

## **Gender Equity Policy**

### **Introduction**

Tantia University is committed to fostering an inclusive and equitable environment where all members of the community, regardless of gender, feel respected, valued, and supported. The gender equity policy outlines the university's commitment to promoting gender across all aspects of its operations, including recruitment, retention, promotion, and academic programming.

### **Non-Discrimination**

Tantia University prohibits discrimination on the basis of gender, including but not limited to discrimination on the basis of gender, including but limited to discrimination in hiring, admissions, promotion, compensation, and access to educational programs and activities. All members of the university community are expected to adhere to this principle of non-discrimination.

### **Recruitment and Hiring**

The university is committed to recruiting and hiring a diverse workforce, including individuals of all genders, and ensuring equitable opportunities for career advancement. Recruitment process will be designed to attract diverse candidates, and selection criteria will be based in merit and qualifications, without regard to gender.

### **Training and Development**

Tantia University will provide training and professional development opportunities to enhance awareness and understanding of gender issues, including unconscious bias, harassment, and discrimination. These initiatives will aim to promote a culture of respect, inclusivity and sensitivity towards gender-related issues.

### **Gender Equity in Academics**

The university will strive to achieve gender equity in all academic programmes and disciplines. Efforts will be made to address any gender disparities in enrollment, retention, and academic through targeted support services, mentorship programs and outreach initiatives.

### **Prevention of Gender Based Violence and Harassment**

Tantia University is committed to creating a safe and supportive campus environment free from gender-based violence, harassment, and intimidation. Policies and procedures will be implemented to prevent and address incidents of sexual harassment, stalking, domestic violence, and other forms of gender-based misconduct.

### **Support Services**

The university will provide support to students, faculty and staffs who have experienced gender-based discrimination, harassment, or violence. These services may include advocacy, legal assistance, and referrals to external resources.

### **Gender inclusive Facilities and Resources**

Tantia University will strive to provide gender-inclusive facilities and resources, including restrooms, changing facilities, and campus housing options. Efforts will be made to accommodate the needs of transgender and gender non-conforming individuals and create a welcoming environment for all members of the community.

### **Monitoring and Evaluation**

The university will regularly monitor and evaluate the effectiveness of its gender equity policies and initiatives. Feedback from students, faculty and staff will be solicited to identify the areas for improvement and ensure that the university remains committed to its goals of promoting gender equality and inclusivity.

### **Implementation**

This Gender Equity Policy shall be communicated to all members of the Tantia University and integrated into existing policies, procedures, and practices. The university administration, faculty, and staff responsible for upholding this policy and promoting a culture of gender equity and inclusion within the institution.

This policy shall be reviewed periodically and updated as necessary to reflect changes in laws, regulations, and best practices related to gender equity.

**Registrar**