



**POPE'S COLLEGE**  
**(AUTONOMOUS)**  
Sawyerpuram -628 251  
(Re-accredited with "A" Grade with  
CGPA of 3.28)



## **Gender - Policy**

### **PREAMBLE**

The Popes College is committed to creating and maintaining a community in which students, teachers and non-teaching staff can work together in an environment free of all forms of gender violence, harassment, exploitation, intimidation and discrimination. Every member of the College community should be aware that while the College is committed to the right to freedom of expression and association, it strongly supports gender equality and opposes any form of gender discrimination and violence.

Popes College strives to inculcate a zero tolerance stand towards all forms of discrimination and prohibit gender stereotyping. In order to achieve this, the knowledge, perspectives, actions and sensitivity of all staff and students must be harnessed to contribute to creating and sustaining at all times a gender just environment in learning, teaching, research, administration and management.

### **GUIDING PRINCIPLES**

Gender equality is an international commitment and recognized as a prime Sustainable Development Goal. Gender inequality, violence and discrimination are condemned as a form of human rights violation, a transgression of common dignity and an infringement on life and liberty as defined by the Constitution of India and fundamental rights. India's support for gender

equity, sensitivity and equal opportunity are expressed in Articles 14, 15, 19(1)(g), 21 of the Constitution of India.

### **OBJECTIVES OF THE POLICY**

- To fulfil the National commitment to gender equality.
- To create equal opportunities and a conducive environment for women and men at work place
- To explicitly state the institutional commitment towards gender sensitivity.
- To prevent violations of National Acts that prohibit gender injustices, aim to redress any violations of gender-based rights and to work towards the empowerment of women.
- To ensure equal opportunity to all women without any discrimination.
- To evolve mechanisms for the prevention and redressal of gender-based violence and discrimination, including sexual harassment
- To ensure the implementation of this policy in letter and spirit.

### **IMPLEMENTING GUIDELINES**

The Popes College will set up Committees that will implement the goals of this policy.

1. Gender stereotyping will be prohibited.
2. All forms of bias and discrimination including unconscious bias against women will not be tolerated.
3. Gender sensitivity will be employed in all recruitment, promotions and opportunity for leadership, to uphold the policy of equal representation of men and women.
4. In selection of staff for professional development opportunities and training, there will be no gender-based discrimination.
5. Special focus will be given to improve women's participation and representation in the

## Departments

6. In formation of any Committee, the representation of women is mandatory.
7. In keeping with National policies, women specific leave will be granted.
8. No student will be denied admission on the grounds of gender.
9. Gender Studies Course is included in the curriculum all disciplines in the fifth semester.
10. In organizing any event or programme, including meetings and conferences, a gender sensitive approach will be undertaken and women staff and students will be given due respect and representation.
11. Women specific infrastructure facilities will be provided on campuses. In creation of new development, renovation of existing infrastructure and other resources, women specific needs will be addressed.
12. UGC's 'Saksham' Measures for Ensuring the Safety of Women and Programmes for Gender Sensitization on Campuses will be followed.
13. Proactive measures will be undertaken to facilitate and encourage active participation of women students and employees in all activities of the College
14. International Women's Day (8 March) will be celebrated and Popes College will organize annually at least one programme towards gender awareness

## **REVIEW AND EVALUATION**

A Committee will be set up at Popes College to oversee the implementation of the Policy and the evaluation of any grievances.

1. The Committee will have equal representation of male and female employees and students.
2. The Committee will document gender disaggregated data in all aspects of the functioning

of the University/colleges.

3. The Committee will submit its report to the head of the Institution every year. Even if there is no grievance in a particular year, the Committee will submit a report of the prevention and other activities undertaken to implement the Policy.
4. Grievances received by the Committee should be reported to the Head of the Institution and referred to the relevant body for redress within one month.