

Kandivli Education Society's

B. K. SHROFF COLLEGE OF ARTS & M. H. SHROFF COLLEGE OF COMMERCE

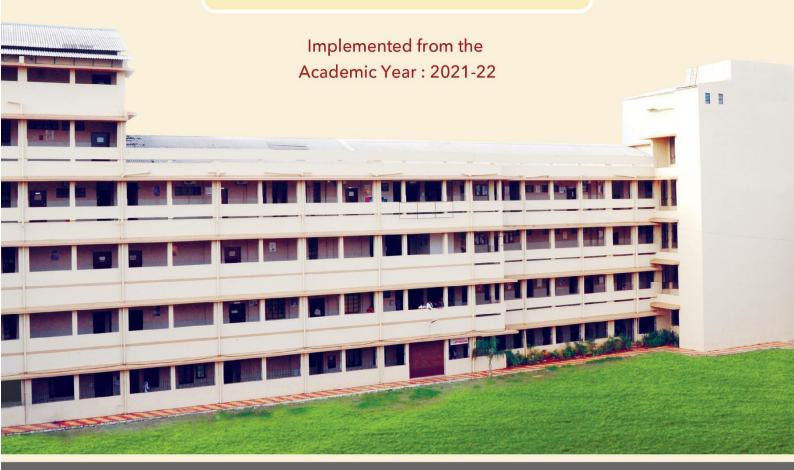
An Autonomous College

NAAC Re-accredited 'A' Grade

ISO 9001 : 2015 Certified

'Best College 2017-18' award from University of Mumbai

GENDER EQUITY PROMOTION POLICY



Bhulabhai Desai Road, Kandivali (West), Mumbai - 400067 | Tel.: 022 - 28053104 / 28072477 Email : principal@kessc.edu.in | Website : www.kesshroffcollege.com



Kandivli Education Society's B. K. SHROFF COLLEGE OF ARTS & M. H. SHROFF COLLEGE OF COMMERCE



An Autonomous College NAAC Re-accredited 'A' Grade ISO 9001:2015 Certified Mentor College under UGC's 'PARAMARSH' Scheme • 'Best College 2017-18' award from University of Mumbai

Bhulabhai Desai Road, Kandivali (West), Mumbai – 400067.

Gender Equity Promotion Policy

Basic Information:

	Policy Title: Gender Equity Promotion Policy	
1.	Policy Number:	Functional Area:
	(Suggested By IQAC)	Entire College with UG, PG and other areas
2.	Drafting	By IQAC
3.	Policy Applies to:	Teaching – Non Teaching Staff, Students
		and All Stake Holders of the College
4.	Effective from the Date:	14 June 2021
5.	Approved by:	IQAC Full Bench in its Meeting held on 17
		March 2021
6.	Responsible Authority	IQAC/ HR Manger / Principal
7.	Superseding Authority	Governing Body
8.	Last Reviewed/ Updated:	NA
9.	Reason for the policy	Transparency, Accountability and Fair
		Working conditions in general and clarity
		of the functioning of the respective domain
		in particular
10.	References for the policy	UGC Guidelines, University Act, University
		and Government Statutes/ various
		directives from MHRD, Institutional Vision
		and Mission, Institutional work ethics and
		philosophy, etc.

Gender Equity Promotion Policy

The Management believes that gender sensitization is not a matter for students alone but is required for all sections of the community - students, faculty in all disciplines, support staff and administration. The college authorities believe that bodily autonomy and the right to dignity are the core principles on which the gender sensitization policy should be based. Given the heterogeneous and diverse nature of learners admitted to the college and also the staff the college authorities acknowledge that purely punitive approaches to issues of the 'safety' of women and gender sensitization won't yield desired results in terms of meaningful intervention. Instead, an approach of educative, preventive and corrective intervention may go a long way to achieve the desired purpose

The implementation of Gender Equity Promotion Policy provides theoretical and empirical grounds to examine responses by institution to gender equality. Gender equality is being implemented within our campus to ensure fairness strategies and measures must often be available to compensate for girls' social disadvantages that prevent girl's enablement. Our institution rejects chauvinist and racist attitudes and at the same time helps girls to gain power. K.E.S Shroff College takes initiatives to identify and prevent unconscious bias and puts Equality policy at proper level. Our institution imparts all staff's appropriate diversity and inclusion training. K.E.S. Shroff College believes in 'Equity Towards Equality' wherein our institution tries to understand and wherever is possible address, systematic and structural biases and cultural and social norms and practices that leads to equality in opportunities, resource representation, power and participation across gender spectrum and other individual or socio cultural characteristics in college programme, and externally as representative of K.E.S. Shroff College commits to promote gender equality as an explicit universal human rights within the campus in programmes a, procedures and operations. As far as admission policy is concerned, our college adopts transparent admission policy that provides equal opportunities to all boys and girls. K.E.S. Shroff College enlist support from legal or HR professionals where needed and keep abreast of any change in the policies that could affect our institution, our students and our colleagues. Our institution communicate the location of any relevant documentation to all employees and remind them of it's via internal communications. Therefore, we can say that, our institution is transparent in their policies and procedures, demonstrate commitment to provide appropriate accessibility to all employees. Equal allotment of duties and responsibilities to boys and girls are maintained in a systematic manner. Recruitment and selection policy and procedures involve many colleagues so our institution understands their responsibility and that promoting diversity and equality is central to our institution.

The Gender sensitization issues are addressed through:

- 1. Women Development Cell (WDC)
- 2. The Internal Complaints Committee (ICC)
- 3. The admission policy of the college
- 4. The Library Administration
- 5. NSS units of the college
- 6. The NCC Units
- 7. All Departments
- 8. Cultural and Sports Association

Policies related to WDEC and ICC shall be used as a basis for gender sensitization policy.

The above listed departments and associations shall undertake various activities in order to sensitize Teaching – Non-teaching Staff, Students and All Stake Holders of the College on regular basis.

Regular gender audit shall be a feature of the college under WDEC and the report shall be submitted to IQAC periodically. The substantial deviation in gender audit, if noticed, shall be taken to the higher authorities for redressal and necessary steps to ensure gender equity.

The WDEC shall the primary body to look into the issues related to gender equity.