



Andhra Christian College, Guntur

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Criterion: VI

Metric: 6.1.1



6.1.1 The vision and mission of the institution and it is visible in various institutional practices such as NEP implementation, sustained institutional growth, decentralization, participation in the institutional governance and in their short term and long term Institutional Perspective Plan

GENDER EQUITY POLICY

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PREAMBLE

PART ONE

1.1 THE ACT

The Parliament had passed the **Sexual Harassment of Women Workplace (Prevention, Prohibition and Redressal) ACT, 2013**. This law is a key development that empowers women in the battle against gender-based mistreatment.

In order to have a better understanding of the concepts of equality and non-discrimination, the two fundamental aspects of our constitution, there is a need to understand the basic concepts like difference between sex and gender, gender roles, gender stereotypes, gender division of labour, gender discrimination, gender-based violence, masculinity, patriarchy, gender equality and so on. These concepts are necessary to understand because “the gender question is not just about women and men and how they interact (the gender question, Human development report, 2000) but understanding these concepts would help in sensitizing people about curbing the gender biases prevailing in the society and would help in empowering girls and women to achieve their goals. We all need to understand how gender roles lead to gendered division of labour, how it enables participants to understand gender discrimination based on stereotyping of male and female qualities. We also need to understand the social pressures, benefits and costs for men and women to conform to dominant gender roles.

Now we must know why gender equality is needed: Gender equality is not only a fundamental human right, but is a necessary foundation for a peaceful and sustainable world. For building prosperous societies and economies. By providing equal access to education, decent work, and representation in political and economic decision-making processes, not only women should have rights, but all of these would benefit humanity at large. (<https://www.niti.gov.in/verticals/sustainable-dev-goals> Page|33). It would not only make progress on Goal 5 of the Sustainable Development Goals, but also make gains on the alleviation of poverty and promote sustainable economic growth.

1.2. GUIDING PRINCIPLES

Gender equality is an international commitment and recognized as a prime Sustainable Development Goal of any nation and society. The Constitution of India endorses gender equality, equity and other fundamental human rights. In the constitution, it is mentioned in

Articles 14, 15, 19(1)(g) 21. Violation to any of these is liable to punishment as per IPC acts. India has a rich cultural heritage having several traditions wherein woman empowerment is the guiding principle. We are expected and needed to accept the best possible human practices of modern societies such as liberty, equity, fraternity. Our central and state governments have adopted free education policy for girls up to the higher secondary level. This policy will be guided by the provisions in the following.

1.3 Indian Legislation

1. The Sexual Harassment of Women at Workplace (PREVENTION, PROHIBITION and REDRESSAL) Act, 2013
2. The Criminal Law (Amendment) Act, 2013
3. Protection of Women from Domestic Violence Act, 2005
4. The Indecent Representation of Women (Prohibition) Act, 1986
5. The Immoral Traffic (Prevention) Act, 1956
6. The Indian Penal Code, 1860
7. The Indian Evidence Act, 1872
8. UGC Saksham Measures for Ensuring the Safety of Women and Programmes for Gender Sensitization on Campus

1.4 Objectives of the Policy

- a. To fulfil the National commitment to gender equality.
- b. To prevent and redress violations of National Acts that prohibit gender injustices,
- c. To create a gender sensitive environment that respects gender diversity and the intersectionality of other marginalities.
- d. To ensure there should not be any kind of discrimination on the basis of gender.
- e. To ensure equal opportunity to all women without any discrimination.
- f. To evolve mechanisms for the prevention and redressal of gender-based violence and discrimination, including sexual harassment.
- g. To ensure freedom for all genders to express free and fair opinion

- h. To ensure the implementation of this policy in letter and spirit.

PART TWO

2.1 DEFINITIONS

Gender: Either the male, female and transgender division of a species, especially as differentiated by social and cultural roles and behavior

Employee: Any individual who is a current employee of the college, and includes permanent, full time, part-time, and contracted staff.

Student: Any individual registered at Andhra Christian College, currently and in the past for academic purposes.

Resources: Includes physical resources and resources in terms of guidance, online, academic and financial aspects.

Facilities: All infrastructural facilities and educational facilities provided by the college.

Equality: Each individual or group of people is given the same resources or opportunities.

Equity: Recognizes that each person has different circumstances and allocates the exact resources and opportunities needed to reach an equal outcome.

Unconscious Bias: A bias one may have towards a woman or women without conscious awareness of the impact of one's attitudes or behavior.

