

Gender Equity Policy

1. Introduction

Jain College is committed to creating an environment where all individuals, regardless of gender, are treated with dignity, respect, and fairness. This Gender Equity Policy is designed to promote equal opportunities for all students and staff and to eliminate any form of gender-based discrimination, harassment, or bias. The policy aims to ensure a safe and supportive learning and working environment that encourages academic, professional, and personal growth for everyone.

2. Objective

The key objective of this policy is to:

- Promote gender equality across all aspects of college life, including academics, extracurricular activities, employment, and administrative functions.
- Provide a framework to address and eliminate gender-based discrimination or bias.
- Foster an inclusive, diverse, and respectful environment where all genders can thrive.
- Ensure compliance with national and international norms related to gender equity.

3. Scope

This policy applies to all students, staff, faculty members, and stakeholders of Jain College, irrespective of their gender, including but not limited to:

- Male, female, transgender, and non-binary individuals.
- All individuals involved in the academic, administrative, and operational functions of the college.

4. Definitions

- **Gender Equity:** Fairness and justice in the distribution of benefits and responsibilities between individuals of all genders. This involves ensuring equal access to opportunities, resources, and treatment for people of all genders.
- **Gender Discrimination:** Any action, policy, or behavior that results in unfair or unequal treatment of individuals based on their gender, sex, or gender identity.
- **Sexual Harassment:** Unwanted or inappropriate behavior or conduct of a sexual nature that creates a hostile, intimidating, or offensive environment.

5. Principles of Gender Equity

Jain College recognizes and upholds the following principles:

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- **Equality of Opportunity:** All students and staff, regardless of gender, must have equal access to educational resources, leadership positions, extracurricular activities, and career opportunities.
- **Non-Discrimination:** There will be no discrimination based on gender in any of the college's programs, policies, or activities. Every individual has the right to pursue their studies or career without facing gender-based bias.
- **Respectful Environment:** The college is committed to maintaining a respectful environment that acknowledges and celebrates gender diversity. All individuals must treat others with dignity and respect, irrespective of their gender identity or expression.
- **Zero Tolerance to Gender-Based Violence:** Jain College upholds a zero-tolerance policy toward gender-based violence, including sexual harassment, abuse, or bullying. Any form of such conduct will be addressed promptly and appropriately.

6. Gender Sensitization and Awareness

- **Training and Workshops:** Regular gender sensitization programs will be conducted for students, faculty, and staff. These sessions aim to raise awareness about gender issues, reduce stereotypes, and foster an inclusive environment.
- **Curriculum Integration:** The college will integrate discussions on gender equality, diversity, and inclusivity into academic curricula and extracurricular activities. This will help students gain a deeper understanding of gender dynamics and become advocates for equity in their professional and personal lives.

7. Gender-Friendly Facilities


Jain College recognizes the importance of providing gender-inclusive facilities for all students and staff. To that end, the following measures will be implemented:

- **Separate Toilets:** Gender-segregated toilets will be available on campus for male and female students and staff. Additionally, gender-neutral toilets will be provided for those who require them.
- **Safe Spaces:** The college will establish safe spaces and support systems for students who may be vulnerable due to their gender identity. This includes counseling services, support groups, and dedicated spaces for discussion.

8. Complaint Redressal Mechanism

- **Complaint Procedure:** The college has a clear and accessible process for addressing complaints related to gender-based discrimination or harassment. Students and staff can report any incidents through the Gender Equity Committee, which will investigate complaints confidentially and impartially.
- **Gender Equity Committee:** The committee will consist of faculty members, student representatives, and administrative staff and will be responsible for addressing complaints, conducting investigations, and ensuring corrective actions are taken.

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- **Protection from Retaliation:** Any student or staff member who files a complaint of gender-based discrimination or harassment will be protected from retaliation or victimization. Retaliatory actions will be subject to disciplinary action.

9. Gender Equity in Employment

- **Equal Pay for Equal Work:** The college is committed to ensuring that all staff, regardless of gender, receive equal pay for equal work. Gender pay disparities will be monitored and addressed promptly.
- **Non-Discriminatory Recruitment:** The recruitment process will be based on merit, and no candidate will be discriminated against based on their gender. The college will also encourage diverse gender representation in hiring and leadership roles.
- **Work-Life Balance:** Jain College will promote a supportive work environment that enables staff of all genders to balance their professional and personal lives, including the provision of parental leave, flexible working hours, and support for caregivers.

10. Accountability and Reporting

- **Monitoring and Reporting:** The Gender Equity Committee will monitor the implementation of this policy and report its findings annually to the college administration.
- **Continuous Improvement:** The policy will be reviewed periodically to ensure its effectiveness. Feedback from students and staff will be sought to identify areas for improvement, and necessary changes will be made.


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