



**Maratha Mandir's**  
**Babasaheb Gawde Institute of Management Studies**  
**Gender Equity and Anti-Discrimination Policy**

**1. Policy**

- 1.1. The Maratha Mandir's Babasaheb Gawde Institute of Management Studies is committed to promoting gender equity and avoiding all forms of discrimination based on race, gender, sexual orientation, difference of ability, age, class, caste, or religious or ethnic affiliation in all its activities including selection for employment, increment, promotion and conducive work environment. Gender is to be understood in an intersectional manner throughout this policy.

**2. Goal**

- 2.1. This policy is intended to govern the decisions and actions of the Institute's Management, Director, Teaching & Non-Teaching Staff, students and research scholars.

**3. Objectives**

- 3.1. To avoid and prevent the presence in any of the Institute's activities, programmes and decisions, of any form of discrimination or inequity based on gender, sexual orientation, difference of ability, age, race, ethnicity, class or religious affiliation
- 3.2. To comply with the provisions of Constitution of India, the provisions of the Rights of Persons with Disabilities Act, 2016 and The Transgender Persons (Protection of Rights) Act 2019 and the rules framed thereunder.

- 3.3. To promote the equal participation of women and men in all the activities of the Institute as decision-makers in shaping the sustainable development of their societies
- 3.4. To support the full realization of the human rights of all those involved in or affected by the activities of the Institute
- 3.5. To engage, when appropriate, in programmes and initiatives to reduce gender inequities in access to and control over the resources of the Institute and the benefits of its activities.
- 3.6. To show the public face of the Institute in a way that reflects the previous four objectives.

#### **4. Principles**

- 4.1. Discrimination or inequity based on gender, sexual orientation, difference of ability, age, race, ethnicity, class, caste, or religious affiliation is never acceptable within any of the activities, policies, and initiatives of the Institute
- 4.2. The promotion of gender equity is an integral part of the Institute policies, programs and projects
- 4.3. Achieving gender equity requires the recognition that every policy, program and project may affect individuals and communities differently.
- 4.4. Achieving gender equity often requires specific measures designed to eliminate gender inequities
- 4.5. Sexual or gender-based violence or harassment of any kind will not be tolerated

#### **5. Inclusive practices**

- 5.1. All positions are open to diverse job applicants and employees.
- 5.2. All job applicants, employee increments and promotions would be measured against key selection criteria that would include the specific skills, knowledge and abilities regarded as essential for performing the functions of the job.
- 5.3. Institute constantly works towards supporting fair employment practices and designing policies that are inclusive.

## **6. Inclusive and Accessible Infrastructure for all**

- 6.1 Institute endeavors to provide inclusive and accessible workplace which includes a constant effort to improve both physical (infrastructure) and digital communication accessibility.
- 6.2 Physical infrastructure: Provision of assistive devices for those with special needs to improve accessibility and to create an inclusive work environment (e.g., providing accessible and inclusive rest/wash rooms, transportation for easy commute within campus, wheelchairs, conformable workspace at each work station, vehicle parking, ramps and accessible lifts).
- 6.3 Digital Infrastructure: Institute constantly endeavors to ensure that all our documents, internal and external communication and information technology systems adhere to the inclusive content and accessibility standards.

## **7. Training and Career development:**

- 7.1 Institute will endeavor to provide inclusive training and equal career development opportunities to all employees.

## **8. Implementation**

- 8.1 Gender equity will be implemented explicitly in all decisions concerning the Institute's programs, awards, and other initiatives, as well as in the construction of all committees and panels
- 8.2. Any complaint of discrimination based on gender, age, race, ethnicity, class, caste, or religious affiliation should be addressed to the Management Committee and the Director of the Institute
- 8.3. If there is a compelling reason why the complaint cannot be addressed to either of those persons, then the complaint should be addressed to any other member of the Management Committee or the Committee in-charge of Grievance Redressal for similar issues
- 8.4. Any ensuing procedures, as well as consequences, actions, or penalties, are the responsibility of the Management Committee

8.5. Language use will be gender-neutral and respectful, both in word choice and in discourse interaction

8.6. The policy will be uploaded on the institute website and reviewed from time to time for changes to keep it updated as per changing social dynamics

**9. Create awareness**

9.1 Socializing this policy among the employees to increase awareness on gender and gender identity, transgender and disability inclusion in the workplace, promoting inspiring stories of diverse employee groups and celebrating diversity days (few examples- International Day for Persons with Disability and Pride Month and Training programs).

**10. Grievance Redressal & Harassment Prevention:**

10.1 Institute's commitment towards inclusion reflects in the non-discrimination statement as a part of code of conduct. The Institute will seriously look into any acts of discriminatory conduct committed by an employee (which includes harassment, vilification and victimization).

Maratha Mandir's  
Babasaheb Gawde Institute  
of  
Management Studies



  
Rajendra Pratap Gawde  
Hon. Secretary  
Maratha Mandir Trust

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