



For an Open Mind

UNIVERSAL TECHNOLOGY AND MANAGEMENT UNIVERSITY

**UTAMU**

## **UTAMU GENDER POLICY, 2026.**

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## Definition of Terms

**Affirmative Action** - A deliberate policy that provides special measures or temporary advantages to specific groups to address historical and systemic inequalities in access to resources and opportunities. In the context of Uganda, affirmative action has been applied in public university admissions, where female students and other special categories may receive additional consideration. Beneficiaries of affirmative action must meet minimum qualifications. Affirmative action is a temporary corrective measure and should be reviewed once reasonable parity has been achieved.

**Gender** - The socially constructed roles, responsibilities, behaviors, and relationships between women and men, as well as girls and boys. Gender differs from biological sex and is shaped by socialization, culture, religion, economic systems, and political contexts. Gender roles and expectations are dynamic and may change over time and across societies.

**Gender Equality** - The state in which women and men, as well as girls and boys, have equal rights, responsibilities, opportunities, and access to resources, voice, and participation in decision-making processes. It implies the removal of structural barriers that disadvantage any gender.

**Gender Equity** - The principle of fairness and justice in the distribution of benefits, responsibilities, and opportunities between women and men. Gender equity may involve the implementation of specific measures to address imbalances and ensure equal outcomes.

**Gender Sensitivity** - The awareness and recognition of existing gender differences, inequalities, and issues, and the ability to integrate appropriate responses into policies, programs, and actions.

**Gender Parity** - A numerical concept referring to equal representation or equal numbers of women and men, or girls and boys, in a given population or institution relative to their proportion in the wider population.

**Gender Disparities** - Observable differences in participation, access, performance, or outcomes between individuals of different sexes, often resulting from social, economic, or cultural inequalities.

**Gender-Based Violence (GBV)** - Any act that results in, or is likely to result in, physical, sexual, psychological, or economic harm or suffering to an individual based on gender. This includes threats, coercion, or deprivation of liberty in both public and private settings.

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**Gender Blind** - An approach or policy that ignores or fails to recognize the gender dimension, potentially reinforcing existing inequalities by assuming that interventions affect all genders equally.

**Gender Mainstreaming** - The systematic integration of gender perspectives into the design, implementation, monitoring, and evaluation of policies, plans, programs, activities, and projects at all levels to promote equality and prevent discrimination.

**Policy** - A guiding principle or set of principles designed to influence decisions and actions within an institution. For effective implementation, a policy must be supported by appropriate governance structures, procedures, and accountability mechanisms.

**Sexual Harassment** - Unwelcome conduct of a sexual nature that causes discomfort, humiliation, or intimidation to the targeted person. This includes verbal remarks, gestures, unwanted physical contact, persistent requests for sexual favors, coercion, and sexual assault. Sexual harassment is prohibited and constitutes misconduct under University regulations.

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# CHAPTER ONE

## INTRODUCTION

### 1.1 University Profile

Universal Technology And management University (UTAMU) was granted a license by the National Council for Higher Education (NCHE) on 11<sup>th</sup> March 2013 (License No. UIPL022) to operate as a private university in Uganda. Its name and particulars were published in the Uganda Gazette Vol. CVI No. 14 of 22<sup>nd</sup> March 2013 under Legal Notice No. 4 of 2013.

The University was established to make a difference in the training of Technology and Management Professionals across the globe. Thus, the University has positioned itself as a high-quality education and research global institution. Furthermore, the University has positioned itself to undertake consultancy, knowledge and technology transfer partnerships and business incubation.

Universal Technology and Management University (UTAMU) is committed to the provision of quality, relevant, inclusive, and innovative teaching and learning that responds to the needs of learners, industry, society, and national development priorities. This Teaching and Learning Policy establishes a coherent institutional framework to guide teaching and learning practices across all academic programmes and modes of delivery at UTAMU. This Policy is aligned with the requirements of the National Council for Higher Education (NCHE) and UTAMU's strategic direction.

### 1.2 Vision, Mission and Philosophy

#### 1.2.1 Vision

The Vision of UTAMU is A global educational institution of excellence in management, science, technology and innovation.

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### 1.2.2 Mission

The mission of UTAMU is to provide global quality education, research and innovation critical to economic and human development.

