



Godavari Foundation's

Dr. Ulhas Patil Homoeopathic Medical College and Hospital, Jalgaon Kh.

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7.1.2: Measures initiated by the institution for the promotion of gender equity during the last five years.

Promoting gender equity within an institution requires a multifaceted approach that addresses various aspects of organizational culture, policies, and practices. Here's an outline of measures that institutions commonly initiate for the promotion of gender equity:

1. **Policy Development:** Institutions often start by developing or revising policies to explicitly promote gender equity. This includes policies related to recruitment, hiring, promotion, and retention, ensuring that they are fair and unbiased towards all genders.
2. **Training and Awareness Programs:** Implementing training programs on unconscious bias, diversity, and inclusion can help raise awareness among staff and faculty about the importance of gender equity. These programs can also provide tools and strategies for recognizing and addressing bias in decision-making processes.
3. **Establishment of Gender Equity Committees:** Creating committees or task forces dedicated to promoting gender equity can help drive initiatives forward. These committees can be responsible for developing strategies, monitoring progress, and providing recommendations to leadership.
4. **Gender-Neutral Recruitment and Hiring Practices:** Institutions can adopt practices such as using gender-neutral language in job descriptions, ensuring diverse candidate pools, and implementing blind review processes to minimize bias during recruitment and hiring.
5. **Support for Work-Life Balance:** Providing support for work-life balance, such as flexible work arrangements, parental leave policies, and on-site childcare facilities, can help alleviate barriers that disproportionately affect individuals of certain genders.
6. **Mentorship and Sponsorship Programs:** Establishing mentorship and sponsorship programs specifically aimed at supporting women and other underrepresented genders can help provide guidance, networking opportunities, and career advancement support.
7. **Equitable Compensation and Benefits:** Conducting regular reviews of compensation and benefits to ensure equity across genders is crucial. This includes addressing any pay gaps that may exist and providing equal access to benefits such as healthcare and retirement plans.



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8. Promotion of Women in Leadership Roles: Actively promoting and supporting women's advancement into leadership positions is essential for fostering gender equity within an institution. This can involve targeted leadership development programs, mentorship opportunities, and transparent promotion processes.

9. Safe Reporting Mechanisms for Gender-Based Discrimination and Harassment: Establishing confidential and accessible reporting mechanisms for gender-based discrimination and harassment is critical for creating a safe and supportive environment for all members of the institution.

10. Data Collection and Analysis: Collecting and analyzing data on gender representation, pay equity, promotion rates, and other relevant metrics is essential for tracking progress and identifying areas for improvement. Transparency in reporting this data can also hold institutions accountable for their gender equity efforts.

11. Integration of Gender Equity into Curriculum and Research: Integrating discussions of gender equity into academic curriculum and research can help raise awareness and foster critical thinking about gender issues among students and faculty.

12. Partnerships and Collaborations: Collaborating with external organizations, such as other institutions, industry partners, and community groups, can provide additional resources and support for gender equity initiatives.

By implementing these measures and continuously assessing and refining their efforts, institutions can make meaningful progress towards promoting gender equity and creating inclusive environments where all individuals have equal opportunities to thrive.



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