

# **GENDER EQUITY & SENSITIVITY POLICY**



**Education to Eternity**

**JAIDEV EDUCATION SOCIETY'S  
J D COLLEGE OF ENGINEERING & MANAGEMENT**

**POST: VALNI, AT: KHANDALA, KATOL ROAD, NAGPUR - 441 501**

**(An Autonomous Institute with NAAC A Grade)**

## **PREAMBLE**

The College is committed to creating and maintaining a community in which students, teachers and non-teaching staff can work together in an environment free of all forms of gender violence, harassment, exploitation, intimidation and discrimination. Every member of the College should be aware that while the College is committed to the right to freedom of expression and association, it strongly supports gender equality and opposes any form of gender discrimination and violence.

The College strives to inculcate a zero tolerance stand towards all forms of discrimination and prohibit gender stereotyping. In order to achieve this, the knowledge, perspectives, actions and sensitivity of all staff and students must be harnessed to contribute to creating and sustaining at all times a gender just environment in learning, teaching, research, administration and management. This policy will guide all operations at the College to ensure gender equity and gender sensitivity and equal opportunity for women. This policy will be called the Policy for Gender Equity and Sensitivity.

All the employees and students have a responsibility to help ensure that the intentions of the policy are realized and that the principles of respect, tolerance and consideration are upheld in letter and spirit.

## **GUIDING PRINCIPLES**

The Constitution of India embodies the government's commitment to equality for both women and men within family, community and society. It supports the idea of human development, which encourages every person to be dynamically involved in the process of liberating himself or herself from every form of domination and oppression so that each man or woman will have the opportunity to develop as a whole person in relation to others. The Government of India also subscribes to and has endorsed a range of international Conventions such as the United Nations Declaration of Human Rights (1962), the United Nations Convention on the Rights of the Child (1989), and Education for All (United Nations Declaration 1990) and the Beijing Declaration (1995) which called for the mainstreaming of gender issues. Hence, it is imperative that the essence and spirit of these declarations become part of day-to-day life particularly in the educational system. Similarly, the Sustainable Development Goals (SDGs), also known as the Global Goals, were adopted by the United Nations in 2015 as a universal call to action to end poverty, protect the planet, and ensure that by 2030 all people enjoy peace and prosperity. The 17 SDGs are integrated, and SDG 5 specifically focusses on gender equality.

**'Gender'** in this policy refers to those behaviours and attitudes which are culturally accepted as appropriate ways of being a woman (femininity) and ways of being man (masculinity). The sex of a person is biologically determined, whereas ways of being a man or women are learned, they are a social construct— they are constructed, reinforced, maintained, and reconstructed over time through social and cultural practices. Such social prescription of gender and gender behaviour vary across cultures, social class, and time.

**‘Equity’** means fairness and without bias. In our daily lives, fairness exists when persons who have made the largest contributions receive relatively large rewards, those who have made small contributions receive small rewards, and so on. In the social context, equity also involves conscience or principles of natural justice. This can result in people being given different if it is considered fair or just. Therefore, some people may be recognized as more deserving than others. The bias on which preferential treatment is made is important in judging whether a case is just or unjust. It can vary according to basic beliefs or political persuasion.

**Gender equity** refers to fairness and justice in the distribution of benefits and responsibilities between women and men. The concept recognizes that women and men have different needs and that these differences should be identified and addressed in a manner that rectifies the imbalance between the sexes.

Equity is not maintained where there is discrimination. Discrimination involves treating the genders differently in ways that suggest that one is inherently inferior to the other. Being treated differently in areas of learning and related activities can and does affect the distribution of political, economic and social benefits and influence. Equality is different from equity. Equality means every person receiving the same treatment regardless of who or where he or she may be. Equity is the means and the goal.

All students have the ability to achieve their full potential; being either male or females does not determine the capacity to learn. Equality of opportunity and outcomes in higher education for female and male students may require that girls and boys get some preferential treatment at least for a period of time. Strategies to improve the quality of education for female students should be based on an understanding that neither men nor women are the same individually or as a group, having different needs and coming from different socio-economic and cultural backgrounds.

### **OBJECTIVES OF THE POLICY**

1. To create a gender sensitive environment that respects gender diversity
2. To ensure equal opportunity to all women without any discrimination.
3. To evolve mechanisms for the prevention and redressal of gender-based discrimination.
4. To ensure the implementation of this policy in letter and spirit.

### **SCOPE OF THE POLICY (For Employees)**

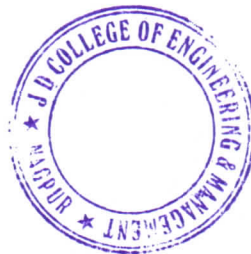
The Gender Equity and Sensitization Policy is applicable to all the employees. It covers Recruitment, Selection, Promotion, Professional development, Safe working environment, Leadership, Management, Accountability and Grievances.

### **SCOPE OF THE POLICY (For Students)**

The Gender Equality and Diversity Policy applies to students. It includes Safe environment, Equal opportunities for students and Grievances.

### IMPLEMENTING GUIDELINES

1. Gender stereotyping will be prohibited.
2. All forms of bias and discrimination including unconscious bias against women will not be tolerated.
3. Gender sensitivity will be employed in all recruitment, promotions and opportunity for leadership, to uphold the policy of equal representation of men and women.
4. In selection of staff for professional development opportunities and training, there will be no gender-based discrimination.
5. Special focus will be given to improve women's participation and representation in the areas in which women are underrepresented.
6. In formation of any Committee, the representation of women is mandatory.
7. In keeping with National policies, women specific leave will be granted.
8. No student will be denied admission on the grounds of gender.
9. Gender sensitivity will be employed in the design of curriculum.
10. In evaluating students, a policy of fair treatment of male and female students alike will be employed.
11. 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.
12. All the employees and the students will necessarily undergo gender awareness and sensitivity training.
13. Gender sensitive approaches will be practiced in teaching and learning processes across disciplines.
14. Women specific infrastructure facilities will be provided on campuses. In creation of new development, renovation of existing infrastructure and other resources, women specific needs will be addressed.
15. International Women's Day (8 March) will be celebrated
16. Committees set up under different Acts such as the Internal Complaints Committees under the Sexual Harassment of Women at Workplace (Prevention, Prohibition And Redressal) Act, 2013, Committee for Discrimination against SC/ST, Anti Ragging Committee, Grievance Redressal Committee etc.



  
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