event was just the beginning of a long-term commitment to their growth and well-being.

Follow-up Plan

To ensure that the impact of this initiative extends beyond a single event, we propose the following follow-up actions:

1. **Regular Awareness Sessions** – Organize monthly workshops on health, hygiene, financial literacy, and legal rights to reinforce learning and provide updates on relevant policies.
2. **Skill Development Programs** – Introduce vocational training sessions focused on skill-building, enabling women to explore economic opportunities beyond their current roles.
3. **Health & Wellness Check-ups** – Collaborate with healthcare professionals to conduct periodic health camps, providing essential medical guidance and preventive care.

4. **Financial Support & Micro-Savings Groups** – Assist in setting up self-help groups (SHGs) to encourage savings and provide access to small-scale financial resources for economic independence.
5. **Feedback & Mentorship** – Establish a mentorship program where faculty and students regularly engage with the women, addressing their concerns and supporting their personal and professional aspirations.

By integrating these follow-up measures, we aim to create a lasting impact, fostering an ecosystem of support, empowerment, and self-reliance for the labour women in our community.

PHOTOGRAPHS OF THE PROGRAM:





Regards,

Dr. Ratnpriya
Assistant Professor (SOLH)

NAME OF THE PROGRAM

REPORT SUMMARY:

1.	Program Name	Domestic Violence Awareness Program
2.	Date & Time	19.05.2025 (3.30-4.30 pm)
3.	School/Dept	SOLH
4.	Venue	ROOM NO. C-012
5.	UN SDG	SDG-5
6.	Activity Type	ERS
7.	Impact Group	Women Labour Workers, Students involved in learning gender issues, researchers working on the labour women empowerment.
8.	Total Participants	70
9.	Number and Name Woxsen Student participated	2 Students (Nivedita, Spoorti)
10.	Name of Lead faculty member	Dr. Ratnpriya
11.	Supportive Faculty members	Dr. Jyotsana
12.	Link to LinkedIn post	(33) Post Feed LinkedIn

DETAILED REPORT OF THE PROGRAM:

As part of Woxsen University's commitment to Ethics, Responsibility, and Sustainability (ERS), a focused workshop was conducted to address domestic violence among labour women. The program aimed to raise awareness, encourage dialogue, and equip participants with essential knowledge and resources to seek support and assert their rights.

The workshop featured an **Introductory Awareness Session**, highlighting the forms, signs, and long-term impact of domestic violence. **Role-play activities** were conducted to simulate real-life scenarios, enhancing understanding of legal rights and redressal mechanisms. Participants were provided with **informational handouts** detailing helpline numbers, support services, and community resources. An **open forum discussion** allowed women to share personal experiences, identify cultural stigmas, and collectively explore solutions to break the cycle of silence and dependence.

The event created a safe and empowering space, with participants expressing a strong interest in follow-up workshops focusing on women's health and financial literacy. This initiative aligns with Woxsen's broader ERS objectives of promoting gender justice, community empowerment, and education as a tool for resilience and self-reliance.

CONCLUSION AND FOLLOW-UP PLAN:

The ERS workshop on domestic violence awareness among labour women at Woxsen University successfully fostered a platform for dialogue, empowerment, and community solidarity. By addressing the often-silenced issue of domestic violence, the session not only raised critical awareness but also equipped participants with practical resources and support options. The creation of a safe and inclusive space enabled participants to voice their experiences, challenge cultural stigmas, and commit to collective action. This initiative underscores Woxsen University's commitment to gender justice, social responsibility, and the empowerment of vulnerable communities.

To build on the momentum generated by this workshop, we propose the following follow-up actions:

1. Periodic Workshops: Organize quarterly sessions focused on women's rights, legal literacy, health awareness, and financial independence.
2. Peer Support Networks: Facilitate the formation of peer groups within the community to provide mutual support, share experiences, and encourage collective problem-solving.
3. Resource Centre: Establish a campus-based or community-linked information hub with access to legal advisors, helplines, and counselling services.
4. Skill Development & Financial Literacy: Conduct targeted training sessions to equip women with income-generating skills and knowledge of financial management to enhance self-reliance.
5. Monitoring & Evaluation: Develop feedback mechanisms to track the impact of these initiatives and continuously refine content to meet evolving needs.

Through sustained engagement, Woxsen aims to transform awareness into long-term empowerment and resilience for labour women and the broader community.

