

University of Mumbai  
Kharepatan Panchakroshi Shikshan Prasarak Mandal, Kharepatan's  
**ARTS, COMMERCE AND SCIENCE  
COLLEGE, KHAREPATAN**



(Affiliated to Mumbai University No. ICM / I / 558 / 2012 - 13)

At. Swatnrya Sainik Guruvariya Veer Shankarrao G. Pendharkar Educational Campus, Kharepatan  
Tal. Kankavli, Dist. Sindhudurg - 416 703 - (MS) India

Dr. Atmaram Deu Kamble

Principal

O. W. No.: \_\_\_\_\_

Date: \_\_\_\_\_

### GENDER POLICY

*"I measure the progress of a community by the degree of progress which women have achieved."*

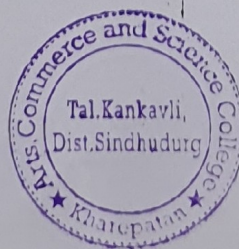
Dr. B. R. Ambedkar

*"Gender equality is more than a goal in itself. It is a precondition for meeting the challenge for reducing poverty; promoting sustainable development and building good governance."*

Kofi Annan

### Introduction

Throughout the world, particularly in India, there is increasing attention on the status of women and the need to improve their lives, emphasizing the benefits of a society where women and men participate equally in social, economic, and political life. Higher education campuses play a critical role in promoting gender equity. They must ensure that the education provided positively impacts the lives of both male and female students. As educators, it is essential to guarantee that female and male students have equal access to the knowledge and skills offered by campuses. Stakeholders in the higher education system must ensure equal participation of both genders in classrooms, aligning with the vision of the college as a gender-equity campus. The Gender Equity in Campus (GEC) policy offers a framework of principles and practices designed to enhance the life chances and opportunities of all students, irrespective of gender. The education system bears the responsibility to provide high-quality, equitable education that addresses the needs of both female and male students. The Gender Equity Policy has been developed to ensure that no student on the college campus is disadvantaged based on gender. This policy aims to create an inclusive environment where all students can thrive and participate fully, fostering a culture of respect, equality, and empowerment. By adhering to these principles, the college strives to be a model of gender equity, ensuring that both male and female students can achieve their full potential.



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**Gender** pertains to culturally accepted behaviors and attitudes defining femininity and masculinity. Unlike sex, which is biologically determined, gender roles as ways of being a man or woman are learned, constructed, reinforced, and evolved through social and cultural practices. These social constructs of gender exhibit variation across cultures, social classes, and historical periods.

**Equity** embodies the principles of fairness and impartiality, ensuring that rewards correspond to contributions: significant efforts yield substantial rewards, while minor contributions receive proportionate recognition. In a social context, equity aligns with principles of natural justice, where fairness dictates differential treatment based on merit. This recognition of deserving individuals underscores the ethical foundation of equitable decisions, where the criteria for preferential treatment are crucial in determining justice and fairness, varying with fundamental beliefs and political inclinations.

**Gender equity** ensures fairness and justice in distributing benefits and responsibilities between women and men, recognizing their distinct needs and power dynamics. It seeks to rectify imbalances by addressing differences without discrimination, which unfairly treats one sex as inferior. In the education system, achieving gender equity means providing equal and fair access, participation, and outcomes for all students, regardless of gender. This approach not only fosters a socially just society but also empowers individuals to reach their full potential without constraints based on gender.

### **Policy Application**

**This policy applies to:**

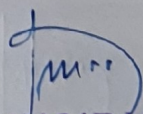
- ✓ All applicants for employment, employees, and former employees.
- ✓ All student applicants, students, and alumni.
- ✓ All other stakeholders of the College.

All members of the College community share the right to protection under this policy and carry a responsibility for ensuring the policy is adhered to. This policy encompasses conduct that occurs on campus, on college property, at college functions and activities, and when representing the college. Additionally, it pertains to the use of electronic technology and communication in the aforementioned locations and situations.

### **Statement of Commitment**

The College is dedicated to treating all staff, students, alumni, and service users with dignity and respect, striving to provide a work and learning environment free from discrimination, harassment, or victimization.



  
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**Non-Discrimination:** The College is committed to non-discrimination, whether direct or indirect, on the grounds of gender identity and gender expression.

**Inclusive Environment :** The College supports an inclusive environment of dignity and respect where everyone can develop their full potential. Harassment or bullying based on gender identity and expression is not tolerated.

**Dignity and Respect :** The College promotes and supports a collegiate environment free from bullying, sexual harassment, and other forms of harassment. Harassment or bullying of staff, students, or other members of the College community is not tolerated.

