



NIIT UNIVERSITY

Guidelines for Gender Champions

Introduction:

1. In modern society it is essential that both males and females walk in step with each other. For this it is necessary that all NUtons are sensitized about gender equity as they step into the portals of NU. Students come to the University from almost all states of the Country therefore possess varied experience from respective native backgrounds. Journey of a student through their stay at NU is likely to create a lasting impact on their attitude towards this sensitive issue. NU can be a catalyst in transforming NUtons in this regard, as they spend large amounts of time with their peers at the fully residential University and are compelled to engage in academic and non-academic activities together. It is therefore essential that a positive and constructive social atmosphere is created at the Campus that will enable NUtons to understand and value the rights and well-being of girls, which will bring about the desired and sustainable social change.
2. NU has students from 26 different states of the country. Right from the inception of NU the percentage of girl's students has been comparatively high. From 20% in 2012 to above 30% in 2023 has seen a steady rise of young girls on the Campus. Engaging with the young boys and girls is crucial to help them critically assess notions of masculinity and question prevailing gender inequities. It is a critical juncture in their lives where they need to be provided with necessary tools to instil a sense of just behaviour and challenge them to reframe their attitude towards equitable gender behaviour. To promote gender equality, guaranteed by Article 15 of the Indian Constitution, there is a deliberate need to model interactions at all levels in a manner that fosters equal treatment for all genders. Government of India has envisaged engagement of Gender Champions, who can be both boys and girls above the age of 16 enrolled as NUtons at NU.

Vision:

3. Gender Champions at NU will be responsible leaders who will facilitate an enabling environment at NU and will treat girls with dignity and respect. They will strengthen the potential of young girls and boys to advocate for gender equality and monitor progress towards gender justice.

Objective:

4. The broad mandate of a Gender Champion is to provide an integrated and interdisciplinary approach to understanding the social and cultural constructions of gender that shape the experiences of women and men in society. The aim is to make

the young boys' and girls' gender sensitive and create positive social norms that value the girls and their rights.

Roles and Responsibilities of a Gender Champion:

5. The responsibilities of the Gender Champion will include the following:
 - a. Provide overall guidance to the peer group in integrating /mainstreaming gender in all activities at NU in the form of focused group discussions, debates, poster competitions and attaining leadership roles etc.
 - b. Engage a variety of stakeholders from the civil administration, local schools, other colleges, local community, NGOs, civil society organizations, women's groups and media in gender mainstreaming activities.
 - c. Identify gaps in NU's activities vis-à-vis gender, and make recommendations on removing identified gaps, e.g., bias in classroom interactions etc.
 - d. Promote Gender Champion Club at NU and undertake innovative activities, like creating a website or blog on gender equity and contributing regularly for promotion of gender equity.
 - e. Organize awareness programmes on various gender issues including legislations to influence behaviour change, through various workshops, theme-based plays, 'nukkad nataks', films, painting/poster competition, etc.
 - f. Organize various events at NU with a flair of gender equality and women's empowerment themes and encourage NUtons to sign up and express their support for gender justice and equality.
 - g. Organize exposure visits to various public service institutions at the village, block, district, and city level (public health centres, hospitals, post offices, banks, police stations, block office, SDM Office to facilitate knowledge about gender related issues.
 - h. Popularize phone numbers of such services as police helpline, women helpline, hospitals among NUtons.
 - i. Arrange for providing necessary life skill education and information/guidance about existing public services to fellow NUtons.
 - j. Obtain and disseminate information about important Government schemes, events, legislation, and court rulings which has a major impact on the treatment and experiences of diverse groups.
 - k. Document best practices to measure the extent of behaviour change and display the same through exhibitions, fests, annual magazines etc.

Eligibility Criteria:

6. A Gender Champion should fulfil the following eligibility criteria —
- Gender Champions can be both boys and girls above 16 years of age.
 - Should be enrolled as a regular student at NU.
 - Must have secured minimum of 5.0 CGPA.
 - Excellent oral, written, and presentation skills.
 - Should have demonstrated leadership qualities.
 - Should not be involved in any serious disciplinary case.
 - Should possess excellent understanding of the socio-cultural issues and prevailing gender norms and practices.

Selection:

7. The students shall be selected from eligible candidates by the President NU in consultation with the Dean Student Affairs and University Captain and Vice-Captain, as per their intelligence, decisiveness, and sincerity. The selection decision will also be based on whether the candidate:
- a. engages him/her in visible and hands-on initiatives to reduce gender disparities and has organizational skills, including the ability to manage priorities,
 - b. makes continuous and substantive time investments in mentoring his/her peers,
 - c. is easily recognizable by students/peers as a supporter of gender equality and
 - d. has experience in the field of gender equality, and an in-depth understanding of key issues and debates.

