



Policy for Gender Equity & Equality  
General Sir John Kotelawala Defence University  
(KDU)  
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**KDU - Centre for Gender Equity and Equality**

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## **Acronyms**

### Cases

CGEE : Centre for Gender Equity and Equality

GEE : Gender Equity and Equality

SGBV : Sexual and Gender Based Violence

### Authorities

BOM : Board of Management

KDU : General Sir John Kotelawala Defence University

## **1 Purpose**

Gender Equity and Equality is not only a fundamental human right but also essential for a peaceful, prosperous and sustainable world. General Sir John Kotelawala Defense University (KDU) as a center of higher study for thousands of local and foreign, military, police and civil students, considers a high level of gender awareness and zero gender-based discrimination critical for the welfare of its students and staff. Bearing this in mind, KDU has taken up the responsibility and challenge of preventing, mitigating and responding to any gender-related issues by establishing a Centre for Gender Equity and Equality (CGEE) at KDU in September 2020. The CGEE aims to promote a gender-sensitive university culture and university environment which allows students and university staff (Academic, Administrative, Support) to pursue their work free of oppression and discrimination based on their gender while ensuring gender awareness among its' community.

## **2 Policy Framework**

KDU's policy for gender equity and equality is to prevent SGBV and other forms of gender discrimination by addressing them at their roots and ensuring fairness and justice in the sharing of opportunities, benefits, and responsibilities between the men and women of the institution. The institution also seeks to promote equitable participation in decision making and reducing barriers to Gender Equity and Equality. In order to respond to SGBV when it occurs, the institution proposes to take disciplinary procedures.

## **3 Scope**

The scope of this Gender Policy is to promote a gender-equal place of study and work, where all students (day scholars, police and military) and all academic, administrative and support staff (civil, military and police) are treated with respect, where no individual or group of people is excluded, and where discrimination and harassments based on gender are not tolerated. This policy applies to all members of the university, including students, university staff, visitors, and any individual regularly or temporarily employed, studying, living, visiting, conducting business, or having any official capacity at the university.

## **4 Objectives**

The primary objective is to mainstream gender concerns across all sectors of the university so that all negative and discriminatory social and cultural behaviors can be eliminated.

The KDU Gender Policy's secondary objectives are to address SGBV issues in three primary areas:

4.1 Prevention

4.2 Risk Reduction

4.3 Response

Intervention in all three areas is necessary to effectively combat SGBV. The implementation and conduct in these three areas are as follows.

### **4.1 Prevention**

This approach refers to actions that prevent SGBV from occurring by addressing them at their roots, namely gender inequality, systemic discrimination and unequal power relations between women and men.

KDU CGEE policy will:

1. Provide fair and equal rights and access to opportunities for students and university staff (Academic, Administrative, Support) to pursue their studies and career.
2. Ensure that gender equity and equality is integrated into the student enrollment process and staff (Academic, Administrative, Support) recruiting and decision-making processes.
3. Support maintaining a gender-balanced university culture by equally respecting and valuing everyone's dignity regardless of status and designations.
4. Promote the use and practice of gender-sensitive language.
5. Prevent the occurring of SGBV and discrimination among the KDU community.

## **4.2 Risk Reduction**

Risk Reduction refers to a process and certain interventions in all stages of humanitarian programming. It comprises actions taken in humanitarian work to lessen risks and exposure to SGBV and increase safety as a part of an agency-wide mainstreaming approach.

KDU CGEE policy will:

1. Ensure that all staff (Academic, Administrative, Support) and students are aware of their rights and responsibilities regarding SGBV in the University.
2. Create a sound knowledge about GEE and SGBV and their consequences among the KDU community.
3. Create awareness of the procedure of reporting for victims of SGBV.

## **4.3 Response**

Response includes immediate actions in-line with the survivor-centered approach which address survivors' physical safety, health concerns, psychosocial needs, and access to justice.

KDU CGEE policy will:

1. Provide adequate security and surveillance to prevent SGBV.
2. Provide fair and prompt guidelines and approaches to handle matters related to SGBV at KDU.
3. Deliver disciplinary practices and vindicate fairness for the victim.

## **5 Policy Vision**

To generate a peaceful and progressive study and work environment, free from any form of sexual and gender-based violence and harassment for military, police and civil students and staff.

## **6 Policy Mission**

To promote Gender Equity and Equality (GEE) at KDU by facilitating space for military, police and civil students and staff to enhance gender sensitivity in the study and work environments for better personal, social and institutional productivity.

## **7 Guiding Principles**

The below principles of the CGEE must be followed.

1. Equal participation of all genders in the KDU community should be ensured in the implementation of the policy.
2. Empowering gender equivalency is critical in reaching the purpose of the policy.
3. Transparency, accountability, confidentiality, and sensitivity should be properly ensured, in the implementation of the policy.
4. Mutual understanding and respect between staff and students must be established to encourage a facilitative education and work setting free of SGBV.
5. The zero-tolerance principle for SGBV must be maintained.

\*In addition to these principles, both military and police staff members and students have to adhere to the service specific guidelines when necessary.

## **8 Policy Resolutions**

### **8.1 Organization Culture**

*The university shall promote and enforce a gender-responsive organizational culture in all University activities.*

To achieve this KDU shall:

1. Design and implement policy approaches on the use of gender-inclusive language throughout the university.
2. Reevaluate and revise the existing policies, structures, and practices to eradicate sexist language and establish gender parity.
3. Create and operationalize policy restricting the general public display of visual aids and materials that are demeaning to men and women.