**Confidentiality and Privacy:** The College respects the right to privacy. All information disclosed relating to a person's gender identity and expression will be treated as confidential. Confidential information will only be disclosed with the person's prior consent.

**Activities:** The College shall promote activities that sensitize students, faculty, and staff toward gender equity.

**Policy Review Procedures:** This policy will be subject to continuous assessment and evaluation, and it will be reviewed at least once every three years. The College is also committed to conducting a gender audit every year to ensure compliance with the policies.

### **Rationale**

Gender equity is a fundamental pillar of global efforts towards sustainable development, as encapsulated by the United Nations' Sustainable Development Goals (SDGs). Adopted in 2015, the SDGs outline a comprehensive framework for addressing global challenges, including poverty eradication, environmental sustainability, and social justice. Central to this agenda is SDG 5, which specifically targets gender equality.

SDG 5 underscores the urgent need to achieve gender equity by eliminating discrimination and violence against women and girls, ensuring equal access to education, healthcare, economic opportunities, and participation in decision-making processes at all levels. Gender equity is not merely a matter of fairness but is crucial for the holistic development and prosperity of societies worldwide.

By advancing gender equity, societies can unlock the full potential of all individuals, fostering inclusive growth and resilience. This commitment extends beyond legal frameworks and policies; it requires



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transformative changes in attitudes, norms, and practices. Embracing gender equity contributes to building more peaceful, just, and sustainable communities where every person, regardless of gender identity, can thrive and contribute meaningfully to shaping a better future for generations to come.

In essence, gender equity is not just a goal in itself but a cornerstone for achieving all other SDGs, reflecting a collective commitment to ensuring that everyone enjoys equal rights, opportunities, and dignity.

Equality between men and women is not only a fundamental human right but also a cornerstone of democracy and essential for building a peaceful, prosperous, and sustainable world. As a higher education institution, this college plays a pivotal role in fostering a socially just society. Achieving this goal requires ensuring equitable access to education, equal participation in all facets of academic life, and fair outcomes for both faculty, staff, and students regardless of gender.

Understanding and promoting gender equity in education is crucial. It empowers students and educators to identify and address the constraints and inequalities arising from gender stereotypes and biases. The college's Gender Equity in Campus Policy aims to enable every individual, irrespective of gender, to realize their full potential. This policy is essential as historical gender discrimination has perpetuated a culture of exclusion of women from higher leadership roles and access to higher education.

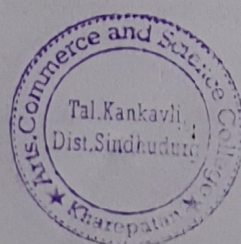
Women who overcome these barriers to enroll in college should not face gender-unfriendly learning or working environments. Addressing gender inequality requires active participation from all stakeholders within higher education institutions. It involves implementing measures that identify and rectify various forms of gender-based violence, ensuring that all members can fully participate in learning and working environments without fear of discrimination or harassment.

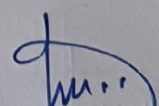
In conclusion, promoting gender equity within this college is not just about compliance with legal mandates; it is about fostering an inclusive and supportive environment where everyone, regardless of gender, can thrive. By eliminating barriers and promoting equality, the college contributes to creating a more just society and prepares its students to become leaders who champion gender equity in their communities and beyond.

**Hence, the policy's scope aims to foster equal contributions from all genders, based on merit, qualifications, and status, within the university's organizational culture.**

#### **Scope of the Policy (For Employees)**

##### **1. Recruitment and Hiring Practices**



  
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2. Equal Pay and Benefits
3. Training and Professional Development
4. Workplace Culture and Environment
5. Prevention of Harassment and Discrimination
6. Career Advancement Opportunities
7. Grievance Redressal Mechanisms
8. Leadership and Representation

### Scope of the Policy (For Students)

1. Admission and Enrollment
2. Curriculum and Teaching Practices
3. Student Support Services
4. Extracurricular Activities and Clubs
5. Campus Safety and Security
6. Awareness and Education Programs
7. Student Leadership and Representation
8. Complaint and Grievance Procedures

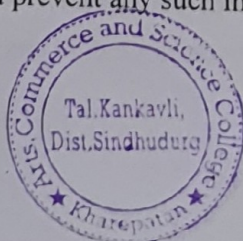
### Gender Equity Vision

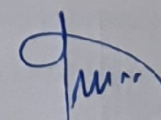
**"Equal Opportunity for All: No Gender Barriers, Only Fair Chances."**

At Arts, Commerce, and Science College, Kharepatan, our vision is to create an inclusive and equitable environment where all individuals, regardless of gender, have equal opportunities to succeed and thrive. We envision a campus where gender equity is deeply embedded in our values, practices, and policies, ensuring that every student and staff member feels respected, supported, and empowered.

