

NMSM GOVERNMENT COLLEGE KALPETTA
PUZHAMUDI P O, KALPETTA, WAYANAD
AFFILIATED TO THE UNIVERSITY OF CALICUT



GENDER EQUITY POLICY

2019-2020

NMSM Government College, Kalpetta

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1. Introduction

NMSM Government College, Kalpetta, is deeply committed to promoting gender equity, ensuring that every individual—regardless of gender—has equal access to opportunities, resources, and a safe environment in which to thrive. Gender equity is a fundamental principle that aligns with the college's mission of fostering an inclusive and fair academic and professional setting. Recognizing the pervasive impact of gender disparities in society, the institution seeks to address these issues through concrete policies and initiatives that create a balanced environment for all genders.

While recruitment for faculty and staff is conducted by the Kerala Public Service Commission, which ensures adherence to the Government of Kerala's gender equity policies, the college is dedicated to upholding gender justice in all other aspects of campus life. This includes working conditions, promotions, and professional development opportunities. The Gender Equity Policy outlined here affirms the college's commitment to creating a community that is free from gender-based discrimination and bias, fostering equality, respect, and inclusion for all its members.

2. Objectives

The primary aim of the Gender Equity Policy is to promote a culture of equality and respect, ensuring that individuals of all genders have equal opportunities to succeed and grow. The specific objectives of this policy are as follows:

- **Promoting Gender Equality:** To ensure that students, faculty, and staff of all genders have equal access to educational resources, facilities, and opportunities for advancement.

- **Preventing Gender-Based Discrimination:** To establish a clear, zero-tolerance policy toward gender-based discrimination or harassment, ensuring a safe and inclusive environment for all members of the college community.
- **Fostering an Inclusive Environment:** To create a supportive campus atmosphere where all individuals, regardless of gender, feel valued, respected, and empowered to contribute fully to college life.
- **Ensuring Gender Justice in Working Conditions:** To provide equitable working conditions, promotion opportunities, and professional development for all faculty and staff, ensuring gender justice in all employment-related matters.
- **Raising Awareness and Sensitizing the Community:** To conduct regular workshops, sensitization programs, and training sessions to educate the campus community about gender equity, the importance of addressing unconscious biases, and the need to prevent gender-based discrimination.

3. Scope of the Policy

This Gender Equity Policy applies to all individuals associated with NMSM Government College, including students, faculty, non-teaching staff, and visitors. Specifically, it covers:

- **Students:** The policy ensures that all students, regardless of gender, have equal access to academic resources, extracurricular activities, and a learning environment that is free from discrimination or bias. Special attention will be paid to ensure that students of all genders feel safe and supported throughout their educational journey.
- **Faculty and Staff:** While the recruitment of faculty and staff members is governed by the Kerala Public Service Commission, the college takes full responsibility for ensuring gender equity in other areas such as working conditions, promotion opportunities, and access to professional development. All staff and faculty will be treated equitably, with a focus on ensuring fair treatment in terms of promotions, workloads, and responsibilities.
- **Visitors and Guests:** The policy applies to any visitors or guests on the college campus, ensuring that they are treated with respect and fairness during their time at the institution. This includes protection from any form of gender-based harassment or discrimination while on campus.

4. Key Principles of Gender Equity

The Gender Equity Policy of NMSM Government College is grounded in the following principles:

1. **Equality of Opportunity:** The policy ensures that all individuals, regardless of gender, have equal access to opportunities in education, employment, and participation in campus activities. Gender should never be a barrier to success, and the institution is committed to eliminating any systemic obstacles that may prevent individuals from realizing their full potential.
2. **Gender Justice:** The college is dedicated to upholding gender justice in all aspects of working life, including providing equitable working conditions, fair promotion processes, and access to professional development for faculty and staff of all genders. The institution recognizes that gender justice goes beyond equality and involves taking steps to address historical imbalances and current disparities that affect different genders differently.
3. **Non-Discrimination and Zero-Tolerance for Harassment:** A zero-tolerance approach will be adopted toward any form of gender-based harassment or discrimination. The college will ensure that its campus remains a safe and respectful space for all, where incidents of harassment or gender-based violence are addressed swiftly and appropriately.
4. **Safe and Inclusive Environment:** The institution will continually strive to create a welcoming and supportive campus environment that is free from gender bias or discrimination. This includes ensuring that physical spaces, policies, and practices are inclusive and accessible to all genders.
5. **Empowerment and Leadership:** The college encourages the active participation of all genders in leadership roles and decision-making processes, ensuring that gender diversity is reflected at all levels of governance and student leadership.

