



INTERNAL QUALITY ASSURANCE CELL (IQAC) GANJAM COLLEGE, GANJAM

GENDER EQUITY POLICY

In view of the shifting gender landscape in the higher educational institution, it is crucial to formulate a gender policy to ensure fair treatment and equal opportunity for women. Ganjam College is committed to the values of equal treatment and fair opportunity since its inception. This policy intends to bolster our attempt towards fair treatment, equitable access and gender positive outcomes.

Definition of terms:

“Gender” in this policy refers to a socially constructed identity where a person identifies with either a masculine or feminine role.

“Equity” refers to fair distribution without any inherent bias. It is quite different from equality where everyone is treated alike. Equity ensures fair distribution while infusing empathy to the principles that underlay the distributivenorm.

“Discrimination” in this policy denotes to inferior treatment on account of sexual preference.

“Harassment” involves physical, psychological, and mental. It also involves the use of words that are derogatory in nature.

Scope:

This policy is applicable to faculties, staffs, students, and the outsiders who enter into the college premises.

Prohibited Behaviour:

The following behaviours are strictly prohibited inside the college campus and any lapses thereof will invoke serious disciplinary and legal actions:

- Sexist Remarks or verbal abuse: Any remarks that negatively view one’s gender identity and derogatory in nature which include body shaming.
- Sexual Harassment: Unwelcome sexual advances which include inappropriate touch.
- Gender based discrimination: Denying opportunities and responsibilities on the basis gender.
- Invasion of personal space: Intruding into one’s personal space.
- Stalking: It includes physical, psychological and cyber stalking.

Procedure for Reporting of incident:

Any individual facing the prohibited behaviour will have to report the incident to either the members of the Women Cell or to the Principal directly. In both the cases it is binding on the Principal to take appropriate action after due investigation by the Internal Complaint Committee.

Procedure for Investigation:

The Principal has to spur into action within 48 hrs. of the complaint. He/she has to either direct the Internal Complaint Committee to launch an investigation or form a special committee involving senior woman faculty members as the chair to initiate an investigation. The committee directed to investigate by the Principal has to follow the principles of natural justice and give opportunity to both the victim and the person alleged to put their views. The committee after due investigation has to submit its report within 15 days from the day of the formation of the committee.

Penalty for action:

After due investigation the person found guilty will have to face either disciplinary or legal action or both. The following action on the basis of seriousness of the offence committed shall be given.

- If the person found guilty is a student, he may either be suspended or expelled.
- If he is a faculty member, his salary may be withheld or he may be suspended for a period proportionate to the severity of the offence.

Training and Awareness:

The college will conduct gender awareness talks, lectures, and seminars from time to time to make the students and faculties aware of their statutory and constitutional rights. The faculty members will give importance to the woman centric chapters in the curriculum and will deliver their lessons in such a manner which will highlight the rights of women.

Review and Updation:

Policy being a living document has to evolve with changing needs and time. This policy too has the scope for updation from time to time taking into account the needs and requirements of the students and faculty members.


Coordinator, IQAC
Ganjam College, Ganjam


Principal
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