

DPU

Dr. D. Y. PATIL VIDYAPEETH, PUNE
(Deemed to be University)

(Accredited (3rd Cycle) by NAAC with a CGPA of 3.64 on four point scale at 'A++' Grade)
(Declared as **Category - I University** by UGC Under Graded Autonomy Regulations, 2018)
(An ISO 9001:2015, ISO 14001:2015 Certified University)



POLICY FOR WOMEN SUPPORT SCHEMES

Approved by the Board of Management at its meeting held on
29th November 2022 vide its resolution No. BM-58-22.

NOTIFICATION

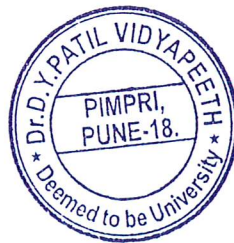
In pursuance of the resolution passed by the Board of Management at its meeting held on **28th November, 2022**, vide its resolution no. **BM-58-22** and the decision taken by the Vidyapeeth Authorities.

It is hereby notified for information of all concerned that the Dr. D. Y. Patil Vidyapeeth, Pune has published Policy for Women Support Schemes, for your information and record.

This Policy for Women Support Schemes will serve as detailed guidelines as below;

- Introduction
- Non-Discrimination and Equal Opportunity
- Recruitment and Outreach
- Admissions Criteria
- Scholarships and Financial Aid
- Support Services
- Gender Equity in Curriculum and Research
- Diversity and Inclusion Training
- Safe and Inclusive Campus
- Diversity in Leadership
- Data Collection and Reporting
- Promotion of Gender-Equal Values
- Regular Review and Updates
- Collaboration and Partnerships
- Transparency and Accountability
- Health, And Fitness

The Policy will be useful to all the concerned. This will come into force with immediate effect.



Suryakar

(Dr. A. N. Suryakar)

Registrar
REGISTRAR

DR.D.Y.PATIL VIDYAPEETH
(Deemed to be University)
Pimpri, Pune-18.

Copy to;

1. P.S. to Chancellor for the Kind information of Hon'ble Chancellor, Dr. D. Y. Patil Vidyapeeth Pune.
2. P.S. to Vice Chancellor for the Kind information of Hon'ble Vice Chancellor, Dr. D. Y. Patil Vidyapeeth Pune.
3. Finance Officer
4. Director (IQAC)
5. All the Heads of the Institutes
6. Web master for uploading on website.

Encl: as above

POLICY FOR WOMEN SUPPORT SCHEMES

Women Support Schemes includes Admissions, Scholarships, Mentoring, Participation and Acceptance

WHEREAS, the UNIVERSITY GRANTS COMMISSION, (Institution Deemed to be Universities) Regulation 2019, (herein after in this SOP referred as Regulations) has been published in the Gazette Notification of India by the Authority, University Grants Commission.

AND WHEREAS the provision of sub clause 10.07 sub-sub clauses 10.07.1 and 10.07.2 of the Regulations provides that the Board of Management shall be the principal organ of management and the apex executive body of the Institution Deemed to be University, with powers to make rules and shall be the final decision making body in respect of every matter including academic, administrative, personnel, financial, development matters of Institution Deemed to be Universities.

AND WHEREAS making of such provisions enabling the Constituent Units of the Vidyapeeth ensures that every individual inside the campus exercise equal rights and acquires in the process of offering or receiving education without any Discrimination.

AND WHEREAS, in exercise of the powers conferred under UGC and Vidyapeeth Byelaws of the Dr. D.Y. Patil Vidyapeeth, Pune (Deemed to be university) hereby makes Policy For Women Support Schemes – Admissions, Scholarships, Mentoring, Participations and Acceptance

Introduction

- Academic teaching, research, and community outreach with a focus on addressing gender equality gaps plays a vital role in the development of key policies and programs that have contributed towards DPU's status as a champion of women's empowerment.

- At DPU, Women's Empowerment and Gender Equality plays an important role in advising the Vidyapeeth on gender-related issues with emphasis on educational

attainment, health, preparation for economic opportunity, and safety. Excellence in all its diversity has become the organising principle of DPU's policy.

