



COTTON UNIVERSITY

Panbazar, Guwahati-781001, Assam, India

www.cottonuniversity.ac.in :: 0361-2733530 :: registrar@cottonuniversity.ac.in

अप्रमत्तेन वेदव्ययम्

NOTIFICATION

The Cotton University Executive Council in its 26th meeting held on 8th February, 2023 vide Res. No. EC/2023/13/1(i) has accepted and approved the Gender Policy at Cotton University 2022.

It is notified for general information that Cotton University has adopted the Gender Policy at Cotton University 2022 with immediate effect.

(Prof. D.K. Das)
Registrar

Memo No. CU/REGOFF/2017/017/2165-75

Date: 20 February, 2023

Copy for information to:

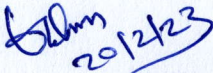
1. PS to Vice Chancellor for kind appraisal of Hon'ble Vice Chancellor, CU
2. All Deans of CU for kind information.
3. All Officers of CU for kind information.
4. All Heads of Departments for information.
5. Librarian i/c, Dr. SKB Library, CU for information.
6. Coordinator, IQAC, CU for information.
7. Computer System Manager to upload the Notification and the Gender Policy at CU 2022 in the website.
8. All Section Heads for information.
9. Notice Board
10. Office File

(Prof. D.K. Das)
Registrar

Gender Policy at Cotton University, 2022

Cotton University is committed towards creating a gender equal, just and safe campus and is driven by national and international frameworks that mandate freedom, equality and an enabling environment in its spaces of academic, social and cultural growth.

- The University has an Internal Committee in place as provided for under The Sexual Harassment of Woman at Workplace (Prevention, Prohibition, and Redressal) Act of 2013, laid down by the Government of India and functions as the arbiter of all such cases and complaints in this regard.
- It has adopted a zero-tolerance policy towards sexual harassment and violence against women and encourages its members, faculty, students, management and non-teaching staff to be accountable for change and promote gender equality and empowerment of women.
- Cotton University is an inclusive, egalitarian and progressive institution that aims at collective exercises of ownership that shall educate and transform the social and cultural ethos of the higher education space. It is informed by a comprehensive outlook towards issues of governance that shall foster equity in leadership, reform administrative structures and encourage processes that cultivate agency for change and an environment that embeds gender-just norms and practices in the institution.
- A Centre for Women's Studies with Gender Studies as its core disciplinary program both at the undergraduate and postgraduate levels in the university draws out the academic thrust to facilitate gender equality and inclusion which builds capacities of the institution and its members as a continual work in progress towards institutional best practices and interventions.
- The university has in the past conducted a Gender Audit to bridge the gap between institutional policy and practice, and between the genders so as to evolve mechanisms to remove all forms of gender discrimination, at the curricular, infrastructural and decision-making levels. This is bolstered by gender sensitization that is undertaken as programs for students, faculty and the non-teaching and service personnel, as well as via regular awareness building gender-oriented seminars and talks, workshops and symposia.


20/12/23
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- In 2020, Cotton University's gender audit exercise was published as a template by WISCOMP (Women in Security, Conflict and Management of Peace), a preeminent women's advocacy organization in India, supported by the Foundation for Universal Responsibility of His Holiness The Dalai Lama, in an initiative conducted by six HEIs across the country.
- The Institution is committed towards a gender-equal policy in recruitment and is driven by the holistic approach of inclusion, diversity, equity and access in all its academic and research activities so as to foster a culture that minimizes bias, recognizes systemic inequities and eliminates discrimination from the institutional environment.
- The Institution has also adopted a gender inclusive policy in terms of admission, recruitment and in the management of the University's operational and academic activities.

Signature
20/2/23

Registrar

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