



General Sir John Kotelawala Defence University

POLICY ON WOMEN APPLICATION ENTRY, ACCEPTANCE, AND PARTICIPATION

Purpose and Scope:

General Sir John Kotelawala Defence University (KDU) is committed to promoting equal opportunities for all individuals, regardless of gender, and fostering an inclusive learning environment. This policy outlines the guidelines and procedures concerning women's application, entry, acceptance, and participation at KDU, in accordance with the principles of non-discrimination and gender equality.

Non-Discrimination:

- KDU strictly prohibits discrimination against women based on gender, gender identity, gender expression, sexual orientation. All policies and procedures related to women's application, entry, acceptance, and participation shall be implemented without bias.

Application and Entry:

- Women applying to KDU are subject to the same admissions criteria and procedures as all other applicants.
- Admissions and decisions are based on academic merit, potential for success, and in alignment with the university's programs and values.

Equal Treatment and Opportunities:

- Once admitted, female students at KDU are provided with the same rights, privileges, and opportunities as their male counterparts.
- Female students have equal access to all academic, extracurricular, and support services offered by the university.

Support Services:

- KDU is committed to providing a safe and conducive learning environment for all students. Female students have access to counseling, support, and resources to address any gender-specific concerns they may have.
- The university offer programs that promote women's empowerment, leadership, and personal development.

Anti-Harassment and Gender-Based Violence:

- KDU maintains a zero-tolerance policy for any form of harassment, including sexual harassment and gender-based violence.
- Procedures for reporting and addressing harassment are transparent and responsive, ensuring the safety and well-being of all students.

Gender Sensitization and Education:

- KDU incorporates gender sensitization and education into its curricula to raise awareness about gender issues and promote gender equality.
- Faculties and staff receive workshops to ensure they uphold gender-sensitive practices in their interactions with students.

Monitoring and Evaluation:

- KDU periodically reviews and assesses the effectiveness of this policy to ensure its alignment with evolving best practices.
- The university collects data related to women's application, entry, acceptance, and participation to identify any disparities and implement corrective measures if necessary.

Complaints and Grievances:

- A clear procedure for lodging complaints and grievances related to this policy is established through the Center for Gender Equity and Equality (CGEE), ensuring confidentiality, fairness, and timely resolution.

Implementation:

- This policy is disseminated widely within the KDU community, and adherence to its principles is the responsibility of all faculties, academic and non-academic staff, students, and administrators.

Review

- This policy will be reviewed periodically to ensure its effectiveness and compliance with applicable laws and regulations. Any necessary updates will be made to maintain a safe and inclusive environment.

Effective Date	13 th September 2021
Last revised	4 th March 2022