

Date : 23-09-2024

### Gender Policy

#### Preamble

CIMP is committed to fostering a gender-inclusive, safe, and equitable environment for all faculty, staff members and students. The institute upholds principles of gender equality, non-discrimination, and workplace safety in alignment with national laws and global best practices.

#### Gender Policy

Topic	Gender Policy
Aim	To create an inclusive, respectful, and safe environment that ensures gender equality in opportunities, decision-making, and professional growth for all members of CIMP.
Policy Objectives	<ol style="list-style-type: none"><li>1. To promote equal opportunities for all genders in recruitment, promotions, and leadership roles</li><li>2. To ensure a workplace environment free from gender discrimination and bias</li><li>3. To prevent and address sexual harassment through strict enforcement of the POSH Act, 2013</li><li>4. To provide maternity and parental benefits as per the official guidelines</li><li>5. To conduct regular gender sensitization workshops and awareness programs</li><li>6. To encourage women's participation in leadership and governance at CIMP</li></ol>
Policy Applicability	This policy applies to all students, faculty and staff members of CIMP.
Policy Details	<ol style="list-style-type: none"><li>1. An Internal Complaints Committee (ICC) has been established to address gender-related grievances confidentially and impartially</li><li>2. CIMP ensures equal pay for equal work and non-discriminatory hiring practices</li><li>3. Guidelines related to maternity benefits, childcare support, paternity leave and work-life balance aspects will be implemented</li><li>4. Gender awareness and sensitization training will be conducted periodically</li><li>5. A zero-tolerance approach will be adopted against workplace harassment and discrimination</li></ol>

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Topic	Gender Policy
<b>Compliance</b>	<ol style="list-style-type: none"> <li>1. All faculty, staff members and students must comply with gender-related policies, including non-discrimination, workplace safety and equal opportunity provisions</li> <li>2. CIMP has a dedicated Internal Complaints Committee (ICC) to handle grievances related to gender-based discrimination or harassment. Any reported case will be investigated swiftly, fairly and confidentially</li> <li>3. CIMP will conduct periodic gender sensitization programs to ensure awareness and adherence</li> <li>4. This policy will be reviewed and updated every three years to align with national gender laws and best practices</li> </ol>
<b>Non-Compliance</b>	<ol style="list-style-type: none"> <li>1. Any act of gender discrimination, harassment, or violation of this policy will result in disciplinary action, which may include warnings, suspension, termination, or legal proceedings, depending on the severity of the violation</li> <li>2. Any faculty, staff, or student found to violate the Gender Policy will be subject to investigation by the ICC or relevant disciplinary body.</li> <li>3. Reports of non-compliance should be submitted to the ICC in writing or via email, ensuring confidentiality and protection of the complainant</li> <li>4. If a violation constitutes an offence under Indian law (e.g., under the POSH Act, Equal Remuneration Act, BNS sections on harassment and discrimination), legal action may be initiated against the offender</li> <li>5. Those found guilty of non-compliance may be required to attend mandatory gender sensitization training</li> <li>6. CIMP reserves the right to take appropriate corrective measures to ensure a gender-sensitive campus</li> </ol>

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Approved by:	Prof. (Dr.) Rana Singh, Director, CIMP	<i>Rana Singh</i> 23/9/24