### Our commitment to gender equity involves:

- ✓ **Equal Access:** Ensuring that all students, regardless of gender, have equal access to educational resources, opportunities, and support services. This includes academic programs, extracurricular activities, and leadership roles.
- ✓ **Inclusive Curriculum:** Developing and implementing a curriculum that reflects diverse perspectives and promotes gender sensitivity. We aim to integrate gender studies and ensure that teaching methods are free from bias.
- ✓ **Safe Environment:** Creating a safe and supportive campus environment where everyone is protected from gender-based discrimination, harassment, and violence. We will establish clear policies and procedures to address and prevent any such incidents.



  
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- ✓ **Awareness and Training:** Providing regular training and workshops on gender sensitivity and equity for all members of the college community. This will help raise awareness and promote a culture of respect and understanding.
- ✓ **Support Systems:** Establishing strong support systems, including counseling and mentoring programs, to assist students and staff in overcoming gender-related challenges and achieving their full potential.
- ✓ **Continuous Improvement:** Regularly reviewing and updating our policies and practices to ensure they remain effective and aligned with current best practices in gender equity.

**By fostering an environment where gender equity is a priority, Arts, Commerce, and Science College, Kharepatan, aims to prepare all students to become compassionate, competent, and confident individuals who can contribute positively to a just and equitable society.**

### **Gender Equity Mission**

The mission of Arts, Commerce, and Science College, Kharepatan, is to cultivate an educational environment that champions gender equity and inclusivity. We are dedicated to providing a platform where all students and staff, irrespective of gender, can access equal opportunities and resources to excel academically, professionally, and personally.

### **Our mission encompasses the following key objectives:**

**Promote Gender Sensitivity:** Integrate gender sensitivity into every aspect of campus life, ensuring that all policies, practices, and interactions reflect respect and equality for all genders.

**Equal Opportunities:** Guarantee equal opportunities in education, extracurricular activities, leadership roles, and career advancement for all genders, fostering a culture of fairness and inclusivity.

**Educational Excellence:** Design and deliver a curriculum that is inclusive and gender-sensitive, promoting diverse perspectives and empowering all students with the knowledge and skills needed for their personal and professional growth.

**Supportive Environment:** Create a safe and supportive campus environment where gender-based discrimination, harassment, and violence are actively prevented and addressed. Provide robust support systems for individuals facing gender-related challenges.

**Awareness and Advocacy:** Conduct regular awareness programs, workshops, and training sessions on gender equity to educate and sensitize the college community, promoting a deeper understanding and commitment to gender justice.

**Policy and Practice:** Develop, implement, and continuously improve policies and practices that advance gender equity, ensuring they are in line with national and international standards and best practices.

**Community Engagement:** Engage with local, national, and global communities to promote gender equity beyond the campus, fostering partnerships and collaborations that support and amplify our mission.

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By embedding these principles into our institutional fabric, Arts, Commerce, and Science College, Kharepatan, is committed to nurturing a generation of leaders who value and practice gender equity, contributing to a more just and inclusive society.

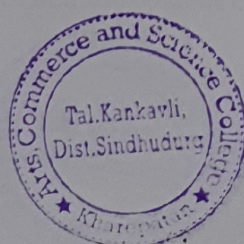
### Objectives of Gender Equity Policy

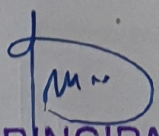
- Promote Equal Access: Ensure equitable access to educational opportunities, resources, and support services for all students, irrespective of gender identity or expression.
- Foster Inclusive Curriculum: Develop and implement a curriculum that integrates gender perspectives, promotes diversity, and challenges stereotypes across all disciplines.
- Create a Safe Environment: Establish and enforce policies and procedures that prevent and address gender-based discrimination, harassment, and violence on campus.
- Raise Awareness and Sensitivity: Conduct regular training programs and workshops to educate the college community about gender equity issues, fostering a culture of respect and understanding.
- Support Gender Diversity: Provide support systems, including counseling services and mentorship programs, to address the unique needs and challenges faced by individuals of diverse gender identities.
- Ensure Equal Opportunities: Promote equal opportunities for participation and leadership in academic, co-curricular, and extracurricular activities, striving for gender balance and representation.
- Monitor and Evaluate: Establish mechanisms to monitor and evaluate the effectiveness of gender equity initiatives, ensuring continuous improvement and accountability.
- Advocate for Change: Engage in advocacy efforts within the college and broader community to promote gender equity, challenge societal norms, and influence policy reforms.
- Collaborate and Partner: Forge partnerships with local, national, and international organizations to leverage resources and expertise in advancing gender equity initiatives.
- Empower the Community: Empower students, faculty, and staff to become advocates for gender equity, fostering a community that values and actively supports gender equality in all its forms.

