



SANATANA DHARMA COLLEGE

ALAPPUZHA

Affiliated to the University of Kerala
Reaccredited by NAAC with A+ grade



CRITERION: 7

Institutional Values and Best Practices

7.1.1

Gender Audit and Gender Equity Measures

Gender Equity Policy

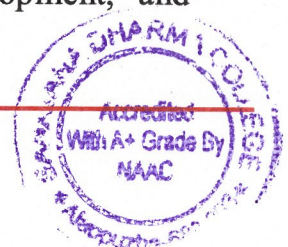


GENDER EQUITY POLICY

Sanatana Dharma College is dedicated to fostering an environment where all individuals, regardless of gender, feel valued, respected, and empowered to excel academically, personally, and professionally. We believe that gender equality is not only a fundamental human right but also essential for the overall success and well-being of our college community. As such, we have established the following policy to ensure that gender equality principles are integrated into all aspects of college life.

Principles

1. **Non-Discrimination:** We are committed to maintaining a culture of inclusivity and respect where discrimination, harassment, or bias based on gender, gender identity, gender expression, or sexual orientation is not tolerated.
2. **Equal Opportunities:** We are dedicated to providing equal opportunities for all individuals, irrespective of gender, in recruitment, admissions, hiring, promotion, scholarship awards, and participation in all college programs and activities.
3. **Gender Equity:** We recognize the importance of achieving gender equity in all areas of college operations, including faculty and staff representation, leadership positions, curriculum development, and resource allocation.

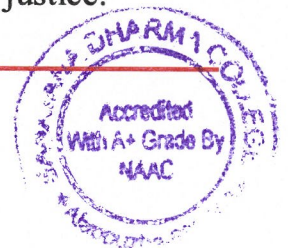




4. **Safe and Supportive Environment:** We are committed to creating a safe, supportive, and welcoming environment where all members of the college community feel comfortable expressing themselves, pursuing their goals, and engaging in intellectual and social activities.

Implementation

1. **Policy Development and Review:** We will regularly review and update our policies and procedures to ensure that they align with gender equality principles and comply with relevant laws and regulations.
2. **Education and Awareness:** We will provide educational programs, training sessions, and workshops to raise awareness about gender equality issues, promote understanding, and equip members of the college community with the knowledge and skills to foster inclusivity and respect.
3. **Support Services:** We will provide access to support services, including counselling, advocacy, and resources, for individuals who have experienced gender-based discrimination, harassment, or violence.
4. **Gender-Responsive Curriculum:** We will integrate gender perspectives and diverse voices into our curriculum and educational programs to promote critical thinking, challenge stereotypes, and empower students to become advocates for gender equality and social justice.





5. Promotion of Gender Diversity: We will actively promote gender diversity and inclusion in all aspects of college life, including faculty and staff recruitment, student leadership opportunities, and representation in decision-making bodies.

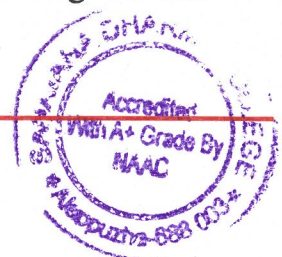
6. Partnerships and Collaboration: We will collaborate with community organizations, government agencies, and other stakeholders to advance gender equality initiatives, share best practices, and leverage resources to support our efforts.

Accountability

1. Monitoring and Evaluation: We will establish mechanisms for monitoring and evaluating our progress towards achieving gender equality goals, including the collection of gender-disaggregated data and regular assessments of policies and practices.

2. Feedback and Consultation: We will actively seek feedback from members of the college community on our gender equality policies and initiatives and consult with relevant stakeholders to inform decision-making and continuous improvement efforts.

3. Transparency and Reporting: We will maintain transparency in our efforts to promote gender equality by regularly reporting on our





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progress, challenges, and achievements to the college community, stakeholders, and the public.

Sanatana Dharma College is committed to fostering a culture of gender equality, diversity, and inclusion where all individuals have the opportunity to thrive and reach their full potential. By upholding the principles outlined in this policy and actively working towards its implementation, we aim to create a college community that celebrates diversity, promotes equality, and empowers individuals of all genders to succeed.

