



UNIVERSITY GENDER EQUITY AND EQUALITY POLICY 2018

On the recommendation of the Senate, the Council of the Wayamba University of Sri Lanka, as the governing authority of the Wayamba University of Sri Lanka, by resolution adopts the following policy.

Dated: 28.06.2018

Last amended: Not applicable

Signature: Signed

Position: Vice Chancellor, Wayamba University of Sri Lanka

CONTENTS

Contents	1
1 Name of policy	2
2 Commencement.....	2
3 Policy is binding	2
4 Overview	2
5 Application	2
6 Definitions	2
7 Policy Statement	3
8 Rescissions and replacements	3
Notes	3
Amendment history	4



1 Name of policy

This is the University Gender Equity and Equality Policy 2018.

2 Commencement

This policy commences on 01.10.2018.

3 Policy is binding

Except to the extent that a contrary intention is expressed, this policy binds the University, staff, students and affiliates.

4 Overview

Wayamba University of Sri Lanka (WUSL) is committed to maintaining a safe and healthy educational and work environment in which no member of the WUSL community is, on the basis of sex, sexual orientation, or gender identity, excluded from participation in, denied the benefits of, or subjected to discrimination in any University program or activity. WUSL also recognize gender-based and sexual harassment, including sexual violence, are forms of sex discrimination in that they deny or limit an individual's ability to participate in or benefit from University programmes or activities, thus WUSL is firmly committed to gender equity and equality through all internal operations.

5 Application

This policy applies to

- (a) University Staff
- (b) Students
- (c) Stakeholders that have direct dealing in terms of contractual agreements.
- (d) Visitors
- (e) Members of the public who are dealing with University for any matter

6 Definitions

Gender	Gender is the range of characteristics pertaining to, and differentiating between, masculinity and femininity. Depending on the context, these characteristics may include biological sex, sex-based social structures, or gender identity
Gender equity	Gender Equity is the process of allocating resources, programs, and decision making fairly to both males and females without any discrimination on the sexual orientation
Gender equality	Gender equality, entails the concept that all human beings, both men and women, are free to develop their personal abilities and make choices without the limitations set by stereotypes, rigid gender roles and prejudices and honouring the gender differences.



Sexual harassment

Unwelcome conduct of a sexual nature” when either: • submission to or rejection of such conduct is made a condition of an individual's employment or academic standing or is used as the basis for academic decisions (“quid pro quo” harassment)

7

Policy Statement

The University will endeavour to exceed the requirements of relevant human right needs in relation to gender to which Sri Lanka is committed to and will:

- (1) place sexual assault within a wider spectrum of sexual harassment;
- (2) prohibit harassment based on sexual orientation or gender identity;
- (3) ensure to create an environment where the conduct of staff and students are not sufficiently severe, persistent, or pervasive that it interferes with or limits a person's ability to participate in or benefit from the University's education or work programs or activities;
- (4) seek to integrate a consideration of gender issues into all relevant aspects of the University's teaching and research activities and hiring policy;
- (5) in conjunction with local, national and other agencies, promote and raise awareness of gender equity and equality and practices among staff, students and other stakeholders across the University;
- (6) promote a purchasing policy and a construction policy which favours gender equity and equality;
- (7) collaborate with appropriate external organisations to improve our understanding of gender issues problems and their solutions.

8 Rescissions and replacements

Not applicable

NOTES

University Gender Equity and Equality Policy 2018

Date adopted: 29.06.2018

Date commenced: 01.10.2018

Administrator: Vice Chancellor

Review date: 30.09.2023

Rescinded documents: Not applicable

Related documents:



AMENDMENT HISTORY

Provision	Amendment	Commencing
	<i>Not applicable</i>	