Sophia College for Women

Empowered Autonomous

An Institution of
the Society for the Higher Education
of Women in India

Sophia College for Women

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Gender Equality Policy

1.	Administrative Policy Number(APN): SCWAPN/20	**Functional Area:** Gender awareness and Genderneutrality.
2.	Brief Description of the Policy:	The purpose of the policy is to strengthen gender equality on the Sophia College campus
3.	Policy Applies to:	All stakeholders.
4.	Effective from the Date:	26th November 2018
5.	Approved by:	IQAC
7.	Superseding Authority:	Principal
8.	Last Reviewed/ Updated:	Newly designed policy
9.	Reason for the policy:	To promote gender equality
10.	References for the policy:	Saksham Guidelines of University Grants Commission, 2013 The UNESCO Strategy for Gender Equality in and through Education (2019-2025) Sustainable Development Goal for Gender Equality and the Empowerment of Women and Girls (SDG 5); Sophia College Gender Audit, from time to time.

Introduction:

Gender policy aims to promote equality, address discrimination, enhance economic development and social justice, foster inclusivity and reduce the gender gap, to help create a gender-friendly institution.

Policy Statement:

To achieve gender equality in education concerning access, content, teaching and learning, context and practices, learning outcomes, as well as life and work opportunities.

Policy Objectives:

a) To fulfil the National and SDG commitment towards gender equality.
b) To achieve inclusive and equitable quality education and lifelong learning for women's empowerment.
c) To create a gender-sensitive environment that respects gender diversity.
d) To implement the ICC & Vishakha guidelines as per government regulations.

1. **Policy application in the following areas:**
2. Curriculum
3. Research
4. Outreach programmes
5. Events and Programmes
6. Teaching and Learning
7. Student-Teacher Relationship
8. Training
9. Recruitment
10. Policies and services
11. Promotions and Leadership. Staff Development Opportunities
12. Formation of Committees
13. Evaluation
14. Leave
15. Facilities and Resources

16. Participation

Implementation on the campus to ensure:

1. All students and staff feel included and respected regardless of gender.
2. All forms of bias, discrimination, and unconscious bias against women or any other gender will be condemned.
3. Gender equality will be implemented in all recruitment, promotions, and opportunities for leadership among students and staff (teaching/non-teaching)
4. Equal opportunities for professional development, and other opportunities for all genders.
5. No student will be denied admission based on non-binary gender.
6. Wherever applicable and possible curriculum design will employ gender sensitivity and agender-specific analysis in all disciplines.
7. Events and programs will be gender-sensitive to ensure respect and representation for women-men staff and students.

Gender Sensitization Plan:

1. Creating and continually refining a Gender Policy that embraces all genders and unequivocally prohibits any form of gender-based harassment, ensuring inclusivity and safety for everyone involved.

2. Formation of Sophia Queer Collective (SQC) as a recognized students' association

3. Gender sensitisation programmes with the following objectives: (i) creating awareness (ii) sensitisation about the plurality of gender (iii) debunk gender myths (iv) tackle issues related to misogyny, masculine toxic behaviours, homophobia, biphobia, transphobia, gender inequality, etc.

4. Introduce 'Understanding Gender' as a Module in the Foundation Course across all academic programmes.

5. Encourage all Departments in the BA/BSc programme to introduce within their Syllabi, discipline-related gender-based modules; analysis through a gender lens; or departmental activities/events that celebrate gender diversity.

6. Inspire students and staff clubs and associations to plan for a gender-related activity every year.

7. Gender inclusivity and awareness programmes/ workshops for teaching and non-teaching staff. The same can be achieved in student groups by encouraging them to join add-on courses offered by various departments.

8. Encouraging research grants for gender-related research projects and publications for the same.

A.P.Patil

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