



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**

Implemented from the  
Academic Year : 2021-22



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## **Gender Equity Promotion Policy**

### **Basic Information:**

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

## **Gender Equity Promotion Policy**

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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 existence 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 be the primary body to look into the issues related to gender equity.