

## Air University

### Policy- That Protects those Reporting Discrimination from Educational or Employment Disadvantage

#### General.

Workplace misconduct is a difficult conversation for employers and employees alike. The taboo around the topic has made an already huge problem in the society, nurturing a Speak Up culture within organizations is important now more than ever before. Survey with considerable employees, gathering insight into their experiences of misconduct at work, the expectations they have of employers to keep them safe and whether they truly trust them to do so.

#### Scope

Scope of the policy is to address discrimination from Education or Employment of women in the overall frame work for working women and empowerment in routine functioning of university.

#### Broad Parameters

1. Broadly it envelops all issues related to female's education and employment in a male dominated society with a view to give maximum protection to women being 51% of total population.
2. The parameters also revolves around with the inherent problems of family expansion vis-e-vis professional growth of a female while defining such stringent procedures and policies to give break through to female gender.
3. Optimum utility of human resource at the National Level to give an out flow to the International level employment of women
4. Encouragement to females to report gender discrimination in education and employment with a view to formulate strategies for future improvements.
5. To award punishments to those who try to barricade female growth at Department level.

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## **Procedures by Air University**

1. Full women empowerment is ensured by the University authorities with freedom to work. No such reporting is entertained leading to discrimination. Few domestic issues (if reported upon) are addressed by the grievance committee to settle the issue and provide respite to female employee to focus on the job or education.
2. Family details are asked during hiring of female or male human resource by the HR Dte exclusively.
3. During the service, periodic feedback is taken from the employees to identify and educational or employment disadvantage related to gender with special focus on females.
4. Better educated and experienced females are given increments in salary package like male genders.
5. Equal perks and privileges are given to all employees, however, additional benefits during maternity leave are given e.g extra leave, hospital and medical expenditures.
6. Ample opportunities are given to females to improve their qualifications / education from the university with 50 % rebate in the fee structure and are accommodated in the evening sessions.
7. Comprehensive Harassment Policy is enforced which give full protection to female gender.
8. Code of conduct for students, employees is in compliance with all decisions taken on eruption of any incident.

## **Conclusion**

The greatest challenge is encouraging employees to report misconduct so organizations can get an accurate picture of the problem and resolve it. When it comes to discrimination or harassment specifically, must be investigated by the professionals. But the body also believes that 75% of all workplace discrimination incidents go unreported. From these and other psychologically focused studies, we know that the two main reasons people

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do not speak up about misconduct are fear of retaliation and an expectation that nothing will be done. In the wake of shame and cultural norms contribute to allow misconduct / discrimination or harassment to go underreported.

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