### 1.2.3 Core Values

**The Core values of UTAMU are:**

- a) **Professionalism:** making sure that staff and students conduct themselves with the highest ethical standards and taking responsibility for all their actions
- b) **Creativity:** committing to stimulating the culture of scientific and technological advancement, innovation and practical enrichment to UTAMU's stakeholders through a rich and flexible educational experience
- c) **Integrity:** adhering to ethical and moral principles in all the educational, research and innovation processes
- d) **Transparency:** seeking to provide accountability and value for money to UTAMU's stakeholders
- e) **Empowerment:** offering unsurpassed practical opportunities to UTAMU's stakeholders through industry-oriented collaborations, research engagements and incubation clusters in order to transform the educational environment
- f) **Community Engagement:** working with the community to solve the real-world problems as a focal point towards economic development

## CHAPTER TWO

### 2.1 Purpose of the Policy

The purpose of this Gender Policy is to establish a framework that promotes gender equality and equity within the University's operations, programs, and governance structures. The policy seeks to eliminate gender-based discrimination, foster an inclusive academic and work environment, and ensure that all individuals—regardless of gender—have equal

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opportunities to participate, contribute, and benefit from University activities. It further aims to mainstream gender considerations into institutional processes, decision-making, and resource allocation to enhance organizational effectiveness and social justice.

## **2.2 Policy Statement**

Universal Technology and Management University is committed to promoting gender equality and equity as core values that underpin its academic, research, and administrative functions. The University recognizes that gender disparities can impede institutional excellence and social progress. Accordingly, it adopts this policy to:

- Eliminate discrimination based on gender and promote equal opportunities for all staff and students.
- Mainstream gender considerations into institutional policies, programs, and decision-making processes.
- Foster an academic and work environment that values diversity, respect, and inclusion.
- Encourage balanced representation of women and men in leadership, governance, and employment.
- Support gender-responsive teaching, learning, research, and community engagement.
- Promote awareness and capacity building on gender issues within the University community.

## **2.3 Rationale**

The University affirms that gender equality enhances institutional performance and contributes to national and global development. This policy provides guiding principles and strategies for achieving these objectives in alignment with the University's mission and vision.

Over the past decade, Uganda has made notable progress in advancing gender equality and the empowerment of women across political, economic, and social spheres. The adoption

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of the National Gender Policy (NGP) in 1997 and its subsequent revision in 2007 reaffirmed the Government's commitment to eliminating gender inequalities and promoting equitable development. The policy mandates the Ministry of Gender, Labour and Social Development and other line ministries to mainstream gender in all sectors and at all levels of planning, budgeting, and implementation.

Uganda's National Development Plan (NDP II) emphasizes that gender inequality remains a significant constraint to national development. It highlights persistent discrimination embedded in traditional norms and practices that limit women's political participation, economic empowerment, land ownership, access to education, and control over productive resources. Although women constitute a substantial proportion of the agricultural workforce, their limited access to land and capital restricts economic advancement. Similarly, disparities remain in wage employment and leadership representation.

While progress has been achieved in gender parity at primary and secondary education levels, higher education institutions continue to experience gender imbalances in student enrolment and staffing. These national realities underscore the importance of institutional gender policies within universities to ensure equal access, participation, and benefit.

In alignment with national frameworks and development priorities, Universal Technology and Management University recognizes gender equality as fundamental to academic excellence, innovation, and sustainable development. The University affirms that respect for diversity and inclusion strengthens institutional performance and promotes a culture of mutual respect and high achievement.

## **2.4 Scope of the Policy**

This policy applies to all Staff, Students, Council members, Management, Contractors, Partners, and Stakeholders of Universal Technology and Management University.

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The policy covers gender equality and equity in all aspects of University life, including but not limited to:

- Recruitment, retention, training, and promotion of staff
- Student admission, progression, and graduation
- Curriculum development and delivery
- Research and innovation
- Governance and decision-making structures
- Prevention and response to gender-based violence and sexual harassment
- Institutional partnerships and community engagement
- Creation of a safe, inclusive, and respectful learning and working environment

## CHAPTER THREE

### 3.1 Goals and Objectives

#### 3.1.1 Overall Goal

The overall goal of this Gender Policy is to sustain a fair, inclusive, and just academic and working environment in which women and men, girls and boys, have equal opportunities, voice, rights, and access to resources. The University seeks to enable all members of its community to realize their full potential and contribute meaningfully within a culture of mutual respect, academic excellence, and professional integrity.

