



GENDER POLICY

Purpose

The gender policy of Jamia Nadwiyya Arts and Science College aims to promote gender equality, prevent discrimination and harassment based on gender, and ensure a safe and inclusive environment for all members of the college community.

Scope

This policy applies to all students, staff, faculty, and visitors of Jamia Nadwiyya Arts and Science College, Edavanna

Definitions

Gender: Includes all gender identities, such as male, female, transgender, non-binary, and others.

Discrimination: Unfair treatment based on gender.

Harassment: Unwanted behavior related to gender that violates someone's dignity or creates an intimidating, hostile, degrading, humiliating, or offensive environment.

Equal Opportunities

- Ensure equal access to all academic, extracurricular, and employment opportunities.
- Promote gender balance in leadership positions, committees, and decision-making bodies.
- Implement fair recruitment, admission, and promotion processes.



Non-Discrimination

- Prohibit discrimination based on gender in admissions, employment, and all college programs.
- Take appropriate measures to address and prevent gender-based discrimination.

Harassment and Bullying

- Develop clear procedures for reporting and addressing gender-based harassment and bullying.
- Provide support and resources for victims of harassment.
- Take disciplinary action against those found guilty of harassment.

Training and Awareness

- Conduct regular training sessions on gender sensitivity, inclusivity, and anti-discrimination for all staff and students.
- Organize workshops, seminars, and campaigns to raise awareness about gender issues.

Facilities and Resources

- Ensure access to gender-neutral restrooms and changing facilities.
- Provide resources such as counseling, support groups, and legal assistance for those facing gender-related issues.

Curriculum and Research

- Integrate gender studies into the curriculum to promote understanding and respect for all gender identities.
- Encourage and support research on gender-related topics.

Monitoring and Evaluation

- Regularly review and update the gender policy to reflect changes in law and best practices.
- Establish a committee to monitor the implementation and effectiveness of the policy.

Complaint and Resolution Mechanisms

- Provide a clear, confidential process for reporting and resolving complaints related to gender discrimination and harassment.
- Ensure timely and fair investigation of complaints with appropriate actions taken against violators.
- Maintain confidentiality and protect the rights of all parties involved in the complaint process.

Support Services

- Offer support services, including mental health counseling and legal advice, for those affected by gender-based issues.
- Establish partnerships with external organizations specializing in gender issues for additional support and resources.

Inclusivity Initiatives

- Organize events and activities that celebrate gender diversity and inclusivity.



- Create forums for dialogue and discussion on gender-related topics to foster understanding and inclusivity.

Implementation

- Assign responsibility for the implementation of this policy to designated staff members or committees.
- Ensure all members of the college community are aware of this policy and their responsibilities under it.

Review

- This policy will be reviewed annually to ensure its effectiveness and to incorporate any necessary updates