Freedom: Human freedom is a social concept that recognizes the dignity of individuals and is defined here as negative liberty or the absence of coercive constraint.

2.2 JURISDICTION

This policy covers any act of injustice, violence, discrimination and insensitivity to any female employee or student working or studying in **Andhra Christian College, Guntur**. This policy will guide all its activities and functions including:

1. Recruitment, Admission, and Enrollment.

2. Career Advancement and Leadership
3. Skills Development Opportunities, Formation of academic and non-academic Committees
4. Leaves and holidays.
5. Curriculum
6. Access to the campus and Infrastructural Facilities and Resources.
7. Assessment and Evaluation
8. Teacher-Student Relationship
9. Curricular, Co-curricular and extracurricular Events and Programmes
10. Research, Teaching and extension.
11. Training and Placements. Not limited to the above list.

2.3 POLICY STATEMENT AND IMPLEMENTING GUIDELINES

The **Andhra Christian College, Guntur**, will establish necessary committees as and when required to, which will look into the implementation of the aims and objectives of this policy. The implementation mechanisms will include those Committees suggested by different Acts such as the Internal Complaints Committees under the Sexual Harassment of Women at Workplace (PREVENTION, PROHIBITION and REDRESSAL) Act, 2013, etc.

1. Gender stereotyping will be prohibited in all processes and activities.
2. Either conscious or unconscious bias and discrimination against women will not be tolerated in any activity and process.
3. To ensure the policy of equal representation of men and women, Gender sensitivity will be employed in all recruitment, promotions, and opportunities for leadership.
4. No gender-based discrimination in selection of staff for professional development opportunities and training.
5. Special focus will be given to improve women's participation and representation in activities in which women are underrepresented.
6. In the formation of all committees, the representation of women will be Mandatory.

7. Women specific leaves will be granted as per rules and regulations.
8. No student will be denied admission on the grounds of gender.
9. Gender sensitivity will be ensured in the design of curriculum. A policy of fair treatment of male and female students alike will be deployed in evaluating process,
10. In organizing any event or programme, including meetings and conferences, a gender sensitive approach will be undertaken and women staff and students will be given due respect and representation.
11. All the employees and the students will necessarily undergo gender awareness and sensitivity training and programs.
12. In the teaching and learning processes of all programs, gender sensitive approaches will be practiced.
13. Campus will be enriched with women specific infrastructure facilities.
14. UGC's 'Saksham' Measures for Ensuring the Safety of Women and Programmes for Gender Sensitization on Campus will be followed.
15. International Women's Day (8 March) will be celebrated with all necessary protocols.
16. College will organize annually at least two programmes towards gender awareness and sensitization in addition to the ICC organized awareness and sensitization programme and the activities of the Gender.

2.4TEACHER-STUDENT RELATIONSHIP

1. Unethical relationships between teacher and student will not be tolerated because such issues adversely affect academic and professional ethics.
2. Victimization of students by teachers on gender basis is prohibited.
3. Academic evaluation will be kept completely independent of gender bias.
4. Human rights of women students will be protected and given preference whenever teacher student relationship conflict issues may occur.
5. Whatever grievances appear and arise will be treated as per legal procedures incorporated by law.
6. Teacher-student healthy relationships will be encouraged to have the best outcome for academic development of all stakeholders.
7. The conflict issues will be monitored, governed, and resolved by Anti-sexual Harassment Committee as per rules and regulations laid by statutory bodies.

GENDER EQUITY MONITORING, REVIEW AND EVALUATION

A Steering Committee of the college will oversee the implementation of the Policy and the evaluation of any grievances.

1. The Committee will submit its report to the Principal every year. Even if there is no grievance in a particular year, the Steering Committee will submit a report of the prevention and other activities undertaken to implement the Policy.
2. Grievances received by the anti-sexual Harassment Committee should be reported to the Principal and referred to the relevant body for redress at earliest.

2.5 AMENDMENTS TO THE POLICY

1. No amendment to this policy can be made without prior Consultation with all the stakeholders (namely Female students and Female employees).
2. In accordance with the HRD Ministry, UGC, Acharya Nagarjuna University, Guntur. Department of Higher Education, Government. of Andhra Pradesh and all Statutory Courts rules, regulations and decisions appropriate modifications in the gender policy will be reframed.

2.7. COMMITTEES

- Women Empowerment Committee
- Internal Complaint Committee
- Grievance Redressal Committees
- Anti-Ragging Committee
- Discipline Committee.




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