- There is a conscious effort to maintain gender balance among faculty, senior management, students in STEM as well as medical education, and projects. Through strategies to promote equal and respectful cooperation across several levels, our women leadership allows removing hindrances created by managerial and financial systems that create and foster inequality. Led by women deans, administrators, and departmental chairs, we have constantly created a safe learning and teaching environment for female students and staff. Our constituent units have created and involved annual programs that allow women students and faculty to organize events within and outside the University promoting solutions to issues related to women and community. Regular student-teacher mentorship programs, problem and solution-centric counselling programs have been conducted across the campuses.

DPU policy aim to remove barriers, address gender disparities, and ensure equal opportunities for women in higher education. Here are key components we considered:

- 1) **Non-Discrimination and Equal Opportunity**: DPU has commitment to non-discrimination and equal opportunity for women at all stages, from application to participation in university programs and all activities. Promoting gender equality and eliminating discrimination are not only ethical imperatives but also contribute to the overall advancement of society.
- 2) **Recruitment and Outreach**: DPU have developed outreach programs to actively encourage women students to apply for admission. These programs can include targeted recruitment efforts, partnerships with schools, and outreach events. These programmes engage outreach activities in schools and colleges to inspire girls and young women at DPU to consider careers in fields where they are underrepresented These programs include talks, workshops, and hands-on activities.

- 3) **Admissions Criteria:** DPU implement a fair and inclusive admission process that considers various aspects of an applicant's background and achievements. We Employ a holistic approach to admissions, considering not only academic credentials but also the applicant's background, experiences, and potential to contribute to the university's diversity and mission irrespective of gender.
- 4) **Scholarships and Financial Aid:** DPU offers scholarships and financial aid programs specifically designed to support women in higher education, particularly in fields where they are underrepresented. DPU Merit-based scholarships are awarded to all students based on their academic achievements, standardized test scores, extracurricular activities, and other accomplishments.

DPU offers Scholarship for first year students. Scholarship is based on merit rank received in the first-year examination. Admissions to the programs including medical, Dental, Ayurved and homoeopathy occurs through central entrance examination (NEET) whereas DPU conducts entrance examinations across the country annually for admission to programmes including Physiotherapy, Nursing, Optometry, Biotechnology and Management. Tuition fee waiver ranging from 90% to 25 % is awarded to the women students also.
- 5) **Support Services:** DPU provide gender-sensitive support services for all women, including academic advising, counselling, childcare facilities, and mentorship programs. These services help women students navigate academic and personal challenges.
- 6) **Gender Equity in Curriculum and Research:** DPU ensure that the curriculum and research opportunities are inclusive and free from gender bias providing women students equal opportunity. DPU encourage women's student participation and leadership in research projects and academic programs.
- 7) **Diversity and Inclusion Training:** DPU provides training through mentorship programmes for faculty, staff, and students on gender sensitivity and inclusion. This helps create a more welcoming and respectful environment for all.
- 8) **Safe and Inclusive Campus:** DPU create a safe and inclusive campus environment that addresses issues such as sexual harassment and gender-based violence by implementing

various laws and committees to monitor safety of women student. A well establish Security team and 24* 7 CCTV surveillance ensures safety of women student around the campus. Internal Complaints Committees as per UGC guidelines is well established.

- 9) **Diversity in Leadership**: DPU Encourage and support women's leadership within the university, including in faculty and administrative roles.
- 10) **Data Collection and Reporting**: DPU have a team in place which regularly collect and analyse data on the participation and success of women at the university. This helps to identify areas for improvement and measure the effectiveness of the policy.
- 11) **Promotion of Gender-Equal Values**: DPU Promotes gender-equitable values and principles throughout the university community through workshops, awareness campaigns, and other initiatives.
- 12) **Regular Review and Updates**: Periodically review the policy to ensure its effectiveness and relevance. Make adjustments based on changing circumstances and feedback from the university community.
- 13) **Collaboration and Partnerships**: DPU collaborates with external organizations, government agencies, and NGOs working on gender equality in education. This brings additional resources and expertise to support the policy's objectives.
- 14) **Transparency and Accountability**: DPU Ensures transparency in policy implementation and accountability for meeting gender equity goals. Publish reports on progress and areas for improvement on DPU website.
- 15) **Health, And Fitness**: DPU conducts awareness programs are conducted on menstrual health for the female student population.

DPU has a well-implemented women mentorship policy that contributes to the personal and professional growth of women, improve diversity and inclusion within organizations, and empower women to excel in their careers and leadership roles.

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