



PARAMEKKAVU COLLEGE OF ARTS AND SCIENCE
THRISSUR AFFILIATED TO UNIVERSITY OF CALICUT. U.O. No. 2436/2013/C
(Managed by Sree Paramekkavu Educational, Cultural and Charitable Trust)
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Gender Policy

The gender policy of Paramekkavu College of Arts & Science is conceived as a strategy and pursued as a systematic and planned process to promote equal opportunity and treatment for all men, women and transgenders working and studying at the college or applying to do so and to ensure equality of access to all services provided by the college. It aims to integrate gender equality into the regular rules, procedures and practices of the College.

Constitutional Gender Policy Statement: The principle of gender equality is enshrined in the Indian Constitution, in its Preamble, Fundamental Rights, Fundamental Duties and Directive Principles. The Constitution not only grants equality to women, but also empowers the State to adopt measures of positive discrimination in favour of women. Within the framework of a democratic polity, our laws, development policies, plans and programmes have aimed at women's advancement in different spheres. The Constitution of India not only grants equality to women but also empowers the State to adopt measures of positive discrimination in favour of women for neutralizing the cumulative socio economic, education and political disadvantages faced by them. To uphold the Constitutional mandate, the State has enacted various legislative measures intended to ensure equal rights, to counter social discrimination and various forms of violence and atrocities and to provide support services especially to working women.

Policy of the College

The concept of equality is central to the College's ethos of academic and service excellence. The college aims to provide an inclusive environment which promotes equality, values diversity and is committed to maintaining an environment of dignity and respect where all staff and

students can develop their full potential. This policy outlines the college's formal commitment to recognize and support an individual's gender identity and gender expression so that all members of the college community experience a positive and tolerant environment where every member is treated with dignity and respect.

- I. Paramekkavu College of Arts & Science prohibits participation in, support for, or sanction of activities that discriminate on the basis of sex, when in fact, no exception can be allowed except on the basis of a bona fide physical dichotomy.
- II. The college system has an Equal Opportunity Cell which ensures that all opportunities with the college are provided equally to both boys, girls and transgenders.
- III. The college has succeeded in setting up a mechanism for gender equality and empowerment of women in college premises. The Women's cell and Grievances against Sexual Harassment Cell are constructed to ensure the implementation of POSH and Vishakha guidelines. They will be responsible for coordinating the efforts to eliminate gender discrimination affecting students. The identification and solution of problems of discriminatory practices will be affected through the cooperative effort of students, faculty/staff and administration. To this extend the College will conduct gender analysis, implement gender mainstreaming and bring out gender audit report.
- IV. Gender analysis is an essential first step of collecting and analyzing sex- disaggregated information in order to understand gender differences and how these differences may have an effect on policies' effectiveness. Gender mainstreaming promises to bring a gender dimension into all higher education policies. Gender mainstreaming is a systematic inclusion of both women's and men's concerns, experiences and needs. It is a process of consistently incorporating sensitivity to gender differences in governance, decision-making, policy, needs analysis, offices and mechanisms, planning, budgeting, implementation, monitoring and evaluation in colleges so as to create an organization that is gender equitable. Gender audit is an evaluation process aimed at figuring out whether set policies or interventions are doing that

which they are meant to be doing. It is college's self-assessment, monitoring

and evaluation of interventions with the broad aim diagnosis and transformation.

- V. The college is committed to equality between women, men and third genders, and the right of all members of our community to be treated equally regardless of gender identity.
- VI. The college protects all its members (Students, faculty members, staff members and others) from discrimination, bullying and harassment; this includes discrimination, bullying and/or harassment relating to gender.

Policy Application:

This policy applies to:

- All applicants for employment, employees and former employees.
- All student applicants, students and alumni.
- All other stakeholders of the College.

All members of the College community share the right to protection under this policy and a carry a responsibility for ensuring the policy is adhered to. In particular, this policy includes conduct that takes place on campus, on college property, at college functions and activities and where one is representing the college. This policy also pertains to usage of electronic technology and electronic communication that occurs in the above locations and situations.

Statement of Commitment: College will treat all staff, students, alumni and service users with dignity and respect and seek to provide a work and learning environment free from discrimination, harassment or victimization.

The College:

- Is committed to non-discrimination (direct or indirect) on the grounds of gender identity and gender expression.
- Supports an inclusive environment of dignity and respect where everyone can develop their full potential. The College does not tolerate harassment or bullying of staff, students or other members of the College community on the basis of gender identity and expression.

Dignity and Respect: The College promotes, and is committed to supporting, a collegiate environment, which is free from bullying, sexual harassment and other forms of harassment. The College will not tolerate harassment or bullying of staff, students or other members of the College community.