



## Gender Policy

### • *Preamble*

St. Joseph's College Moolamattom has a gender policy in place to protect all students and staff and to provide a safe, welcoming, and respected learning environment for all students, regardless of gender. Our commitment to establishing a culture of inclusiveness, diversity, and gender sensitivity within the college community is outlined in our Gender Policy. This College is dedicated to supplying a comprehensive and equitable educational setting that supports gender equality and upholds the human rights and dignity of every person. This gender policy describes our commitment to developing a campus culture that encourages appreciation of various gender identities and expressions as well as understanding, respect, and support for them. The many gender identities and expressions present within our community will be honoured and respected by St. Joseph's College.

### • *Objectives*

- Inculcate in students the strong sense of equality as enshrined in the Indian constitution
- Provide equal opportunity for all the students in the academic and administrative decentralization
- Ensure security and safety of all the students in the college and in the campus
- Organize programmes gauging the requirement of the gender
- Render a discrimination free campus mobilizing the optimum potential of the genders

### • *Policy Statements*

#### **The College ensures the following actions**

1. Encourage equity and equality for women within the campus community.
2. The college makes sure all pupils, regardless of gender identification, are in a secure and encouraging atmosphere.
3. Prevent and address violence, harassment, and discrimination based on gender identity or expression.



4. While preparing the academic calendar, the College promotes awareness and education on gender-related issues.
5. Adhere to all relevant laws and rules pertaining to gender equality.
6. Unwelcome behaviour or behavior that fosters an environment of hostility, intimidation, or offensiveness based on gender, gender identity, or gender expression.
7. Discrimination, harassment, or violence based on gender, gender identity, or gender expression is not tolerated.
8. Make a concerted effort to promote gender equality in the classroom and on campus.
9. Make sure that every student is both physically and emotionally safe.
10. The administration is in charge of creating and putting into practice gender-inclusive policies and practices as well as making sure that all applicable laws are followed.
11. Faculty and employees are directed to promote an inclusive and welcoming atmosphere, report cases of harassment or discrimination, and complete training on gender sensitivity.
12. Students are required to treat one another with respect, abstain from discriminatory behavior, and notify the authorities any instances of discrimination or harassment.
13. Procedures for reporting and addressing incidents of gender-based discrimination, harassment, or violence are clearly communicated to all members of the college community.
14. Grievances pertinent to gender discrimination are treated confidentially and investigated promptly and impartially.
15. Incorporate the gender-responsive cross cutting issues in the curriculum to study gender-related topics critically.
16. Fostering an environment where everyone can express themselves freely and without fear of discrimination or disrespect.
17. Providing assistance to students and staff who have been victims of gender-based violence or discrimination, such as counseling and guidance.
18. Ensuring that all employees get instruction on gender sensitivity, diversity, and inclusion to promote a welcome environment.
19. For students and staff, regular awareness campaigns, workshops, and seminars on gender equality and related subjects are offered.
20. The college is providing counseling and support services to people who have been the victim of abuse or prejudice based on gender.





21. This gender policy is followed by all members of the St. Joseph's College community, including students, teachers, and staff. Disciplinary actions may be taken in response to noncompliance.
22. College abides by the government policies on gender on the conduct of scholastic and non-scholastic activities like industrial visit, study tour, arts and sports competitions.

Time of implantation of this policy is from 01 June, 2019

- ***Review Mechanism***

This gender policy is evaluated on a regular basis to determine its efficacy and applicability. The opinions of students, employees, and other pertinent parties are taken into account while revising the policy.

- ***Monitoring Members***

Staff Coordinator - Women Cell members

Staff Coordinator – Grievance Redressal Cell

Staff Coordinator – Internal Complaints Committee

Staff Coordinator – Anti-Ragging Cell

Staff Coordinator – Women Grievance Redressal Cell

College Superintend

**Authorized Signatory**

Principal

St. Joseph's College, Moolamattom

