



GENDER EQUITY POLICY

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**BHARATA MATA
COLLEGE
THRIKKAKARA**

Affiliated to MG University, Re-accredited by NAAC with 'A+' Grade, ISO 9001-2015 Certified

PREAMBLE

Bharata Mata College, Thrikkakara, is dedicated to create and uphold 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 Bharata Mata family should be aware that while the College is committed to the right to freedom of expression and association, it strongly supports gender equity and opposes any form of gender discrimination and violence.

Bharata Mata College strives to inculcate a zero tolerance stand towards all forms of discrimination and prohibit gender stereotyping. In order to achieve this 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. This policy will guide all operations at Bharata Mata College to ensure gender equity and gender sensitivity, as well as equal opportunity for all minority genders including women. This policy will be called the Bharata Mata College Policy for Gender Equity.

Bharata Mata College, its employees and students have a responsibility to help ensure that the intentions of the policy are realized and that the principles of respect, tolerance and consideration are upheld in letter and spirit.



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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. India's ratification of the International Covenant on Economic, Social and Cultural Rights (in 1979) and the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW, ratified in 1993), Resolutions of the Fourth World Conference on Women in Beijing in 1995 confirm the country's commitment to gender equity. This policy will be guided by the provisions in the following:

INTERNATIONAL INSTRUMENTS:

1. Universal Declaration of Human Rights, 1948
2. International Covenant on Economic, Social and Cultural Rights (ICESCR), 1966
3. Convention on the Elimination of All Forms of Discrimination against Women, 1979
4. Convention on Rights of Persons with Disabilities, 2006

INDIAN LEGISLATION:

1. The Sexual Harassment of Women at Workplace (PREVENTION, PROHIBITION and REDRESSAL) Act, 2013
2. The Criminal Law (Amendment) Act, 2013
3. Protection of Women from Domestic Violence Act, 2005
4. The Indecent Representation of Women (Prohibition) Act, 1986
5. The Immoral Traffic (Prevention) Act, 1956
6. The Indian Penal Code, 1860
7. The Indian Evidence Act, 1872

DEFINITIONS

Gender: Individual's actual or perceived sex, gender identity, self-image, appearance, behavior, or expression, whether or not that gender identity, self-image, appearance, behavior or expression is different from that traditionally associated with the sex assigned at birth.

Employee: means any person who is a current employee of BMC and includes permanent, fulltime, part-time, and contracted staff.

Student: means any person registered currently at BMC for academic purposes.

Resources: include physical resources as well as resources in terms of guidance, online resources, academic resources.

Facilities: means all infrastructural facilities and educational facilities provided by the college.

Equity: means fair and equal treatment for all based on their needs. To ensure equity, treatment that is different but which is considered equivalent in terms of rights, benefits, obligations and opportunities might be required.

JURISDICTION

This policy covers any act of injustice, violence, discrimination and insensitivity to any employee or student in Bharata Mata College.

This policy will guide the Bharata Mata College in all its activities and functions including:

1. Recruitment
2. Promotions and Leadership.
3. Staff Development Opportunities
4. Formation of Committees
5. Leave
6. Admission Process and Enrollment

7. Curriculum
 8. Evaluation
 9. Teacher-Student Relationship
 10. Events and Programmes
 11. Research and Teaching
 12. Facilities and Resources
 13. Training
 14. Participation
- Not limited to the above.

IMPLEMENTING GUIDELINES

We believe that boys and men have an important role to play in gender equality programming – and that they are partners in challenging the gender unequal status quo and in working towards transformation for gender equity.

College will set up Committees that will implement the goals of this policy. The mechanisms will include those Committees set up different Acts such as the Internal Complaints Committees under the Sexual Harassment of Women at Workplace (PREVENTION, PROHIBITION and REDRESSAL) Act, 2013, etc.

- Gender stereotyping will be prohibited.
- All forms of bias and discrimination including unconscious bias against all minority genders including women will not be tolerated.
- Gender columns in all application forms including those of admissions must be gender sensitive.
- Gender sensitivity will be employed in all recruitment, promotions and opportunity for leadership, to uphold the policy of equal representation of men, women and all other genders.
- In the selection of staff for professional development opportunities and training, there will be no gender-based discrimination.
- All syllabi, textbooks must be reworked to ensure gender sensitive language and all academic discourses must contain gender neutral vocabulary.
- Upgrade language to introduce gender inclusiveness in academics and administration, including designations.
- Special focus will be given to improve participation and representation of all minority genders including women in the areas of Science, Technology, Engineering, Mathematics and Medicine (STEMM) and any other field/ discipline.

- In formation of any Committee, the representation of all minority genders including women is mandatory.
- In keeping with National policies, women specific leave will be granted.
- No student will be denied admission on the grounds of gender and special consideration will be provided for transgenders and other sexual minorities.
- Gender sensitivity will be employed in the design of curriculum and wherever applicable a gender specific analysis will be included in all disciplines.
- In evaluating students, a policy of fair treatment of male and female students alike will be employed.
- In organizing any event or programme, including meetings and conferences, a gender sensitive approach will be undertaken and all minority genders including women staff and students will be given due respect and representation
- The Guidelines for the Gender Champions (GC) Programme vide OM No.4-2/2014-WW dated 3 June 2015 of the Ministry of Women & Child Development, Government of India, will be carried out in letter and spirit.
- All the employees and the students will necessarily undergo gender awareness and sensitivity training.
- Gender based research will be promoted across the disciplines.
- Gender sensitive approaches will be practiced in teaching and learning processes across disciplines.
- 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.
- UGC's 'Saksham' Measures for Ensuring the Safety of Women and Programmes for Gender Sensitization on Campuses will be followed.
- Proactive measures will be undertaken to facilitate and encourage active participation of all minority genders including women students and employees in all activities of the college.
- International Women's Day (8 March) will be commemorated by every department of Bharata Mata College.
- Each department of BMC will organize at least one programme annually towards gender awareness and sensitization in addition to the activities of the Gender Champions Programme.

MONITORING AND REVIEW

- Gender Equity Cell (GEC) will oversee the implementation of the Policy and the evaluation of any grievances.
- Gender Equity Cell will document gender disaggregated data in all aspects of the functioning of the University/colleges.
- Gender Equity Cell will submit its report to the head of the Institution every year. Even if there is no grievance in a particular year, the GEC will submit a report of the prevention and other activities undertaken to implement the Policy.
- Grievances received by the GEC should be reported to the Head of the Institution and referred to the relevant body for redress within one month.

AMENDMENTS TO THE POLICY

- No amendment to this policy can be made without prior Consultation with all the stakeholders.
- Any recommendation for amendment should be circulated and stakeholders must be given no less than a month to furnish their response.



ACCOUNTABILITY AND TRANSPARENCY

1. Setting up of GEC is a mandatory requirement under this Policy for Bharata Mata colleges.
2. Annual Reports of the GEC should be displayed on the website
3. A minimum of 2 meetings per year is mandatory for the GEC.
4. Names and contact details of all the GEC Committee members should be displayed on the College website and in prominent places on the campus.

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Thrikkakara, Kochi-21, Kerala, India

Owned and Managed by the Archdiocese of Ernakulam- Angamaly

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Phone : 0484 2425121, +91 82813 03721 Website: www.bharatamatacollege.in