#### 3.1.2 Specific Objectives

The specific objectives of this policy are to:

a) **Promote Gender-Responsive Governance and Management**

Ensure that University management, administrative systems, and academic structures are gender-responsive and uphold equity in teaching, research, and service delivery.

b) **Strengthen Prevention and Response Mechanisms**

Establish and maintain clear, confidential, and effective mechanisms for preventing and responding to gender-based harassment, discrimination, and sexual misconduct.

c) **Enhance Access for Marginalised Groups**

Promote inclusive access to University education for marginalized and underrepresented

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groups, including individuals from disadvantaged socio-economic backgrounds, rural communities, and other vulnerable populations.

d) **Establish Effective Implementation Structures**

Develop and operationalize appropriate institutional frameworks, committees, and accountability mechanisms to ensure effective implementation, monitoring, and evaluation of this policy.

e) **Promote Gender Sensitivity in External Engagements**

Ensure that all partnerships, collaborations, consultancy services, and community engagements are conducted in a gender-sensitive and socially responsible manner.

f) **Strengthen Collaboration and Resource Mobilization**

Work closely with the Government of Uganda, development partners, and other stakeholders to mobilize technical, financial, and institutional support necessary for effective implementation of the Gender Policy

## **CHAPTER FOUR**

### **4.0 Legal and Policy Framework**

This Gender Policy is grounded in the legal and policy framework of the Republic of Uganda and aligned with the institutional mandate of Universal Technology and Management University.

#### **4.1 Constitutional and National Framework**

The Constitution of the Republic of Uganda provides the overarching legal framework for gender equality in Uganda. It:

- Recognizes equality between women and men;
- Guarantees freedom from discrimination;
- Provides for gender balance and fair representation of marginalized groups;
- Recognizes the role of women in society;
- Affirms affirmative action in favour of historically disadvantaged groups; and

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- Prohibits customs, traditions, or practices that undermine the dignity, welfare, and interests of women.

The National Gender Policy reinforces the Government's commitment to gender equality and mandates Ministries, Departments, Agencies, and institutions to mainstream gender in planning, budgeting, implementation, and monitoring processes.

National development frameworks, including the National Development Plan II, identify gender inequality as a constraint to socio-economic transformation and call for gender-responsive strategies in governance, land rights, education, health, and economic participation.

This UTAMU Gender Policy is therefore aligned with national priorities and contributes to Uganda's broader vision for equitable and inclusive development.

#### **4.2 Institutional Alignment**

This policy is further guided by:

- The Vision, Mission, and Core Values of Universal Technology and Management University;
- The University Human Resource Policy;
- The Anti-Sexual Harassment Policy; and
- Other relevant academic and administrative regulations.

The University commits to eliminating barriers to gender equality and creating a framework that ensures equitable participation of staff and students in all decision-making processes.

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## CHAPTER FIVE

### 5.0 Guiding Principles and Strategic Commitments

#### 5.1 Decision-Making Organs

The University shall promote gender equity in governance and leadership structures by:

- a. Ensuring gender balance in University organs, committees, Senate, and Council;
- b. Increasing representation of women in senior management positions until gender parity is achieved;
- c. Applying affirmative action measures where necessary to attain balanced representation in appointive and elective positions; and
- d. Promoting gender equality in leadership of University-sponsored student organizations.

#### 5.2 Recruitment, Training, and Promotion

To sustain an enabling and empowering work environment, the University shall:

- a) Use transparent and competitive recruitment processes complemented by affirmative action where gender imbalance exists;
- b) Ensure gender-balanced shortlists wherever possible;
- c) Provide equal access to staff development and training opportunities;
- d) Support female academic staff through scholarships, study leave, and professional development incentives;
- e) Ensure equal pay for equal work or work of equal value; and
- f) Take deliberate measures to address occupational gender segregation.

#### 5.3 Student Admissions

The University shall promote gender balance in admissions by:

- a) Encouraging enrolment of underrepresented genders in specific academic programmes;
- b) Supporting outreach initiatives to secondary schools to promote balanced enrolment;

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- c) Applying affirmative action measures where disparities are significant;
  - d) Promoting structured mentoring programmes for undergraduate and postgraduate students;  
and
  - e) Monitoring enrolment data annually to assess progress in gender balance.

