



CHRIST (DEEMED TO BE UNIVERSITY)
Department of Performing Arts Theatre Studies and Music
Policy for Gender Equity
Academic Year 2021-22

Gender Equity

Regulation for Promotion of Equity

Policy:

CHRIST (Deemed to be University) believes in the policy of non-discrimination as guided by the philosophy of its foundation Congregation of Carmelites of Mary Immaculate (CMI). As a Higher Education Institution CHRIST shall not discriminate its students or employees by reason of their caste, creed, religion, language, ethnicity, gender, social status or disability. The University has well enshrined the Policy in its Memorandum of Association and the Rules which states “Admission and employment in the institution shall be open to all citizens of India regardless of religion, race, caste, sex, place of birth or residence.” The University also believes in providing all required support facilities to differently abled students and staff as mandated by Law. No student or employee shall be penalised for any complaints made against any act of discrimination by any faculty or staff of the institution. CHRISIT will always remain an Equal Opportunity Institution subject only to the privileges and the rights it may have as an approved Minority Institution.

Equal Opportunity Cell

Grievance Redressal

c.f. CHRIST Regulation for Promotion of Equity 2021

Female Safety

The power distribution among faculty is always given consideration when selecting role assignment among members of the department. This equality tries to be inclusive of the skills, abilities and personal interests of individual faculty members, with professional and personal goals considered in equal weightages.

Communication with females are ensured to be polite, respectful and understanding. Their personal needs related to home, or other responsibilities are taken into consideration and necessary accommodations are made towards ensuring to have a great work / life balance (especially our female employees).

The department does not disturb employees (especially female faculty) after scheduled working hours (except in cases of medical emergency).

Female students are free to request to only discuss particular matters with female staff at any time deemed appropriate to do so.



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HOD
Dept of Performing Arts, Theatre Studies and Music