



GENDER EQUITY POLICY

Preamble

Gender equality is the state of equal ease of access to resources and opportunities regardless of gender, including economic participation and decision-making, and the state of valuing different behaviors, aspirations and needs equally, regardless of gender. Gender equality is the goal, while gender neutrality and gender equity are practices and ways of thinking that help in achieving the goal. Gender equality is more than just equal representation, it is strongly tied to women's rights, and often requires policy changes. "Gender equality means that women and men, and girls and boys, enjoy the same rights, resources, opportunities and protections. It does not require that girls and boys, or women and men, be the same, or that they be treated exactly alike - United Nations International Children's Emergency Fund." (UNICEF)

Gender Equality is an important global issue and discussions concerning women's emancipation and rights are being addressed by many formal and informal campaigns around the world. As awareness regarding gender issues increases, women are increasingly taking action to address gender-based oppression and exploitation. Gender awareness equips women with the ability to challenge outdated gender stereotypes and rigid gender role definitions. A gender audit was conducted to identify ways to make college campus more secure for its female population.

Gender Equity Policy

- There shall be no discrimination on the basis of gender.
- To provide equal opportunity for all genders.
- To express fair opinion freely.
- There must be an easily accessible, active, impartial, secure and confidential grievance redressal cell.
- The Institute will implement effective measures to ensure the safety and security of all staff.

Objectives of Gender Audit

- To investigate the areas where gender inequality is present and the contributing factors behind it.
- To establish good gender balance in decision-making processes in all aspects of the college activities.
- To suggest measures for bridging the gender gap.
- To foster gender equality in all aspects of college community.
- To create a safe and supportive learning environment free from all forms of sexual harassment.



SHRI SAKTHIKAILASSH WOMEN'S COLLEGE

(Recognized under section 2(f) & 12(B) of UGC Act 1956) (Affiliated to Periyar University, Salem)

- To see the work and capacity for prevention of sexual harassment in the college.
- Educate student about the importance of equal access to opportunities for all genders.
- To impart training in gender equity for faculty, administrators and non teaching staff.

Introduction

Shri Sakthikailassh Women's College affiliating to Periyar University imparts Quality and Skill Based Education. The Gender Audit is an attempt to assess whether the college has maintained good gender balance in line with government regulations, policies, and initiatives aimed at promoting gender equality. The audit seeks to understand the impact of current and proposed policies on achieving gender equality.

The Gender Audit Team conducted a review and analysis of the operating environment and context of Shri Sakthikailassh Women's College. The team found that everyone has access to the full range of opportunities to gain social, psychological, and physical benefits from participating in or leading activities. There is an emphasis on gender equity among both male and female faculty at the college. Being a women's institution, the college recruits less than 20% of male faculty and the priority is given to the female faculty and 95% of headships are given to female faculty.

The college focuses on improving students' quality performance and developing their overall character. To promote gender equality, facilities such as a Meditation Hall, Gym, etc. are made available to girls. The NSS and NCC units support girls in taking up social responsibilities. As well as, Self Defense Programmes, Yoga classes and Meditation Classes are organized for students to prepare them mentally stable and steady. The college has CCTV surveillance to ensure the safety of the students.

Workshops and Seminars focusing on "Cyber Security" and "Gender Equity" are held to educate girls about their rights and responsibilities. Women related topics and courses are included in the curriculum. Cybercrime awareness programmes are conducted by inviting police personnels. Lectures and Seminars on Women's Rights are provided to students by prominent advocates. An Anti-ragging Committee and Internal Compliance Committee formulated in the college aids students to sort out issues if any. The college provides napkin vending



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machines and disposal machine to face emergency situation and to maintain hygiene waste management system. Girls have achieved in cultural activities and sports, representing the college honorably at Youth festivals and various competitions. The Nutrition and Dietetics Department regularly conduct diet sessions exclusively for both staff and students which is a major issue existing now.