4. Organize certain gender awareness orientation schedules for new associates of university bodies.
5. Develop a monitoring and evaluation mechanism to assess the progress of the policy

## **8.2 Safety Environment**

*The KDU management and administration shall encourage a gender-friendly and inclusive safe university environment to warrant effective safeguarding of bodily integrity and dignity of all members of the university community to strengthen safety and security measures for all members of the University.*

To achieve this KDU shall:

1. Implement policy and regulations on sexual harassment and SGBV.
2. Formulate and implement policies to provide a safe environment, including street and security lighting; Placing security in strategic locations; Providing night surveillance services; Emergency calls etc.; Pay special attention to residential halls.
3. The university should establish integrated mechanisms to address SGBV against students and staff.
4. Strengthen counseling services and allocate adequate resources for the prevention, management, and rehabilitation of university SGBV survivors.

## **8.3 Research and Innovation**

*The University shall adopt a gender-responsive research environment that improves our understanding of national development and positively impacts the lives of men and women.*

To achieve this KDU shall:

1. Design and carry out gender-focused research skills training programs for academic staff and students.
2. Develop and enforce permanent measures to prompt associates' participation under specific provisions for their involvement in gender-based academic activities.
3. Organize an annual festival of literature and cultural activities to celebrate gender equality and to provide students an opportunity to display their talents.

4. Encourage research methods and approaches that are sensitive to SGBV survivors and focus on SGBV eradication mechanisms.
5. Encourage and enhance the participation of males and females in conducting and publishing research on gender-based issues.

#### **8.4 Awareness Creation**

*To enhance better understanding and appreciation of GEE and SGBV.*

To achieve this KDU shall:

1. Conduct workshops and discussions on GEE and SGBV for the KDU community.
2. Establish and assist an advisory team to address issues in GEE and SGBV.
3. Publish the policy on GEE and SGBV and distribute it to all staff members and students.
4. Ensure that all staff and students abide by the policy.
5. Uphold the maintenance of the policy regularly among the KDU community.

#### **8.5 Curriculum and Co-curriculum Programmes**

*Gender equality should be incorporated into the academic curriculum, and co-curricular initiatives should be strengthened.*

To achieve this KDU shall:

1. Create a framework for generating a university curriculum.
2. Mainstream gender issues in the formal university curriculum.
3. Review and generate all existing curricula and ensure that new programs respond to gender.
4. Encourage the community to actively participate in co-curricular activities that focus on gender.
5. Design and implement a basic compulsory cross-cutting course on gender and development for undergraduates and postgraduate students.

## **8.6 Staff and Student Welfare**

*The University shall plan and safeguard the welfare of all its staff and students to achieve optimal productivity.*

To achieve this KDU shall:

1. Engender gender-sensitive human resource policies.
2. Formulate and implement a gender-sensitive policy on disability including accessibility to the university buildings and facilities.
3. Formulate and implement a policy on pregnant and parenting students and sensitize all relevant staff on sexual and reproductive rights of students.
4. Invest in on-campus childcare facilities for the benefit of parenting staff.

## **8.7 Resource Mobilization and Gender Mainstreaming**

*In order to ensure adequate and sustainable budget allocations for the effective institutionalization of gender mainstreaming as a cross-cutting issue within the core activities of the university, the University shall actively promote resource mobilization and gender budgeting processes.*

To achieve this KDU shall:

1. Develop and implement a resource mobilization strategy for financing the GEE objectives.
2. Design guidelines for all key staff of the University involved in planning and budgeting processes and implement a gender budgeting training program.
3. Allocate budget resources based on a well-defined percentage of all the core functions of the University, gender and funding for mainstream processes.
4. Enforce a mechanism for financial accountability for the resources allocated to the mainstream in gender.

## **9 Roles and Responsibilities**

It is the responsibility of all individuals in the academic and non-academic community and all those associated with KDU to adhere to this policy. The full liability of this policy is as follows:

### **9.1 The Vice-Chancellor**

The Vice Chancellor is responsible for the effective implementation of the policy and for ensuring that staff are aware of their responsibilities, accountability and training requirements; and ensuring that appropriate action is taken against any staff or students who violate this policy. The Vice Chancellor trusts the CGEE to ensure that the GEE Agenda is fully implemented and moved forward. The Vice Chancellor should take necessary action on issues related to GEE and SGBV based on the recommendations of the CGEE. The Vice Chancellor must appoint committees to regulate inquiries related to this concern.

### **9.2 KDU Board of Management (BoM)**

As the governing body of KDU, BOM is responsible for promoting GEE and ensuring that KDU has its legal and financial contribution to eliminate discrimination based on gender. In order to do so, it is necessary to obtain an Annual Progress Report on Gender Policy Certification and Implementation through the Senate and the BOM. Policy changes and amendments must be done with the approval of the BOM.

### **9.3 The Senate**

The Senate shall receive and consider periodically, comprehensive reports from the CGEE, on steps taken or being taken to provide a gender-friendly environment to promote gender equity at KDU.

## **9.4 KDU Centre for Gender Equity and Equality**

KDU should have a CGEE that reports the following functions to the Vice Chancellor:

1. Provide training on gender equity and equality (including social norms) for their core group on gender equality.
2. Conduct research related to gender at the university level, and reviewing, revising and contributing to policies.
3. Conduct curriculum demonstrations to develop concepts and practices in GEE.
4. Prevent and respond to SGBV by developing relevant skills.
5. Receive complaints about SGBV from the university community and initiate mechanisms to deal with complaints and if necessary, make recommendations to the Vice Chancellor regarding such incidents.
6. Empower staff and students to identify and respond to SGBV prevention methods and techniques within the University and to develop relevant skills.
7. Improve the capacity to facilitate and oversee the implementation of GEE policy at the institutional level.

## **10 Approval and Amendments**

Date Adapted: 01.07.2022

Date Commenced:

Administrator:

Date of Review:

Date Rescinded: