

GENDER POLICY



NAJATH COLLEGE
OF SCIENCE AND TECHNOLOGY
KARUVARAKUNDU
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GENDER EQUALITY POLICY

INTRODUCTION

The principle of gender equality and sensitization is embedded in the Indian Constitution, emphasizing equality through its Preamble, Fundamental Rights, Duties, and Directive Principles. Gender equality entails equal access to resources and opportunities regardless of gender, fostering participation, decision-making, and a culture that values diverse behaviors, aspirations, and needs. Najath College of Science & Technology, Karuvarakundu, is committed to promoting gender equality and ensuring a respectful, inclusive campus environment.

OBJECTIVES

- Foster a culture of respect and equality, free from gender discrimination, across the campus.
- Empower women by enhancing their knowledge, skills, and decision-making capabilities.
- Strengthen the Women Empowerment Cell (WEC) and the Internal Complaints Committee (ICC) to raise awareness about gender issues and address concerns effectively.

SCOPE

This policy applies to all students, faculty, and staff of Najath College of Science & Technology, encompassing gender equality and sensitization initiatives.

POLICY STATEMENT

To uphold the institution's commitment to gender equality, the following measures will be implemented:

Representation and Empowerment

1. Ensure at least 33% representation of women as members and chairpersons in various institutional committees.
2. Encourage women faculty to:
 - Present technical papers at national and international conferences with leave and incentives.
 - Serve as reviewers, session chairs, and jury members in academic events with appropriate support.
 - Pursue higher studies with sabbatical leave, reduced workload, and other facilities.
 - Publish articles in quality journals and apply for patents with financial and institutional backing.
 - Apply for funding, write textbooks, and establish MOUs with industries and universities.
 - Attend FDPs, STTPs, workshops, and other training programs with leave and registration fee support.

Support for Students

1. Provide scholarships to meritorious girl students through initiatives like the Vidyaasare scheme.
2. Facilitate participation in:
 - Sports and cultural events at state and national levels.
 - Hackathons, conferences, and project exhibitions with necessary resources.
 - Intra- and inter-university sports competitions.

3. Organize cultural, literary, and sports events for female students, recognizing their achievements with prizes and certificates.
4. Celebrate and honor women achievers during International Women's Day.

Awareness and Sensitization

1. Organize gender sensitization workshops, talks, and training sessions through the Women Empowerment Cell and ICC.
2. Promote awareness about gender equality laws, policies, and rights among students and staff.
3. Publicize the institution's zero-tolerance policy against gender-based discrimination and sexual harassment on the college website and prominent campus locations.

INTERNAL COMPLAINTS COMMITTEE (ICC)

OBJECTIVE

The ICC is established under the guidelines of the Supreme Court, UGC, and the *Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013*. It aims to prevent and address sexual harassment and gender-based violence on campus, ensuring justice and fairness in resolving complaints.

STRUCTURE AND CONSTITUTION

The ICC includes:

- Chairperson: Senior female faculty member.
- Members: Faculty representatives, non-teaching staff, and student representatives, with due representation of women.

MEETINGS

- Convened at least twice a year or as needed.
- Quorum: Half of the committee members, with provisions for adjournment and re-convening if the quorum is not met.

ROLES AND RESPONSIBILITIES

1. **Policy Development:**
 - Draft and update policies against sexual harassment and gender discrimination.
 - Recommend amendments to institutional rules to ensure gender equality.
2. **Prevention:**
 - Promote gender sensitivity among students and staff.
 - Develop procedures for handling complaints and ensuring accountability.
3. **Complaint Handling:**
 - Address complaints promptly and fairly, providing support to the affected party.
 - Recommend disciplinary action against offenders to the management.
4. **Awareness and Training:**
 - Organize regular workshops, seminars, and training sessions on gender sensitization.
 - Provide information about institutional policies and legal rights.
5. **Environment:**
 - Maintain a campus free from gender discrimination and sexual harassment.
 - Foster a supportive atmosphere for all genders to thrive academically and socially.

IMPLEMENTATION

Najath College of Science & Technology, Karuvarakundu, remains steadfast in its commitment to ensuring gender equality through proactive policies, awareness programs, and robust mechanisms for addressing grievances. By doing so, the institution strives to be a model for inclusivity, respect, and empowerment.