

## **GENDER EQUITY POLICY**

### **Preamble**

Gender Equity is the absence of discrimination on the basis of a person's sex in opportunities, the allocation of resources and benefits, or access to services (World Health Organization, Regional Office for Europe). It does not require that girls and boys, women and men, or other genders be treated the same, or that they be treated exactly alike.

The primary goal of gender equality is to ensure equal opportunities for all individuals irrespective of their sexual orientation by encouraging a more gender-neutral and competent management in education, research, innovation and scientific decision-making bodies, with a particular focus on institutions of higher education. The College must aspire to practice equality of opportunities among female teaching faculty and its non-academic staff.

SACOE has articulated its commitment to gender equity in its policy rooted in the Indian tradition and culture as enshrined in the Indian Constitution, in its Preamble, Fundamental Rights, Fundamental Duties, respecting the dignity of the human individual and the centrality of human person in the scheme of things, without any discrimination to any gender, providing equal opportunity to all.

### **Objectives**

As the College is 'women only', given that teachers are agents of change, the concentration is on raising student teacher awareness and bringing about an attitudinal change to embrace gender equality concepts in their teaching practices. The College through its curriculum and co-curriculum programmes imparts and equips student teachers with the skills to:

- Create and implement gender equality in the classrooms.
- Learn and teach without gender biases.
- Create teaching learning material that are gender neutral.
- Raise awareness among student teachers on concepts such as:
  - (a) equality in justice
  - (b) equality in wages
  - (c) equality in opportunities
  - (d) equality in pursuing an education without gender constraints.
  - (e) Equality of women and men with regard to political representation and participation.
- positively strengthen selection processes relating to equality in recruitment, promotion and progression of, and support for, researchers, in the partner institutions
- develop processes to strengthen the presence of women in academic/research leadership positions and senior academic research positions in the partner institutions

- raise gender equality awareness in academic research and scientific structures
- promote a sustainability of the culture supporting gender equality and the needs of women academics
- strengthen research excellence frameworks and policies in the context of gender equality with the key objective of developing a 'code of practice' for assessing research excellence
- promote the benefits of gender and diversity in enhancing excellence in research and innovation systems and strengthen the systems in the context of gender equality and diversity.

### **Procedure/ Organization Structure**

SACOE top management and statutory bodies are advised by the Principal on structure and plan-of-action taking into account the associated GOPs as well as international and national best practices in attaining gender equality.

### **Roles and Responsibilities**

The Principal is to become the guiding force to bring about gender equality in word and spirit. Assisted by Women Cell Committee, The Equal Opportunity Cell, the Curriculum Committee, the Student Quality Circle, the stakeholders, faculty and non-faculty staff, the Principal will through its dealings, curricular and co-curricular activities endeavor to:

- Promote gender neutral communications.
- Encourage representations of gender equity.
- Formulate gender responsive policy and plans.
- Plan for a gender neutral institutional culture and environment.
- Develop and avail gender-sensitive support services for all staff and students.
- Administration and management practices for gender-responsive budgeting.
- Arrange:
  - workshops covering diversity and gender-sensitive practices.
  - regular awareness-raising activities to be conducted among students and staff
  - gender sensitization programmes
  - Leadership camps organized for the personality development of women students.
  - Women empowerment programs for women who needs help
- Facilitate initiatives to promote faculty working together, fair representations for leadership roles, facilitate impartial participation, gender balance in team projects when possible, promote students meeting with faculty, having open and closed sessions with faculty members of the appropriate gender for related scenarios, complaints and counseling during class hours.
- Ensure the college's code of conduct promotes gender parity among students, faculty and at the governance level.
- Ensure the curriculum and co-curriculum includes exposure to women- related themes and topics within the curriculum for discussion and debates.
- Student teachers to arrange programs at orphanages (women and children) for their upliftment.

- Formation of Women's Cell, the Equal Opportunity Cell and Anti-Ragging Committee to continuously offer various programs on gender sensitization.
- Standing instructions to facilitate staff to take initiatives to check the functioning of vending machines, drinking water dispensers, sanitary napkin disposal, infirmary, first-aid equipment are maintained at all times.
- Seek student teacher input and implement measures to evaluate the student's confidence as a result of gender equity awareness initiatives.

### **Action Plan**

- Common celebration of international women's day every year with a message for women safety and etiquettes.
- The Women Cell, The Equal Opportunity Cell, The Vigilance Cell, The Anti-Ragging Committee, and the Guidance and Counselling Cell should interact with students on various gender problems and personal distress, so as to develop the sensitization of students and solve the social issues.
- Installation of sanitary napkin incinerators and sanitary napkin vending machines to be installed for health and hygiene maintenance.
- Periodic awareness programs and workshops to be held on rights of women, rules and regulations under the prevention of workplace harassment act, equal access, gender neutrality anti-ragging, etc notified by the state and central government to inform student teachers.
- Poster competition in connection with the International Girl Child Day
- Slogan writing competition on women's day and group discussion
- Seminar on Women Safety and Security along with sister institutes.
- Survey on gender equity awareness to be held (year wise)
- Semester wise talks on Gender Equity
- Mainstreaming gender issues in research
- Mechanism to identify 'problems' of students in this area and counselor referral services
- Integrating gender sensitivity into curriculum.
- Workshops to develop gender sensitive pedagogy and instructional materials
- Encouraging publication on gender issues.
- Advocacy for gender equality
- Mooting and debates on gender equity and equality.

