



**KONGU ARTS AND SCIENCE COLLEGE
(AUTONOMOUS)**



ERODE-638107



GENDER EQUITY POLICY STATEMENT



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Vision:

Kongu Arts and Science College (Autonomous) continues to endeavour to create equitable opportunities for men and women to realise their full potential, with a vision of strengthening organisational and social life, which in turn eventually benefits both genders and society at large.

Our college is committed to the cause of gender equity. Our vision is of an inclusive and innovative college community in which people of all genders participate at all levels, realize their full potential and are recognised equally for their diverse communities. The college pioneers innovative and inclusive actions to act as a centre of excellence in the promotion of gender equality and leadership, redressal of gender imbalances, creation of sustainable structural and cultural change and in enhancement of the careers of KASC staff and students. The Institution develops and advises on best practices regarding gender equality and engages with local networks and agencies to advance gender equity in academia.

The college supplement the curricular approach to gender equity by organising various co-curricular activities through the Women Development Cell (WDC), Internal Complaints Committee (ICC), and Prevention of Sexual Harassment Committee (POSH). The activities of these committees include seminars, webinars, lectures, interactive sessions with experts, debates, theme-based competitions and cultural and art programmes. These activities are conducted as an educational measure to safeguard students against violence and to support the vision of the gender equity.

Definition:

'Gender' in this policy refers to those behaviours and attitudes which are culturally accepted as appropriate ways of being a woman (femininity) and ways of being man (masculinity). The sex of a person is biologically determined, where as ways of being a men or women are learned: they are constructed, reinforced, maintained and reconstructed over time through social and cultural practices. Such social constructions of gender vary across cultures, social class and time.

'Equity' means fairness and without bias. In social exchange fairness exists when persons who have made the largest contributions receive relatively large rewards, those who have made small contributions receive small rewards, and so on. In a social context equity also involves conscience or principles of natural justice.



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Dr. N. RAMAN
PRINCIPAL,
KONGU ARTS AND SCIENCE COLLEGE
(AUTONOMOUS)
NANJANAPURAM, ERODE - 638 107

‘Gender Equity’ refers to equality and justice in the distribution of benefits and responsibilities between men and women. The concept recognizes that men and women have different needs and power and that these differences should be identified and addressed in a manner that rectifies the imbalance between the genders. Equity is not maintained where there is discrimination. Discrimination involves treating the genders differently in ways that one is inherently inferior to the other. Being treated differently in areas of learning and other activities can and does affect the distribution of political, economic and social benefits and influence. Equality means every person receiving the same treatment regardless of who or where he or she may be. Equity is the means. Equality is the goal.


Gender equity means impartial treatment of all genders according to their respective needs. It strives to bring all the genders to an equal playing field. Gender equity attempts to facilitate equal opportunities for all genders to overcome their historical and social disadvantages by ensuring fairness and justice in the distribution of resources to all genders. It recognises the individual needs of each gender and addresses them in an intersectional manner that can redress the gross imbalances created between the male-female binary. It states that the individual, who is marginalised, should be given more and better opportunities than the gender enjoying the perks of living in a gender biased society. The concept fairness only comes when all the genders start out from the same level which they did not.

The education system in the campus has roles and responsibilities in contributing to a socially just society. It is done through ensuring equal participation and outcomes from the education provided for female and male students. In order that all citizens have an equal opportunity to participate and benefit from the development of the country, understanding gender equity in education enables students and educators to recognize this and to provide remedies for the constraints and inequalities. The Gender Equity policy in campus aims to develop every individual to her or his full potential.

Scope of the Policy:

- Safe Learning Environment
- Equal Opportunities for Students
- Grievances, disciplinary action
- Leadership, Management and Accountability.




Dr. N. RAMAN
PRINCIPAL,
KONGU ARTS AND SCIENCE COLLEGE
(AUTONOMOUS)
NANJANAPURAM, ERODE - 638 107


Gender Equity Policy Statement:

- The instruction of both male and female students in preparation for a happy, responsible, and fruitful life, which includes work both inside and outside the house.
- Supporting the growth of attitudes and behaviours that encourage empathy, social responsibility, respect, equality and nonviolent relationships in both male and female students.
- Providing a demanding learning environment that is supportive of female students' social and cultural identities and their physical well-being.
- Creating a framework for organising, observing, and assessing the policy's execution.
- Creating an ambience of equal access to opportunities and outcomes in higher education for both male and female students.
- Educating both male and female students on their rights to respect and safety, along with an environment, free from all forms of violence and harassment.
- Acknowledgement of effective changes and lasting improvements in campus and an high degree of awareness, understanding and acceptance of the educational needs of female students on behalf of students, parents, teachers, management and all stakeholders.

Conclusion:

Societies that value men and women as equal are safer and healthier. Gender equality is a human right. The focused and determined effort, willingness, and accountability of all stakeholders within the college supplement the successful implementation of these policy objectives and adhere gender equality and empowerment inside the premises.




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