These objectives guide Arts, Commerce, and Science College, Kharepatan, in its commitment to creating a gender-equitable campus where all individuals have the opportunity to thrive and contribute to a more inclusive society.

### Principles of Gender Equity

- Equality: We uphold the principle that all individuals, regardless of gender identity or expression, deserve equal rights, opportunities, and treatment. We strive to eliminate disparities and promote fairness in all aspects of college life.



  
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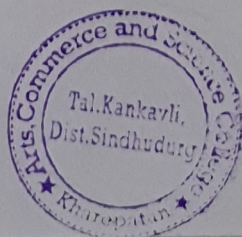


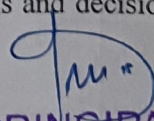
- **Non-Discrimination:** We reject all forms of discrimination based on gender, including but not limited to sexism, misogyny, gender-based violence, and harassment. Our policies and practices are designed to create a campus environment where every individual feels respected and valued.
- **Inclusivity:** We embrace diversity and inclusivity by recognizing and celebrating the unique contributions of individuals of all genders. Our educational programs, activities, and services are designed to accommodate and support the needs of diverse gender identities and expressions.
- **Empowerment:** We are committed to empowering individuals of all genders to achieve their full potential. This includes providing access to educational resources, leadership opportunities, and support services that promote personal and professional growth.
- **Education and Awareness:** We prioritize education and awareness-raising efforts to foster a deeper understanding of gender issues, stereotypes, and biases. Through workshops, seminars, and curriculum integration, we aim to cultivate a campus community that is knowledgeable and empathetic towards gender equity concerns.
- **Safety and Well-being:** We prioritize the safety, well-being, and dignity of all members of our college community. We have clear policies and procedures in place to prevent and respond to instances of gender-based discrimination, harassment, and violence.
- **Continuous Improvement:** We are committed to continuously evaluating and improving our policies, practices, and programs related to gender equity. We seek feedback from stakeholders and monitor our progress towards achieving gender equity goals.
- **Collaboration and Advocacy:** We actively collaborate with local, national, and international organizations, as well as community partners, to advocate for gender equity beyond our campus borders. We engage in advocacy efforts to promote systemic change and address broader societal issues related to gender equality.

By adhering to these principles, Arts, Commerce, and Science College, Kharepatan, aims to create a nurturing and inclusive environment where all individuals can thrive academically, professionally, and personally, regardless of gender identity or expression.

### Values

- **Equality:** We believe in equal rights, opportunities, and treatment for all individuals, regardless of gender identity or expression.
- **Respect:** We uphold respect for the dignity, diversity, and contributions of every member of our college community.
- **Inclusivity:** We embrace diversity and strive to create an inclusive environment where everyone feels valued and supported.
- **Integrity:** We adhere to ethical principles and transparency in our actions and decisions related to gender equity.



  
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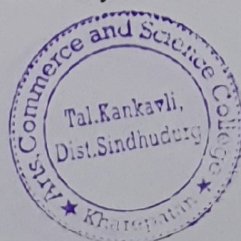


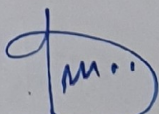
- **Empowerment:** We empower individuals to advocate for themselves and others, fostering a culture of empowerment and self-determination.
- **Collaboration:** We value collaboration and partnership with stakeholders to achieve collective goals related to gender equity.
- **Continuous Learning:** We are committed to continuous learning and improvement in our understanding and practice of gender equity.
- **Accountability:** We hold ourselves accountable for advancing gender equity through measurable actions and outcomes.
- **Justice:** We promote fairness and justice in addressing gender-based disparities and inequities.
- **Safety:** We prioritize the safety and well-being of all members of our college community, especially concerning issues of gender-based discrimination, harassment, and violence.

