

# **GENDER EQUITY POLICY**



**AMAL COLLEGE**  
OF ADVANCED STUDIES

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Myladi, Eranhimangad Po, Nilambur – 679329

Aided by Govt. of Kerala & affiliated to the University of Calicut

NAAC Accredited with A Grade (3.11 CGPA)

Website: [www.amalcollege.ac.in](http://www.amalcollege.ac.in) |

Email: [principal@amalcollege.ac.in](mailto:principal@amalcollege.ac.in) | Phone: 04931207055



## Introduction

Amal College of Advanced Studies, an institution committed to academic excellence and social responsibility, recognizes the imperative role it plays in fostering gender equity within its campus. In alignment with the broader societal focus on improving the lives of women, the college places particular emphasis on creating an environment where women and men participate as equals in all facets of academic, social, and economic life.

The Constitution of India serves as a guiding light for Amal College, emphasizing the fundamental principle of equality. The Constitution of India embodies the government's commitment to equality for both women and men within family, community, and society. It supports the idea of human development, which encourages every person to be dynamically involved in the process of liberating himself or herself from every form of domination and oppression so that each man or woman will have the opportunity to develop as a whole person in relation to others. The Government of India also subscribes to and has endorsed a range of international Conventions such as the United Nations Declaration of Human Rights (1962), the United Nations Convention on the Rights of the Child (1989), and Education for All (United Nations Declaration 1990), the Beijing Declaration (1995), Elimination of all forms of Discrimination against Women (CEDAW) on July 09, 1993, The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 which called for the mainstreaming of gender issues. Hence, it is imperative that the essence and spirit of these declarations become part of day-to-day life, particularly in the educational system. The college is dedicated to translating these constitutional values into tangible actions that permeate every aspect of its academic, social, and cultural fabric. By upholding these principles, the college aspires to create an environment where every individual, regardless of gender, enjoys equal opportunities, rights, and dignity.

The emphasis on mainstreaming gender issues in day-to-day life, especially within the educational system, is a pivotal aspect of Amal College's commitment. The college recognizes that education plays a transformative role in shaping societal norms and values. Therefore, by integrating gender issues into the educational fabric, Amal College seeks to contribute to the larger societal discourse, fostering awareness, understanding, and acceptance of gender diversity.

The college acknowledges the pivotal role of entities like the Women Development Cell, Gender Equity Cell, and the Internal Complaints Committee (ICC) in championing gender



equity. These bodies are instrumental in shaping policies, fostering awareness, and ensuring a safe and inclusive space for all members of the college community, transcending gender boundaries. the college takes pride in cultivating a gender-friendly ambience, inclusive of all genders, including transgender individuals. In essence, Amal College of Advanced Studies, Nilambur endeavours to create a nurturing and inclusive educational environment that empowers individuals to become agents of positive change in both local and global contexts.

### **Gender Equity and Gender**

In the context of this policy, 'gender' assumes a multifaceted meaning, encapsulating culturally accepted behaviours and attitudes that delineate femininity and masculinity. Unlike 'sex,' which is biologically determined, 'gender' recognizes that societal norms, values, and expectations shape the roles and characteristics deemed appropriate for individuals based on their perceived femininity or masculinity. This understanding extends beyond the binary notion of gender, acknowledging a spectrum of identities that individuals may align with, thereby emphasizing inclusivity and diversity. By recognizing that individuals may express their gender in various ways, the policy seeks to create an environment that respects and appreciates this diversity. The policy acknowledges that men and women may have different needs and experiences due to societal expectations and historical imbalances. These differences are not inherently negative but require a proactive approach to rectify imbalances and ensure that all individuals, irrespective of gender, have equal opportunities to thrive and succeed.

The term 'equity' within this policy is synonymous with fairness devoid of bias. It implies a commitment to creating a social environment where every individual is treated justly, and opportunities are distributed equitably. Recognizing that each person has unique circumstances and challenges, equity involves tailoring approaches to address specific needs, ensuring that no one is disadvantaged due to systemic or inherent biases. In essence, 'equity' goes beyond the concept of 'equality,' acknowledging that fairness may require different treatment for individuals based on their unique circumstances. The policy underscores the importance of cultivating a social environment that is not only just but is also guided by a conscience-driven commitment to upholding the principles of equality, ensuring that no individual is inherently superior or inferior based on their gender. By elucidating these definitions, the policy sets the foundation for fostering a gender-inclusive and equitable environment within Amal College of Advanced Studies, Nilambur. It emphasizes the



importance of recognizing and addressing the nuances of gender dynamics to create a campus culture that values diversity, promotes fairness, and champions the principles of justice and conscience.

## **Objectives**

Amal College aims to foster an organizational culture that values equity, inclusiveness, and social responsibility. The objectives include the following;

- To instil a sense of social responsibility among faculty, staff, and students, encouraging active participation in initiatives that promote gender equality within the college community and beyond.
- To establish and enforce clear policies that explicitly prohibit gender-based discrimination, ensuring a zero-tolerance approach toward any form of bias or prejudice.
- To conduct awareness programs, workshops, and training sessions to educate the college community about the detrimental effects of gender-based discrimination and ways to prevent it.
- To establish policies and practices that create a supportive and inclusive workplace, addressing the unique needs and challenges faced by individuals of different genders.
- To ensure that all individuals, regardless of gender, have equal access to resources, opportunities, and facilities within the college, eliminating any systemic barriers that may exist.
- To promote and facilitate equal participation of all genders in extracurricular activities, clubs, and events, fostering a sense of belonging and engagement.
- To create a Gender-Inclusive Learning Environment and actively review and adapt the curriculum to be gender-inclusive, representing diverse perspectives and contributions of individuals from different genders pertaining to the cross-cutting issues.