6. Implementation of Gender Equity Initiatives

To ensure the effective implementation of the Gender Equity Policy, NMSM Government College will undertake several initiatives aimed at fostering gender equity across all aspects of campus life:

- **Gender Equity Committee:** The college will establish a Gender Equity Committee tasked with overseeing the implementation of the policy, promoting gender equity initiatives, and

conducting gender audits to ensure compliance with both the college's internal standards and external legal frameworks. This committee will play a critical role in monitoring gender equity across academic, administrative, and extracurricular spheres.

- **Awareness and Sensitization Programs:** Regular workshops, seminars, and training sessions will be organized to promote gender awareness, address unconscious biases, and educate students, staff, and faculty on the importance of maintaining a gender-equitable campus. These programs will help create a deeper understanding of gender equity issues and provide practical tools to prevent gender-based discrimination.
- **Inclusive Curriculum:** The college will continuously review its curriculum to ensure that it reflects diverse gender perspectives and does not reinforce harmful gender stereotypes. Gender-sensitive teaching methods will be promoted, and efforts will be made to include the contributions of individuals from all genders in the curriculum.
- **Support Systems for Gender-Specific Needs:** NMSM Government College will provide specialized counseling, mentoring, and support services to individuals facing gender-related challenges. These services will be made accessible to all students, faculty, and staff, helping them navigate issues related to gender bias, discrimination, or harassment.

7. Gender Equity in Working Conditions

While recruitment is conducted by the Kerala Public Service Commission in line with the state's gender equity guidelines, NMSM Government College ensures that gender equity is maintained in working conditions, promotions, and professional development opportunities. Specific measures include:

- **Equal Opportunities in Promotions:** Faculty and staff of all genders will be considered for promotions based solely on merit and qualifications, ensuring that gender plays no role in decisions related to career advancement.
- **Professional Development:** The college is committed to providing equal access to training, workshops, and skill development opportunities for faculty and staff of all genders. Gender equity will be maintained in access to resources that support career growth and professional development.
- **Work-Life Balance and Flexibility:** The institution recognizes the diverse personal and professional needs of its employees and will offer flexible working hours, parental leave,

and remote working options to support work-life balance, ensuring that all genders can balance their professional responsibilities with their personal lives.

- **Safe and Supportive Work Environment:** The college will maintain a safe working environment where all faculty and staff feel respected, valued, and supported. Any instances of gender-based harassment or discrimination will be addressed promptly and effectively through established grievance procedures.

8. Safe Learning and Working Environment

NMSM Government College is dedicated to maintaining a campus that is free from gender-based violence, harassment, or discrimination. The following measures will be implemented to ensure a safe and supportive learning and working environment for all:

- **Anti-Harassment Policy:** A strict zero-tolerance policy will be enforced against any form of gender-based harassment, including sexual harassment. The college will provide clear guidelines for reporting incidents and ensure that all complaints are addressed in a fair, confidential, and timely manner.
- **Security and Safety Measures:** Adequate safety measures, including proper lighting, trained security personnel, and surveillance systems, will be maintained on campus to ensure the safety of all individuals, particularly in spaces that may be vulnerable to harassment or violence.

9. Monitoring and Evaluation

The Gender Equity Committee will be responsible for regularly monitoring and evaluating the implementation of this policy. Key activities include:

- **Regular Gender Audits:** Periodic gender audits will be conducted to assess the effectiveness of the policy and identify areas where improvements may be needed. These audits will evaluate the gender balance in various areas of college life, including faculty and staff promotions, student leadership, and participation in extracurricular activities.
- **Feedback Mechanism:** A formal feedback mechanism will be established to gather input from students, faculty, and staff regarding gender equity on campus. This feedback will help identify potential gaps in the policy and guide future improvements.

- **Annual Reports:** The Gender Equity Committee will submit annual reports documenting the progress of gender equity initiatives, challenges encountered, and areas for further action. These reports will be reviewed by the college administration to ensure continued commitment to gender equity.

10. Conclusion

NMSM Government College, Kalpetta, envisions a future where all individuals, regardless of gender, can succeed and contribute to the community without facing any form of discrimination or bias. This Gender Equity Policy is a step toward creating a safe, inclusive, and equitable academic and professional environment where diversity is celebrated, and all genders have the opportunity to thrive. By promoting gender equity in all aspects of college life, the institution seeks to foster a culture of respect, fairness, and justice. NMSM Government College remains committed to upholding these principles, ensuring that every member of its community




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