

# Gender Equality

## Gender Policy Code of Conduct

Guaranteeing equal opportunities for all genders is an important mandate at the institute and the principle of establishing equality has been anchored in admissions, spaces (hostels, classrooms, sports facilities and labs). We adapt the core principles as mandated by legal & constitutional requirements. The code contains 10 principles for a practiced culture of equal opportunity.

### **Core principle:**

All staff, faculty and students at the institute should ensure that all genders have equal rights and development opportunities. The Code of Conduct applies to all who work or study here. The institute supports the promotion and implementation of genuine equality with the following principles:

1. The interests of all genders must be optimally served at all levels and in all functions. This includes equal representation as well as due consideration of any specific gender interests in all working contexts – committees, student clubs, sports, academic events, research labs etc.,
2. The institute aims to provide equal opportunities to all, and we strive to constructively address systematic biases and obstacles that we encounter in society through institutional policies.
3. Nobody may suffer negative consequences due to their sex, gender identity or gender transition, in residential or academic spaces.
4. The institute supports forms of employment irrespective of gender to enable staff, faculty and students to combine work or studies with family commitments.
5. The institute provides childcare facilities for staff, faculty and students without reference to gender to the best of its ability.
6. Each individual's dignity and integrity is respected irrespective of the gender.
7. Sexual harassment and sexist behaviour are violations of human dignity. Stereotyping and application of the same on any gender thus limiting their access to dignity and opportunity is not allowed.
8. At the institute, written and spoken language should express equal treatment of all genders while maintaining precision and elegance.
9. Data relevant to the achievement of equal opportunities are collected regularly, linked with the institute's management tools, and analysed with a view to monitoring progress as well as providing a basis for further measures.
10. The committee on Gender Sensitivity, Student Life Committee, Student Parliament, Faculty Life, Staff Life and Diversity Panel will advise staff/faculty and students on all questions of gender policy.