

VIGNANA JYOTHI INSTITUTE OF MANAGEMENT

HYDERABAD



VJIM

AN INNOVATION DRIVEN B-SCHOOL

Gender Sensitization Policy

Prepared By	Dr. N. Padmaja, Head Academics
Checked By	Dr. Dammalapati Ravinath, Dean
Approved By	Dr. Bharat Bhushan Singh, Director

Gender Sensitisation

Objective:

The objective of Gender Sensitisation initiative in VJIM is

- For creating awareness about gender issues.
- Working towards creating an enabling environment of gender justice where men and women can work together with a sense of personal security and dignity.
- Changing behaviour and instilling empathy into the views that we hold about our own and the other genders.
- Helping members of the institute in "examining their personal attitudes and beliefs and questioning the realities' they thought they knew.

Policy and Procedure in VJIM

Policy or procedures: Preventive & Corrective

Preventive

- Organising training and workshops for the students and all other members in the institute to understand the importance of Gender sensitisation and how to achieve zero tolerance.
- Creating a balanced and open environment in the institute to let students understand and respect each other and show compassion.

Corrective

- An aggrieved candidate can approach the committee by lodging a written complaint directly to the faculty members (Investigators) or through Student members(Supporters).
- The first stage of investigation is done by the faculty members and they will submit the report to the chairperson within 7 days. It includes

a) Calling any member who is involved in the issue directly or indirectly to seek information

b) Taking concerns from student members

c) Examining all the evidence

- The chairperson should take the decision and necessary action within 3 days.
- If the issue is serious in nature and requires more time and resources to solve it. the external members are called in for discussion and solving the whole.
- The committee as a whole should address the issue within 20 days in total.
- Documenting the entire case details and storing it

Committee

In order to achieve the objective of installing gender sensitisation in VJIM, a strong committee is formed to achieve zero tolerance on campus by assisting and supporting the students and all other members in the institute.

Committee Details

S.No.	Members	Name	Designation	Responsibility
1	Director	Dr Bharat Bhushan Singh	Chairperson	Ultimate decision maker
2	Faculty Member - Male	Mr. Ramesh Avadanam	Investigator	Collect all evidence, talk to all members involved in the case and reports it.
3	Faculty member-Female	Dr. Sheelam	Investigator	
4	External Member Male	Rahul Gupta	Influencer	Analyse the situation from various viewpoints and give a report on what best can be done in the situation.
5	External Member-Female	Mrs. K. Rupa	Influencer	
6	Student Member-Male	Sumanth kiran kumar Choda	Supporter	Supports all other members of the committee in any form required.
7	Student Member - Female	Jahnavi Sagiraju	Supporter	

Complaint lodging Details

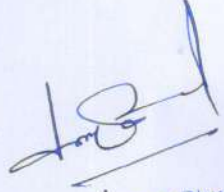
To log complaints or any other grievance regarding Gender Sensitisation.

Contact Phone: 040 35005331/32

Mail: director@vjim.edu.in

To get more information about Gender Sensitisation Policy

Mail: grievances@vjim.edu.in


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