

Gender Policy Document

1.	Administrative Policy Number (APN): 17/2020-2021	Functional Area: Gender awareness and Gender neutrality.
2.	Brief Description of the Policy:	Purpose: strengthening genders Audience: All stakeholders.
3.	Policy Applies to:	All stake holders.
4.	Effective from the Date:	1st June 2020
5.	Approved by:	College Development Committee
6.	Responsible Authority:	Women Empowerment Committee
7.	Superseding Authority:	Principal
8.	Last Reviewed/ Updated:	New policy
9.	Reason for the policy:	To promote gender equity
10.	References for the policy:	The Sexual Harassment of Women at Workplace (PREVENTION, PROHIBITION and REDRESSAL) Act, 2013, UGC Saksham guidelines.

Policy Statement:

To Change the gender-biased mindset to a gender-neutral organization for a more humane living.

Reason For Gender Policy:

Gender policy is framed to Promote equality, addressing discrimination, enhancing economic development, social justice, fostering Diversity and Inclusion, improving health and well-being. Actively implementing the policy will reduce the gender gap and help create a gender-neutral institution.



Policy Objectives:

- a) To fulfil the National commitment to gender equality.
- b) To prevent violations of National Acts that prohibit gender injustices, aim to redress any violations of gender-based rights and to work towards the empowerment of women.
- c) To create a gender sensitive environment that respects gender diversity and the intersectionality of other marginalities.
- d) To ensure equal opportunity to all women without any discrimination.
- e) To evolve mechanisms for the prevention and redressal of gender-based violence and discrimination, including sexual harassment at the institution.
- f) Implementation of ICC & Vishakha guidelines as per government regulations.

Policy application in the following areas:

1. Recruitment
2. Promotions and Leadership. Staff Development Opportunities
3. Formation of Committees
4. Leave
5. Admission Process and Enrolment
6. Curriculum
7. Evaluation
8. Student-Teacher Relationship
9. Events and Programmes
10. Research and Teaching
11. Facilities and Resources
12. Training
13. Participation

Values:

- Both female and male students should value each other and be valued equally in all aspects of Campus life.



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- High quality education for female students as well as for male students is a professional responsibility for all the faculty members, support staff and others involved with academics.
- Campus life for girls and boys should reflect the entitlements of all women to personal respect and personal safety, economic security, and participation in and influence over decisions making which affect their lives.

Implementation on the campus:

1. Gender stereotyping will be prohibited.
2. All forms of bias and discrimination including unconscious bias against women will not be tolerated.
3. Gender sensitivity will be employed in all recruitment, promotions and opportunity for leadership, to uphold the policy of equal representation of men and women.
4. In selection of staff for professional development opportunities and training, there will be no gender discrimination.
5. In formation of any Committee, the representation of women is mandatory.
6. No student will be denied admission on the grounds of gender.
7. Gender sensitivity will be employed in the design of curriculum and wherever applicable gender specific analysis will be included in all disciplines.
8. In evaluating students, a policy of fair treatment of male and female students alike will be employed.
9. In organizing any event or programme, including meetings and conferences, a gender sensitive approach will be undertaken and women staff and students will be given due respect and representation.

Gender Sensitization Plan:

1. Each year a gender sensitization plan will be made and will have at least 2 to 3 events for students, teachers and staff.
2. A gender sensitization report will be prepared of conducted activities.
3. Gender audits be conducted once every two years.

Teacher - Student Relationship:

- Formal teacher student relation, misuse of power by the teacher will be taken on a very serious note.
- The rights of the women will be protected on priority.
- All genders be respected and teacher should treat all genders alike.

Some Definitions:

Gender: While the term 'Gender' in a broader context refers to social constructions of attributes, relationships and opportunities associated with being male and female, for the purpose of this policy the term gender refers only to those who publicly identify with being female.

Employee: means any person who is a current employee of the institution, and includes permanent, fulltime, part-time, and contracted staff


Student: means any person registered at institution currently for academic purposes.

Resources: include physical resources as well as resources in terms of guidance, online resources, academic resources

Facilities: means all infrastructural facilities and educational facilities provided by the institution.

Equity: means fair and equal treatment for all based on their needs. To ensure equity, treatment that is different but which is considered equivalent in terms of rights, benefits, obligations and opportunities might be required.




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