



**CHRIST**  
COLLEGE (AUTONOMOUS)  
IRINJALAKUDA, KERALA

# GENDER POLICY

**QUALITY POLICY**

Area : Equal Opportunity

# GENDER POLICY

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## CONTROL

Area: Equal Opportunity	POLICY NO: 116/2020	Document Owner: Principal	
<b>Title: Gender Policy</b>	Issued on:	Revised on:	Pages: 2

## OBJECTIVES

The objectives of this gender policy are to

- Create a conducive environment for the development of students appreciating and respecting the other gender.
- Establish an environment of equal opportunity for all sections of gender including men, women and transgender.
- Establish guidelines for the institution to take action in gender-based imbalances.

## POLICY

- Christ College shall be an “Equal Opportunity Employer”; being immune to all gender-based differences in appointment and selection of teaching and non-teaching staff.
- Any incidents of sexual harassment verbal, physical or emotional will be dealt with zero tolerance.
- Students and staff will be sensitized on gender-based issues by organizing workshops, talks and interaction with experts under the leadership of Women’s Development Cell of the College.
- College shall encourage all Board of Studies to include gender specific topics across the syllabus to sensitize students on gender equality.
- College shall take measures in the form of compulsory courses (Gender and gender equality) to all undergraduate students in their fresh year under the leadership of Department of Social Work.
- All academic evaluations should be unbiased against gender and any such issues should be reported to grievance redressal cell for women and necessary corrective actions should be taken.
- Gender specific counselling for empowerment shall be conducted for the needy under the leadership of Department of Psychology.
- College shall take necessary steps to avoid any gender-based differentiation in use of spaces in Christ College.

- The Internal complaints committee shall be responsible for receiving any gender related complaints from teaching and non-teaching staff of the College and should report any anonymity to Principal.
- The Grievance Redressal Cell for women receives complaints from students regarding sexual harassment and recommends corrective actions.
- Specific infrastructure facilities shall be provided in the campus for women to have safe environment for rest and exercise.
- Gender audit shall be conducted under the leadership of Women’s Development Cell every academic year and the report should be submitted to college council for corrective actions.

#### • FEEDBACK

- Christ College staff and students may provide feedback about this document by emailing [iqac@christcollegeijk.edu.in](mailto:iqac@christcollegeijk.edu.in)

#### • APPROVAL AND REVIEW DETAILS

Approval and Review	Details
Approval Authority	Governing council
Administrator	Principal
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Next Review Date	11 <sup>th</sup> December 2022