By setting and working towards these objectives, Amal College aspires to become a trailblazer in fostering a culture of equity, inclusiveness, and social responsibility, contributing to a campus environment where everyone thrives, irrespective of gender.



## Gender Equity Vision of Amal College

Amal College envisions a campus where equal opportunities, resources, and benefits are extended to all, irrespective of gender. We are committed to nurturing an academic space where discrimination has no place, and educational services are equally accessible to everyone.

- **Legal and International Endorsements:** Amal College of Advanced Studies aligns itself with the constitutional values of India and international declarations such as the United Nations Declaration of Human Rights (1962), the United Nations Convention on the Rights of the Child (1989), Education for All (United Nations Declaration 1990), and the Beijing Declaration (1995). These endorsements underscore the college's commitment to incorporating the spirit of these declarations into its day-to-day operations, particularly within the educational framework.
- **Understanding Gender in the Policy:** In the context of this policy, 'gender' refers to culturally accepted behaviours and attitudes defining femininity and masculinity. It recognizes that while the biological sex of a person is determined biologically, the ways of being a man or woman are learned, shaped, and reconstructed over time through social and cultural practices. Amal College values the diversity of gender identities, understanding that gender constructions vary across cultures, social classes, and time.
- **Equity and Fairness:** The policy emphasizes 'equity' as fairness without bias. In a social context, fairness is achieved when individuals are rewarded based on their contributions, acknowledging the principles of natural justice. The goal is to provide preferential treatment deemed fair and just, with the understanding that different individuals may be recognized as more deserving based on unique circumstances.

## Scope of the Policy

### For Employees:

- **Terms and Conditions of Employment:** Amal College's commitment to gender equality extends to the terms and conditions of employment, ensuring that all employees, regardless of gender, receive equitable treatment in terms of benefits, responsibilities, and opportunities for growth.



- **Flexible Working Options:** Recognizing the diverse needs of employees, the policy encourages and facilitates flexible working options to accommodate various personal circumstances. This includes flexible work hours, remote work arrangements, and other measures that promote work-life balance.
- **Safe Working Environment:** Amal College is committed to providing a safe and inclusive working environment, free from any form of harassment, discrimination, or bias. The policy ensures that all employees, irrespective of gender, feel secure and respected in their workplace.
- **Grievances and Disciplinary Actions:** The policy outlines a fair and transparent process for addressing grievances and disciplinary actions ensuring that these processes are devoid of gender bias and are conducted with sensitivity and adherence to due process.

#### **For Students:**

- **Safe Learning Environment:** The policy ensures that all students, irrespective of gender, have the right to a safe and secure learning environment. It prohibits any form of harassment, discrimination, or violence, promoting a campus culture that values respect and inclusivity.
- **Equal Opportunities for Students:** Amal College is committed to providing equal opportunities for academic and extracurricular activities, fostering an environment where students can excel based on their abilities and interests rather than gender.
- **Grievances and Disciplinary Actions:** The policy outlines procedures for addressing student grievances, ensuring a fair and impartial process that takes gender equality into account. Disciplinary actions are taken with due consideration to the principles of justice and fairness.
- **Inclusive Research Environment:** For research scholars, the policy encourages an inclusive and supportive environment, promoting gender equality in research opportunities, mentorship, and recognition.
- **Career Guidance and Counselling:** The policy supports equal access to career guidance and counselling services, ensuring that students, regardless of gender, receive support and advice tailored to their individual aspirations and goals. Amal College's comprehensive approach to gender equality and diversity encompasses various facets of the academic and professional journey.



## Expected Outcomes of the Gender Equity Policy

The implementation of the Gender Equity Policy at Amal College is anticipated to yield several positive outcomes. They are;

- **Comprehensive Education:** Both female and male students will receive an education that prepares them for a satisfying, responsible, and productive life, encompassing both professional and personal spheres.
- **Inclusive Curriculum:** The curriculum, in terms of content, language, and methodology, will cater to the educational needs and rights of both female and male students.
- **Respect for Diversity:** Positive cultural values and individual differences will be acknowledged and respected within the college community.
- **Challenging Unfair Practices:** The curriculum will actively challenge unfair cultural practices and recognize the diverse contributions of women and various groups of men to society.
- **Development of Positive Attitudes:** Male and female students will be encouraged to develop positive attitudes and behaviours that promote social responsibility, empathy, and non-violent relationships

## Conclusion

This Gender Equity Policy reflects Amal College's commitment to recognizing the equality of all individuals, in line with the Constitution of India and the Universal Declaration of Human Rights. The successful implementation of these objectives requires collective effort, willingness, and accountability from all stakeholders within the college. As the college implements and adapts the Gender Equity Policy, it recognizes the need for continuous commitment to improvement. Regular assessments, feedback mechanisms, and a culture of openness will be essential to gauge the effectiveness of the policy and identify areas for enhancement. The Gender Equity Policy encapsulates the ethos of Amal College, reflecting its vision for an academic community that not only imparts knowledge but also actively participates in the collective pursuit of justice, equality, and human dignity. It is a dynamic roadmap for the college's journey towards creating a transformative and empowering educational experience for all.



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