### Expected Outcomes

The Gender Equity Policy in campus is expected to result in

- ✓ Empowering female and male students with education that prepares them for fulfilling and productive lives, both in professional careers and domestic responsibilities.
- ✓ Implementing a curriculum that caters to the educational needs and rights of all students, irrespective of gender, through inclusive content, language, and teaching methods.
- ✓ Promoting the recognition and appreciation of diverse cultural values and individual differences among students.
- ✓ Challenging unfair cultural norms and highlighting the invaluable contributions of women and diverse groups of men to society.
- ✓ Cultivating positive attitudes and behaviors among students that foster social responsibility, empathy, and the cultivation of equal and nonviolent relationships.
- ✓ Creating a learning environment that is socially, culturally, and physically supportive and comfortable for all students.
- ✓ Ensuring the safety and personal respect of female and male students by providing an environment free from harassment and violence.
- ✓ Equitably allocating financial and personnel resources to fully realize the potential and capacities of all students, regardless of gender.
- ✓ Driving effective and lasting changes throughout the campus community, fostering heightened awareness, understanding, and acceptance of the educational needs of female students among students, parents, teachers, management, and stakeholders.
- ✓ Upholding a commitment to gender equity that enhances the campus community and contributes to a more inclusive educational experience for everyone.



  
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- ✓ Empowering students to challenge stereotypes and biases, promoting a culture of mutual respect and cooperation across all genders.
- ✓ Fostering an environment where every student feels valued, supported, and encouraged to achieve their full potential, both academically and personally.

### **BREACHES OF THIS POLICY**

- ✧ Breaches of this Gender Equity Policy will be addressed with seriousness and adherence to established procedures to uphold the principles of equity and justice within our institution:
- ✧ Identification : Any breach of the Gender Equity Policy will be identified through reports, complaints, or observations brought to the attention of designated authorities.
- ✧ Investigation: Upon identification, a thorough investigation will be conducted to gather facts and evidence related to the breach. This investigation will ensure fairness and impartiality.
- ✧ Evaluation: The gathered information will be evaluated to determine the nature and severity of the breach, considering its impact on individuals and the broader campus community.
- ✧ Action: Based on the investigation findings, appropriate actions will be taken. This may include disciplinary measures for individuals found responsible for the breach, such as counseling, warnings, or more severe penalties as per institutional policies.
- ✧ Correction and Prevention: Remedial actions will be implemented to correct the effects of the breach and prevent recurrence. This may involve policy revisions, additional training on gender equity, or other measures aimed at fostering a respectful and inclusive environment.
- ✧ Support for Victims: Support services will be provided to victims affected by the breach, including counseling, advocacy, and access to resources to address any harm caused.
- ✧ Monitoring and Review: The effectiveness of actions taken will be monitored to ensure compliance with the Gender Equity Policy and continuous improvement. Regular reviews of the policy and its implementation will be conducted to adapt to evolving needs and challenges.
- ✧ Transparency and Accountability: Throughout the process, transparency and accountability will be maintained to uphold trust and confidence in the institution's commitment to gender equity.

### **General Gender Policy Statements**

The implementation of the Gender Policy at Arts, Commerce, and Science College, Kharepatan, aligns with the guidelines of the University Grants Commission (UGC) and the Sustainable Development Goals (SDGs).

**Stakeholder Roles:** The roles and positions of major stakeholders within the community will be clearly defined in relation to the Gender Policy. This ensures that each stakeholder understands their responsibilities and contributions towards achieving gender equity.



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**Coordination Framework:** A robust framework will be established for coordinating, monitoring, and evaluating the implementation of the policy. This framework will include regular assessments and reporting mechanisms to ensure accountability and transparency.

**Legislative and Institutional Support:** The policy will be reviewed regularly to ensure it is supported by an enabling legislative and institutional arrangement. This includes updating institutional policies and procedures to align with national and international standards for gender equity.

**Alignment with SDGs:** The Gender Policy will contribute to the achievement of SDG 5, which focuses on gender equality and empowering all women and girls. By promoting gender equity, the policy supports the broader goals of social justice, economic development, and sustainable growth.

**Compliance with UGC Guidelines:** The policy will be implemented in compliance with UGC guidelines, ensuring that all practices and initiatives meet the regulatory standards for higher education institutions in India.

By integrating these management arrangements, the college aims to foster a gender-equitable environment that promotes the well-being and development of all its members.

## CONCLUSION

- ✓ The principles, strategies, and institutional arrangements articulated in this Gender Policy embody the commitment to recognizing the equality of all individuals as enshrined in the Constitution of India and the human rights affirmed by the Universal Declaration of Human Rights.
- ✓ This policy aims to ensure that institutions provide equal opportunities for both male and female citizens.
- ✓ The successful implementation of these objectives relies on the collective effort, willingness, and accountability of all stakeholders within the college.
- ✓ To monitor progress and assess the impact of the Gender Policy, Arts, Commerce and Science College, Kharepatan will periodically evaluate the percentage of female employment and the female student body.
- ✓ These assessments aim to achieve an optimal level of participation from diverse community members and foster a gender-balanced higher education environment. Through these efforts, the college strives to create an inclusive, equitable, and supportive academic atmosphere for all.



  
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