PHOTOGRAPHS OF THE PROGRAM:



ATTENDANCE SHEETS/ACKNOWLEDGMENT LETTER:

Dr. Ratnpriya
Assistant Professor
SOLH

NAME OF THE PROGRAM: Women's Day Celebration at the
School of Science (07.03.2025) " ORGANISED BY SCHOOL OF
SCIENCES (SoS), WOXSSEN UNIVERSITY

REPORT SUMMARY:

1.1)	PROGRAM NAME	Women day celebration_2025
1.2)	DATE & TIME	07.03.2025, 10.00 AM to 11.00 AM
1.3)	SCHOOL/DEPT	School of Sciences
1.4)	VENUE	LT4, Woxsen University
1.5)	ALIGNED UN SDG	
1.6)	ACTIVITY TYPE	WOMEN EMPOWERMENT
1.7)	IMPACT GROUP	School students
1.8)	TOTAL PARTICIPANTS	100
1.9)	Total Woxsen Student participated	10
1.10)	List of staffs involved in the program	1. Dr. Daya Shankar Tiwari, Dean, School of Sciences Woxsen University: Event Facilitator 2. Dr. Beauty Pandey, Associate Professor, SoS, Woxsen University: Event Facilitator 3. Dr. Ramakrishna Madaka, (Assistant Dean – Student Affairs, SoS, Woxsen University) 4. Dr. Dipak Kumar Sahoo, (Assistant Dean – Academics, SoS, Woxsen University) 5. Dr. T Santhosh Kumar, Assistant Professor, SoS, Woxsen University – Event Coordinator 6. Dr. Suman Chirra, Assistant Professor, SoS, Woxsen University 7. Dr. Amit Kumar Singh, Assistant Professor, SoS, Woxsen University 8. Dr. Amlan Kanti Halder, Assistant Professor, SoS, Woxsen University 9. Dr. Vishal Anand, Assistant Dean-International Relations SoS, Woxsen University 10. Dr Heeramoni Boro, Assistant Professor, SoS, Woxsen University 11. Dr Basu Battacharjee, Assistant Professor, SoS, Woxsen University 12. Dr. Jagoba Rey, Assistant Professor, SoS, Woxsen University

		13. Dr. Jessica Amit Swamy, Assistant Professor, SoS, Woxsen University 14. Dr. Bixapati Nayak, Assistant Professor, SoS, Woxsen University
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Place: LT4, Woxsen University

Date: 07-02-2024 (Friday)

Time: 10.00 AM to 11.00 AM

Student Volunteer: Anchal

School of Sciences Students

1. Introduction:

The " Women Day", organized by the School of Sciences at Woxsen University, on 7^h March 2024.

The School of Science celebrated International Women’s Day on March 7, 2025, with great enthusiasm, recognizing the achievements and contributions of women in various fields. The event aimed to inspire and empower students and faculty members by fostering discussions on gender equality and highlighting influential women from different walks of life. The celebration featured a debate on gender equality, an engaging game of charades, and a session where participants shared stories about the women who have inspired them. The event concluded with a heartfelt vote of thanks, expressing gratitude to everyone who contributed to making the celebration a success.

2. Objective:

3. DETAILED NARRATIVE OF THE PROGRAM:

Debate: Does True Gender Equality Exist in Today’s World? A lively debate was organized on the topic: Does true gender equality exist in today’s world? Participants were divided into two teams—one supporting the idea that gender equality has been achieved and the other arguing that significant gaps still exist.

- **Supporting Arguments:** The affirmative side presented statistics and case studies highlighting how women have broken barriers in politics, business, and science. They pointed out the increased representation of women in leadership roles, progressive policies ensuring equal pay, and social movements advocating for women’s rights.
- **Opposing Arguments:** The opposing team argued that despite progress, disparities still persist, particularly in wage gaps, workplace discrimination, and societal expectations. They

emphasized that women continue to face challenges such as underrepresentation in STEM fields, gender-based violence, and cultural biases that hinder true equality.

The debate was thought-provoking, sparking insightful discussions among attendees. It provided a platform for participants to critically analyze the current state of gender equality and recognize the work that still needs to be done.

Game: Charades, following the intense debate, a fun and interactive session of Charades was held. The game featured words and phrases related to women's achievements, famous female figures, and gender equality concepts. Participants enthusiastically acted out clues while their teammates guessed the answers. The game encouraged teamwork and added a light hearted moment to the event, making it a memorable part of the celebration.

4. Discussion: Speaking About the Women That Have Inspired You Throughout Your Life

One of the most emotional and inspiring segments of the event was when participants shared stories about the women who have influenced their lives. Students and faculty members spoke about their mothers, teachers, historical figures, and even personal mentors who had shaped their perspectives and aspirations. Some notable mentions included:

- Marie Curie for her ground breaking contributions to science despite societal challenges.
- Personal Stories where participants shared heartfelt anecdotes about women in their families who played a significant role in their growth and success.

5. Outcome: highlighted the impact of strong, resilient women in shaping individuals and society.

6. Vote of Thanks: The event concluded with a vote of thanks, expressing gratitude to the organizers, speakers, and participants. Appreciation was extended to the faculty for their support and to the students for their enthusiastic participation. Special acknowledgment was given to the debate panel for their insightful contributions and to the organizing committee for ensuring the smooth execution of the event. The celebration ended on a positive note, leaving everyone inspired to continue advocating for gender equality and recognizing the invaluable contributions of women in all aspects of life.

The Women's Day celebration at the School of Science was a meaningful and engaging event that reinforced the importance of gender equality and honored the achievements of women across generations.

Some Photographs of the event:

