



COCHIN UNIVERSITY OF SCIENCE AND TECHNOLOGY

Cochin University P.O. Kochi – 22

5.6.1 Does your university as a body have a policy of non-discrimination against women?

Cochin University of Science And Technology is committed to fostering an environment that is inclusive and equitable for all. The University does not discriminate based on gender, race, color, religion, age, disability, national or ethnic origin, sexual orientation, gender identity, gender expression, or any other legally protected category. This policy applies to all stakeholders, including students, faculty, staff, and visitors, who are expected to adhere to the University's non-discrimination standards. University upholds a strict zero-tolerance policy against sexual harassment and is dedicated to providing a safe physical, social, and psychological environment. The University actively works to raise awareness and prevent sexual harassment and gender-based violence within its community. In cases of sexual harassment or gender-based violence, the University has Internal Complaint Committee for reporting and addressing complaints. All incidents are handled in accordance with the University Grants Commission's "Prevention, Prohibition, and Redressal of Sexual Harassment of Women Employees and Students in Higher Educational Institutions" guidelines of 2015, as well as all other relevant laws and regulations.

Policy documents toward gender equality

- CUSAT abides by the [UGC regulation on non-discrimination](#)
- CUSAT has a very comprehensive [code of conduct](#) for students, faculties and other staff members that strictly forbids discrimination of any kind and provides an equitable environment for academics.
- Anti Dowry declaration and pledge to sensitize the student and academic community of the social evil still prevalent in the Indian community.
- University frequently organizes special education programs on "Gender Sensitization and Gender Equality" at frequent level especially at the induction program.

Committees Responsible for Addressing women's issues and Complaints

1. [Women's Studies Center](#) has been instructed to take up gender issues in general and have planned to conduct regular open discussions about sexualities and talks about sexual orientation for avoiding/reducing stigma around different genders and sexualities including LGBTQ+. For more details go to the link : <https://cusat.ac.in/wsc.php>
2. [Internal Complaints Committee](#)
The complaints about harassment of any kind in the university are dealt by the Internal Complaints Committee. The Committee comprises a presiding officer, representatives of teachers, staff and students as well as a member from a NGO.
For more details go to the link : <https://cusat.ac.in/gender.php>
3. [Anti-Ragging Cell](#)
The anti-ragging cell addresses any kind of harassment of any students and is constituted as per the directive of the government of India. The committee includes Vice Chancellor, Pro Vice Chancellor, Registrar, Councillor of Kalamassery Municipality, Circle Inspector of Police, District Information Officer, Representatives of teachers, students, Parent Teacher

Association, local society etc. For more details go to the link :
<https://cusat.ac.in/student/antiragging.php>

4. Committee for preventing Caste based Discrimination:
The committee looks into the discrimination complaints received from the students/ staff/ teachers from the categories SC/ST/OBC in order to prevent caste based discrimination in the campus.
https://iqac.cusat.ac.in/uploads/web/files/Anti-discrimination-Committee_reconstitution.pdf
5. Other support actions for safety of students
 - i) Facilitate well-lit roads, installation of CCTV cameras to ensure the safety and security of the pupils, crèche facilities and separate waiting rooms, sick rooms and prayer rooms inside the university campus.
 - ii) Provide counseling services for students, scholars and staff along with cyber bullying assistance to be provided.

5.6.1 Document required

1. CUSAT policy regarding 'Anti dowry declaration' -https://iqac.cusat.ac.in/uploads/web/files/U_O-Tackle-Dowery_System.pdf
2. List of programs conducted on Gender Sensitization and Gender Equality-
https://iqac.cusat.ac.in/uploads/web/files/Gender_Sensitization_Plan.pdf