



# ST. ANN'S COLLEGE FOR WOMEN

(Permanently affiliated to Andhra University)

Recognized under 2(f) of the UGC Act, 1956

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## Policy Document on Gender Equity

St. Ann's College for Women is committed to create and maintain 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 institution 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.

### **OBJECTIVES OF THE POLICY**

- a) To fulfil the National commitment to gender equality.
- b) 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.
- c) To create a gender sensitive environment that respects gender diversity and the intersectionality of other marginalities.
- d) To ensure equal opportunity to all women without any discrimination.
- e) To evolve mechanisms for the prevention and redressal of gender-based violence and discrimination, including sexual harassment at the Goa University. f) To ensure the implementation of this policy in letter and spirit.

### **JURISDICTION**

This policy covers any act of injustice, violence, discrimination and insensitivity to any female employee or student in St. Ann's College for Women. This policy will guide the activities and functions including:

1. Recruitment
2. Promotions and Leadership
3. Staff Development Opportunities
4. Formation of Committees

5. Leave
6. Curriculum
7. Evaluation
8. Events and Programmes
9. Research and Teaching
10. Facilities and Resources
11. Training
12. Participation

Not limited to the above.

## **IMPLEMENTING GUIDELINES**

College from time to time 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 areas of Science, Technology, , Mathematics and any other field/ discipline in which women are underrepresented.
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. Gender sensitivity will be employed in the design of curriculum and wherever applicable a gender specific analysis will be included in all disciplines.
9. 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.
10. All the employees and the students will necessarily undergo gender awareness and sensitivity training.
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.

Gender Equity Committee and Anti- Harassment Cell are set up in the college to oversee the implementation of the Policy and the evaluation of any grievances.

Grievances received by the above committees should be reported to the Head of the Institution (Principal) and referred to the relevant body for redress within one month.



*Jr. Pankaj*  
Principal

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