

A.S.D. Government Degree College for Women (A), Kakinada

Gender Equity and Sensitization Policy

Introduction:

The Gender Equity and Sensitization Policy outlines the commitment of the institution to promote gender equality and creating an inclusive environment. The policy applies to all employees and students of the institution.

Principles:

We are dedicated to ensuring

- Equality by providing equal opportunities and treatment for all genders.
- Non-discrimination showing zero tolerance for gender-based discrimination or harassment.
- Inclusivity by promoting an inclusive culture that values diversity and intersectionality in all our actions and decisions.

Objectives:

- To raise awareness and understanding of gender issues among all stakeholders.
- To prevent gender-based discrimination and harassment.
- To provide support for those who are facing gender-based issues.
- To empower all genders to participate fully and equally in all activities.

Policy Statement:

The institution is committed to ensuring gender equity in all aspects of operations and interactions.

Roles and Responsibilities:

- Administration: Shall ensure the implementation of policy, by providing necessary resources.
- Faculty Coordinator: Shall develop training programmes and activities that promote gender equity, handle complaints, and monitor policy effectiveness.

- Staff & Students: Adhere to the policy, participate in training, cocurricular and extracurricular activities that promote gender equity.

Implementation Strategies:

The policy is effectively implemented through

- Regular sensitization workshops, and training sessions
- Integrating gender issues in to curriculum
- Establishing mentorship programmes to support underrepresented gender.
- Promoting inclusive practices in recruitment, promotion, and daily operations.

Complaint and redressal mechanism:

The institution has Internal Complaints Committee and Grievance redressal committee for reporting gender-based discrimination or harassment.

- Complaints are investigated in a timely and transparent manner
- Support is provided for victims such as counselling and legal assistance.
- Appropriate disciplinary action shall be taken on offenders.

Monitoring and Evaluation:

- The effectiveness of the policy is evaluated through gender audits by collecting feedback from stakeholders.
- Based on the feedback the policy is revised as per the changing needs.

Community engagement:

- The institution collaborates with external organizations and experts for conducting gender equity sensitization.
- It engages its stakeholders in community outreach programmes that promote gender equity in the society.

Conclusion:

The institution has strong commitment to gender equity and encourages active participation from staff and students.