

5.6

Women Progress Measures

5.6.1 Policy of Non discrimination against women

MRIIRS Link to SDG 5:

<https://mriirs.edu.in/sdg05-gender-equality/>

As a premium educational institution in Haryana, MRIIRS lays emphasis on **character-building of future citizens and professionals** of India. This principle mandates equal opportunity, inclusivity, equity and empowerment of all applicants and students in all educational institutions. **Gender equality is therefore an 'approach' that is adopted in the policies, practices, programs, and protocols of our university.** This approach is not only in synch with the UN' Sustainable Development agenda, it has led to the increase in access to higher education among girls and women of Haryana and NCR, especially those from semi-urban areas nearby. MRIIRS provides equal opportunity to all to participate and shine in all aspects of academic programs, curricula, student's admission procedure, working committees, entrepreneurial ventures, cultural and sports events held at the university. Be it in leadership positions, or in public participation, the numbers of girls and women students in Manav Rachna has increased steadily over the years and many have excelled in education and are working in various industries. The principle of equity promotes equal opportunity to all genders.

Non discrimination policies for Women

MRIIRS provides a safe, inclusive, and equitable work environment for productive teaching-learning experiences for all. The university follows a **zero-tolerance policy** regarding any **discrimination based on gender**, with strict consequences for those found engaging in such behavior. The policy is strictly enforced through dedicate committees and administrators appointed to oversee the enforcement of this policy. Any discrimination or harassment faced by any person whether as students or staff, at all levels, is dealt with sternly.

The university acknowledges that due to the traditional patriarchal value system that prevails in the society, women are typically underserved and underrepresented, in all public spheres including academics. Due to lack of personal resources, many promising women and girls are unable to pursue in academia. The university

While a women's empowerment agenda is a priority, the ultimate goal of MRIIRS agenda is to attain gender equity, in which both men and women experience a

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balanced and cooperative environment that promotes inclusivity. Such inclusivity ensures the vision and mission of the university are achievable by everyone, regardless of gender, sexuality, caste, class, creed, etc.

Evidence

| Sr.No. | Description | Links |
|--------|---|---|
| 1. | Gender Equity Policy | http://mriirs.edu.in/GenderEquityPolicy.pdf |
| 2. | SOP-Internal Complaints Committee | http://mriirs.edu.in/SOP-ICC-BM.pdf |
| 3. | Security Measures | http://mriirs.edu.in/NAAC/C7/7.1.1/7.1.1_Safety_Security_Documents.pdf |
| 4. | Celebrations of International Women's Day | http://mriirs.edu.in/IWDayCelebration2021.pdf |