

GENDER EQUITY POLICY

1.0 Introduction

Gender equity refers to fairness and justice in the distribution of benefits and responsibilities between all genders. The concept recognizes that all genders have different needs and power and that these differences should be identified and addressed in a manner that rectifies the imbalance between the sexes.

2.0 Purpose

Instilling progressive ideas in young minds in order to shape dignified individuals who believe in equity and equality for all beings.

3.0 Scope

All staff members—teaching, non-teaching, and students—shall adhere to the policy and support the institution's efforts to promote gender equality. The entire campus, including academic and administrative offices as well as common areas, is covered by the Policy.

4.0 Responsibility

Under the direction of the Principal, all department heads and the Women's Cell "Ananya" shall be in charge of carrying out the policy.

5.0 Objectives

- To give all genders of employees and students equal opportunities.
- To establish a workplace that is sensitive to gender issues on campus.
- To eradicate gender-based harassment and discrimination both in programme intervention areas and at work.
- To guarantee that everyone has the right to be treated fairly.

6.0 Policy

- Prioritizing the recruitment and retention of sufficient female employees at all organizational levels to maintain gender parity in hiring practices.
- Ensuring that all employees, regardless of gender, have equal opportunities for training, growth and working conditions.
- Ensuring that all students, regardless of gender, have equal opportunities for training, growth and learning environment.
- Ensuring that men and women are fairly represented and given equal opportunity to participate in the institution's Executive Board and various functional committees.
- Providing a secure campus with a women's grievance redressal cell for female members to discourage and prevent any sexual harassment
- Making arrangements for the employees' maternity and paternity leave benefits.