



# **Sree Narayana Mangalam College, Maliankara**

*(Affiliated to Mahatma Gandhi University, Kottayam)*

## **Gender Equity Policy**

**Sree Narayana Mangalam College Maliankara**  
**P.O, (Via) Moothakunnam, Kerala, Pin -**  
**683516 [snmciqac@gmail.com](mailto:snmciqac@gmail.com)**  
**0484-2483600**  
**[www.snmcollege.ac.in](http://www.snmcollege.ac.in)**



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## **INTRODUCTION**

S.N.M College is a leading Higher Education Institution in Kerala affiliated to Mahatma Gandhi University, Kerala holding the secular and democratic values of Sree Narayana Gurudevan the greatest social reformer in south India. College is committed to provide equal opportunities to all sections of the community and is dedicated to create a working environment with highest degree of ethical and virtuous work practices.

Gender equity policies over a period lead to gender equality that is the goal. Gender equity refers to measures adopted to ensure fairness and justice to women and gender-diverse people keeping in mind the kind of discrimination they may have faced earlier. It is to be accepted and recognized that men and women have different needs, weaknesses, strengths, and power and that these differences do not make one inferior to the other. These differences are to be recognized and addressed in a way that takes care of this imbalance. This way the individuals, organizations and thus the nation will prosper.

The principle of gender equality is enshrined in the Indian Constitution in its Preamble, Fundamental Rights, Fundamental Duties and Directive Principles.

At S.N.M College, Maliankara, gender equity shall be accounted for and supported in all our work which confirms to the guidelines of the Government of India on the matter. The college particularly encourages the female members of the student body, faculty, and staff to participate in all the activities related to the organization. The Gender Policy of S.N.M College, in its present format, does not cover only the students and employees of the institute but also embraces the larger community by promoting gender equity.

## **POLICY STATEMENT**

*All human beings, by virtue of their shared humanity, inherently possess equal dignity and rights. S.N.M College strives to affirm and uphold such equal rights and opportunities for the larger spectrum of gender equality as enshrined in the Indian Constitution.*

## **OBJECTIVES**

- Create a gender-sensitive and Gender equal work environment.
- Provide equal opportunity to all the individuals belonging to diverse gender identities working in our organization including students, teachers, non-teaching staff, and the community.
- Promote an environment that encourages equal access to all the facilities of the college to all the stakeholders regardless of gender.
- Encourage an atmosphere of respect and equality for all genders.
- Promote and ensure a culture of safety to eliminate gender discrimination and harassment at the workplace.
- Provide equal access to all the genders especially the female gender in participation and decision making process.

## **2. POLICY DESCRIPTION**

S.N.M College always tries to offer equal opportunity to all its students, staff and other stakeholders and ensure that there is no discrimination on any ground, with special emphasis on gender equality. The Constitution of India also ensures that women enjoy the same rights as men. There is little doubt that a country cannot progress if half of its population is left behind. The government of India, over the years since independence, has laid emphasis for women empowerment and emancipation in all organizations, especially the educational organizations. Studies have revealed that in India, women have been discriminated against and hence special care should be taken to this disadvantageous group.

We believe that Diversity and Inclusivity at educational and workplace is an instrument for growth, and we value and celebrate the uniqueness of every individual by fostering an environment of inclusion and empowerment. Towards this we also ensure all our policies and practices are compliant and aligned to all applicable laws and regulations specific to Gender equality, diversity and inclusion.

S.N.M College, Maliankra takes proactive measures and regularly organizes seminar, workshop, outreach programs to sensitize students, staff and teachers towards gender equality. Different cells especially Gender Equality Forum (GEF) have been created to ensure no discrimination takes place. Also, grievance redressal system and Internal Complaints Committee is in place in case someone witnesses any discrimination or sexual harassment.

Based on the above considerations, S.N.M college shall strive to maintain a working environment that is free from Gender inequality. This policy is subject to applicable regulations, qualifications, and merit of the individuals concerned. This Policy shall be consistently applied throughout the period of studentship (for students) and employment of the individual from the recruitment process until their retirement from the institution (for employees).

### **COVERAGE OF THE POLICY**

The Gender Equity policy of S.N.M College for students and employees applies to the following areas:

- Working environment
- Rules and regulations
- Admission process
- Teaching, Learning & Assessment
- Recruitment and selection
- Promotions
- Grievances
- Professional development
- Wages and salaries
- Utilization of infrastructural Facilities
- Research

### **EXPECTED OUTCOMES**

The Outcomes of the Gender Equity policy are expected to result in as follows:

- Creation of a gender-sensitive work environment
- Provision of Equality and non-discrimination between women and men to the equal rights, responsibilities, and opportunities.
- Promotion of women's rights and the advancement of gender equality
- Provision of a supportive and comfortable environment for Female and Male students and staff on the campus
- Provision for equal opportunity to both genders (male and female) working in our organization namely students, teachers, and non-teaching staff.
- Encouragement to provide an environment of positive cultural values, respect, and equality for all genders especially the female gender.

- Provision to provide equal access to all the facilities to all the stakeholders regardless of Gender.
- Provision to provide a safe and free environment for female and male students and staff for their rights.
- Provision of Capacity development and/or strengthening of staff, students' capacity, and competency in gender analysis.

### **COMMUNICATION OF POLICY**

All recruitment literature and employment advertising will indicate that S.N.M provides an Equal Opportunity to its all stakeholders whether Employer or students. Policy will be available on college website.

### **REVIEW TIMELINES**

The policy will be reviewed as per Government or UGC guidelines from time to time or after every three years

