GENDER SENSITIZATION POLICY

1. Preamble

CSMSS Dental College and Hospital is committed to fostering an inclusive, safe, and respectful environment for all students, faculty, staff, patients, and visitors, irrespective of gender, gender identity, gender expression, or sexual orientation. This Gender Sensitization Policy has been framed in accordance with the guidelines of the University Grants Commission (UGC), the Dental Council of India / National Medical Commission norms, and the provisions of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. The policy aims to promote gender equity, prevent discrimination, and cultivate awareness of gender-related concerns across the institution.

2. Objectives

- To promote a culture of gender equality, mutual respect, and dignity among all members of the institution.
- To sensitise students, faculty, and staff on issues of gender bias, stereotyping, and discrimination.
- To prevent sexual harassment and gender-based violence within the campus and hospital premises.
- To ensure equal opportunities in academics, clinical training, employment, and administration regardless of gender.
- To create accessible mechanisms for reporting and redressal of gender-related grievances.
- To encourage participation of all genders in leadership, decision-making, and extracurricular activities.

3. Scope and Applicability

This policy applies to all students, interns, postgraduate scholars, teaching and non-teaching staff, contractual employees, patients, and visitors of CSMSS Dental College and Hospital. It governs conduct within classrooms, clinical and laboratory areas, hospital wards, hostels, administrative offices, campus common areas, and institution-sponsored events, whether conducted on or off campus.

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4. Institutional Mechanisms

The College shall constitute and maintain the following bodies to implement this policy:

- Internal Complaints Committee (ICC): Constituted under the POSH Act, 2013, to receive and inquire into complaints of sexual harassment against women employees, students, and patients.
- Gender Sensitization and Equal Opportunity Cell (GSEOC): Responsible for organizing awareness programmes, workshops, and sensitization drives, and for monitoring the general gender climate of the campus.
- Anti-Ragging and Grievance Redressal Committees: Coordinated with the GSEOC to address overlapping concerns of harassment, bullying, or discrimination based on gender.

Composition of these committees shall ensure adequate representation of women, external members, and student representatives, as mandated by applicable regulations.

5. Preventive Measures

- Mandatory orientation and periodic workshops on gender sensitivity, unconscious bias, and respectful workplace conduct for all new entrants and staff.
- Display of the policy, committee contact details, and reporting procedures at prominent locations including notice boards, hostels, and the institutional website.
- Provision of adequate infrastructure such as separate and secure washrooms, changing rooms, and hostel facilities for all genders.
- Adequate lighting, CCTV surveillance, and security personnel across campus, hostel, and hospital premises.
- Integration of gender sensitisation modules into the induction programme and continuing medical/dental education sessions.
- Encouragement of gender-neutral language and imagery in institutional communication, publications, and teaching materials.

6. Complaint and Redressal Procedure

- Any student, staff member, or patient who experiences or witnesses gender-based discrimination or harassment may submit a written or email complaint to the ICC or GSEOC.
- Complaints shall be acknowledged within three working days and inquiry completed within ninety days, as per statutory timelines under the POSH Act, 2013.
- Strict confidentiality shall be maintained regarding the identity of the complainant and respondent throughout the proceedings.

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- Interim measures, including transfer, leave, or no-contact directives, may be recommended to protect the complainant during the inquiry.
- The Committee's recommendations shall be binding on the institution, and disciplinary action shall be initiated as per applicable service rules or academic ordinances.
- Malicious or false complaints, if established through due process, shall also be liable for appropriate action.

7. Roles and Responsibilities

- The Principal/Dean shall be the overall authority responsible for implementation and periodic review of this policy.
- Heads of Departments shall ensure adherence to gender-sensitive practices within their respective clinical and academic units.
- The GSEOC Coordinator shall organise at least two sensitization programmes each academic year and submit an annual report to the College administration.
- All faculty, staff, and students are individually responsible for maintaining respectful conduct and reporting any observed violation.

8. Monitoring and Review

The Gender Sensitization and Equal Opportunity Cell shall review the implementation of this policy annually, incorporating feedback from students and staff surveys. The policy shall be revised as necessary to remain consistent with evolving statutory requirements and best practices, subject to approval by the College's Governing/Management Council.

9. Approval and Effective Date

This policy has been approved by the College Management/Governing Council of CSMSS Dental College and Hospital and shall come into force with immediate effect. It shall remain in operation until formally amended or superseded by a subsequent resolution of the Council.

Chhatrapati Shahu Maharaj Shikshan Sanstha's Dental College & Hospital
Kanchanwadi, Chhatrapati Sambhajinagar.

30/09/2026

(Dr. Lata Kale)
Dean
DEAN
Chhatrapati Shahu Maharaj Shikshan Sanstha
Dental College & Hospital
Kanchanwadi, Chhatrapati Sambhajinagar