



# **KURIAKOSE ELIAS COLLEGE MANNANAM**

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## **GENDER EQUITY POLICY**



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The policy aims at promoting gender equity and creating an inclusive and supportive environment to the academic fraternity of the institution. It is synonymous with the current global trend of achieving academic excellence through gender equity.

### **Objectives**

- To ensure equal opportunities for all genders in admission, recruitment and advancement.
- To promote a safe and respectful environment, free from gender-based discrimination, harassment, and violence.
- To integrate gender perspectives into the institution's policies, practices, and curriculum.
- To support the professional and personal development of all genders.
- To encourage active participation of all genders in decision-making processes.

### **Policy Statements**

- The institution commits to a zero-tolerance policy towards gender discrimination in all its forms.
- Conduct regular training and awareness programs to sensitize the community on gender equity and consent.
- Provide support services, including counseling and legal assistance, for victims of gender-based violence and harassment.
- Organization of regular workshops and seminars on gender studies to promote academic discourse on gender issues.
- Ensure gender diversity in all decision-making bodies and committees.
- Implementation of transparent and inclusive processes in governance and policy decisions, without gender disparity.

### **Implementation and Monitoring**

A Gender Justice Forum (GJF) was constituted in the college, as per the order of the Government of Kerala; Order No. 973/2021/HEdn dated 29-07-2021. The forum envisages the creation of a healthy atmosphere, where no gender discrimination is tolerated and fostered in any form or manner. It supervises gender-just activities on campus and resorts to measures for minimizing gender bias among students and staff. The forum is a bulwark against the entire range of gender injustice: violence against women, economic and legal discrimination, domestic exploitation, the gendered division of labor and gendered socialization. Annual reports on Gender Justice Forum are



published, detailing progress, challenges and the future plans. A clear and confidential process is in place for reporting and addressing grievances related to gender discrimination and harassment. Appropriate disciplinary actions are taken against those found guilty of violating the gender equity policy. By following the principles set forth in the policy, the institution seeks to usher in promotion of gender equity. Various committees in the college, such as the Internal Complaints Committee, Anti-ragging Cell, Women's Cell and Equal Opportunity Cell also ensure that these initiatives are effectively implemented.