



GENDER EQUITY POLICY

UNICEF says gender equality "**means that women and men, and girls and boys, enjoy the same rights, resources, opportunities and protections. It does not require that girls and boys, or women and men, be the same, or that they be treated exactly alike.**" The main goal is to ensure equal opportunities for women and men by encouraging more gender-competent management in research, innovation and decision-making bodies, with a particular focus on educational institutions.

KSRMCE, rooted in the Indian tradition and culture is committed to uphold the principle of gender Equity 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.

The College is committed to ensuring gender equality in all academic and administrative matters including admission, appointments, and nominations to decision making and advisory bodies. The College shall adopt the policy of the proportionate inclusion of women in all advisory and decision-making bodies. The College will detect and eliminate with gender sensitivity any kind of practices and customs including the gender- differentiated use of space (e.g., play-grounds) and time (staying back for co-curricular activities, use of libraries) inside the campus and involvement in co-curricular activities.

Any type of gender barrier would be identified and removed. In classes, faculty members could promote working together, fair representations for leadership roles, facilitate impartial participation, gender balance in team projects when possible, promote students meeting with faculty and having open and closed sessions with faculty members of the appropriate gender for related scenarios, complaints and counseling during class hours and at hostels. The women cell / Faculty advisor/ counselor should interact with students on various gender problems and personal distress to develop the sensitization of students and solve the issues.

OBJECTIVES

- Equal career opportunities for women and men.
- Fair distribution of unpaid and paid work among women and men, wages and salaries that women and men can live on independently
- To develop processes to strengthen the presence of women in academic/research leadership positions and senior academic research positions in the institution.
- To raise gender equality awareness in academic research and scientific structures.
- To provide sustainability of the culture change which will support gender equality and needs of women academics in the organizations.
- To implement a locally specific Gender Equality Action Plan in the institution.

SCOPE

All students, faculty members, non-teaching and house-keeping staff are involved. Gender Equality is the basis of a society, one cannot achieve full development in a society if there is no gender equality in the society. Any Government has a role to play in fostering equality in-general through certain policies. Such policies have overt and indirect effects on the social standing of both men and women. The chances of losing equality rise if such effects are not expected.

POLICY STATEMENT

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RESPONSIBILITY

- Promote communications that represent unbiased representations of gender equity.
- Conduct workshops that promote diversity and gender-sensitive communication for members and employees.
- Conduct regular awareness-raising activities among students and staff
- In classes, faculty members could promote 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 and at hostels.
- Ensure balanced gender quota in hiring committees
- Our student code of conduct promotes gender parity at the governance level.
- Conduct gender sensitization programs
- Women- related themes and topics taken up for discussion and debates
- Leadership camps organized for the personality development of women students.
- Conduct women Empowerment programs for women who needs help
- Conduct programs at orphanages (women and children) for their upliftment
- Formation of Women Empowerment cell and Anti-sexual harassment committee continuously offer various programs on gender sensitization.
- Implement measures to evaluate the student's confidence as a result of gender equity awareness initiatives.