Selection Process

8. The process of selecting the NU Gender Champion will be as follows:
- a. The Dean Student Affairs (on behalf of the President NU) will circulate the guidelines/eligibility criteria through e mail and notices.
 - b. Applications from interested Gender Champions shall be invited giving time of at least one month notice, as per Appendix I.
 - c. Applications shall be received by the Office of the Dean Student Affairs.
 - d. Shortlisting of eligible candidates will be done by the Screening Committee formed by the President. The Screening Committee will also consist of two NUtons (one male, one female).
 - e. At least one lady faculty member will be co-opted by the Committee.
 - f. After verification of the credentials of the shortlisted candidates, the incumbent can be called by the President (heading the Screening Committee) for screening/interview and selection.

- g. The President will issue the Gender Champion Badge and the selection letter to the best candidate/s.

Appointment of Nodal Teachers:

9. One or two faculty members will be nominated as Nodal Teachers by the Dean Academic. They will function as nodal faculty members to facilitate the activities of NU Gender Champions.

10. Duties and Responsibilities of Nodal Teachers:

- a. Provide overall guidance to NU Gender Champions on various aspects of activity implementation.
- b. Attend all meetings organized by NU Gender Champions.
- c. Motivate and influence NU Gender Champions to constantly pursue their activities and in organising training programmes.
- d. Communicate with a wide range of stakeholders to facilitate the work of NU Gender Champions.
- e. Assess the quarterly reports of NU Gender Champions and share it with President NU and NU Leadership.

Annual Activity Calendar:

11. NU Gender Champions will draw Annual Activity Calendar under the guidance of Nodal Teachers. The activities, based on roles and responsibilities on NU Gender Champions, may be planned for one day every week.

Term of NU Gender Champions

12. The term of NU Gender Champions shall initially be for a period of one year and extendable for one or more years as decided by President NU. NU Gender Champions will receive a certificate of appreciation from President NU for his/her commitment, on successful completion of activities towards promoting gender equality.

Identity Cards to NU Gender Champions:

13. NU Gender Champions will be provided with Identity Cards to authorize their identity, visibility, and engagement with NUtons and other stakeholders. They shall be provided with a special badge after their selection.

Training:

14. NU will organise a formal training programme to skill NU Gender Champions and facilitate in their efficient functioning. This shall include IEC material pertaining to information about gender stereotypes, various forms of gender-based discrimination,

gender equity and equality, legislations, life skills etc. Training programmes will be organized by the schools/colleges with inputs from experts. The method of training will be participatory and interactive to enable the Gender Champions further sensitize students, peer group in schools/colleges and family members on gender issues. The Ministry of Women and Child Development will be designing a model training module on sensitizing Gender Champions on gender issues.

Monitoring and Reporting:

15. The Dean Student Affairs NU will maintain a list of Gender Champions with their contact details and verification status. A record of efforts/initiatives undertaken by the Gender Champions will also be maintained by the Student Affairs Office. A quarterly report will be submitted by each NU Gender Champions to the nodal teachers, on the implementation of activities related to gender equity. The quarterly report will be submitted as per a fixed format to be provided by NU.

Assessment and Evaluation:

16. Each NU Gender Champion will be assessed on their level of accomplishment and proficiency based on quarterly reports submitted by them. NU Gender Champions will be awarded with a certificate of appreciation by President NU for his/her committed efforts towards promoting gender equality at the University.



NIIT University, Neemrana
APPLICATION FORM FOR ENGAGEMENT AS GENDER CHAMPION

1. Name (in Block letters) : _____

2. Sex (Male/Female) _____

3. Date of Birth (DD/MM/YY) _____

(Attach valid proof of Date of Birth)

4. Parent/Guardian 's Name : _____

5. Residential Address _____

Affix Passport
Photograph duly
signed

6. Mobile Number _____

7. Email Address _____

8. Community (SC/ST/General): _____

9. Educational Qualifications:(Please add additional diploma/any other additional qualifications, if any)

Degree/ Class	Stream/ Discipline	Grade Obtained at the last exam passed	Name of Board/ University	Year of Passing

10. Computer Skills: _____

11. Languages Known: _____

12. References:

(Please attach letters from 3 referees)

13. Why do you want to become a Gender Champion (not more than 250 words)?



Declaration

I hereby declare that the statements made in the application are true and complete to the best of my knowledge and belief. I understand that the action can be taken against me in the event of any of the said information furnished by me being found false or incorrect.

Signature of Applicant:

Date_____

Place_____