#### **5.4 Gender-Sensitive Curriculum**

The University shall ensure that:

- a) Curriculum design and delivery are gender-sensitive and inclusive;
- b) Teaching methods and academic materials reflect diversity and provide positive role models;
- c) Faculty use inclusive and gender-sensitive language; and
- d) Students are exposed to concepts and theories that promote understanding of gender and its societal implications.

#### **5.5 Working and Learning Environment**

The University is committed to providing a safe, secure, and inclusive environment by:

- a) Ensuring adequate and appropriate sanitation facilities for all genders;
- b) Maintaining clean, accessible, and well-maintained facilities;
- c) Providing equitable office and academic spaces;
- d) Strengthening campus security systems; and
- e) Ensuring infrastructure supports accessibility and safety.

#### **5.6 Role Models, Mentorship, and Sponsorship**

Recognizing the importance of mentorship and sponsorship, the University shall:

- a) Promote visible and positive female and male role models;
- b) Raise the profile of female scholars and professionals;
- c) Encourage gender-sensitive leadership behaviours; and

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- d) Facilitate structured mentorship and sponsorship programmes.

### **5.7 Student Organizations and Co-Curricular Activities**

The University shall:

- a) Ensure that student elections are free, fair, peaceful, and gender responsive;
- b) Support women's student associations with adequate resources;
- c) Apply affirmative action in University-sponsored student leadership structures; and
- d) Discourage practices that perpetuate gender stereotyping.

### **5.8 Staff Awards and Recognition**

The University shall:

- a) Establish gender-inclusive performance recognition systems; and
- b) Ensure equitable representation in staff awards and honours.

### **5.9 Examinations and Coursework**

To ensure fairness and integrity:

- a) Safe study spaces shall be provided;
- b) Students shall be protected from victimization when reporting misconduct;
- c) Clear guidelines on lecturer-student relationships shall be enforced;
- d) Conflicts of interest in examination marking shall be prohibited; and
- e) Scholarships targeting academically outstanding students from underrepresented genders shall be promoted.

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## CHAPTER SIX

### 6.0 Gender-Based Violence and Sexual Harassment

The University adopts a zero-tolerance stance toward gender-based violence and sexual harassment.

Accordingly, it shall:

- a) Develop and enforce comprehensive regulations addressing sexual harassment and GBV;
- b) Establish confidential reporting and counselling mechanisms;
- c) Ensure strict confidentiality of complaints;
- d) Enforce disciplinary measures, including suspension pending investigation where appropriate; and
- e) Report criminal offences to relevant law enforcement authorities in accordance with national law.

### 6.1 Staff and Student Welfare

To promote gender-responsive welfare, the University shall:

- a) Communicate clearly about available health and welfare services;
- b) Grant maternity and paternity leave in accordance with the law and HR policy;
- d) Provide inclusive recreational facilities; and
- e) Ensure gender equality in recruitment within sports and extracurricular departments.

### 6.2 Gender Mainstreaming Responsibility and Complaints Mechanism

- a) The Quality Assurance Unit shall collect and analyze gender-disaggregated data and report to Senate and Council annually.
- b) All University units are responsible for compliance with this policy.
- c) Complaints shall be directed to designated offices including the Vice Chancellor (VC), Deputy Vice Chancellor (DVC), Deans, and the Dean of Students.

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- d) A Gender and Equity Committee shall be constituted to review complaints and recommend action to the appropriate disciplinary bodies.
  - e) Notice boards and digital platforms shall inform students and staff of reporting channels.
  - f) In cases involving serious allegations, precautionary suspension may be applied pending investigation.

### **6.3 Institutional Commitment**

Universal Technology and Management University commits to:

- Appointing women to senior decision-making positions;
- Ensuring gender balance in recruitment, training, and promotion;
- Increasing enrolment of underrepresented genders;
- Implementing a gender-sensitive curriculum;
- Providing a safe and inclusive working and learning environment;
- Promoting mentorship and visible role models;
- Ensuring peaceful and gender-responsive student elections; and
- Eliminating sexual harassment and gender-based violence.

### **6.4 Accountability**

The Vice Chancellor shall bear overall responsibility for implementation of this policy, supported by University Management and Governance Organs.

### **POLICY REVIEW**

This Policy shall be reviewed every five (5) years or earlier as may be required by the University Council on the recommendation of university management or council committee.

Signed on this 27<sup>th</sup> day of..... March 2026

By:

  
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**Chairperson, University Council**

Akarabachy  
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**Vice Chancellor**