

GENDER EQUITY POLICY

Institution Name: Shree Geet Law College

Policy Code: GEP-17

Effective From: 1 July 2025

Approved By: PRINCIPAL

Next Review Due: One year from the date of approval

1. Preamble

The Institution is committed to fostering an inclusive, equitable, and respectful academic environment where individuals of all genders are treated with dignity and fairness. This Gender Equity Policy seeks to promote gender sensitivity, eliminate discrimination, and ensure equal opportunity in all institutional activities.

The policy is framed in alignment with constitutional principles of equality and applicable statutory provisions.

2. Objectives

1. To promote gender equality and inclusivity within the Institution.
2. To prevent gender-based discrimination and bias.
3. To ensure equal access to academic, professional, and leadership opportunities.
4. To promote awareness and sensitization regarding gender issues.

3. Scope

This policy applies to:

- Students
- Faculty members
- Non-teaching staff
- Administrative personnel
- Visitors and stakeholders associated with the Institution

It covers all academic, administrative, extracurricular, and digital interactions.

4. Principles of Gender Equity

The Institution shall uphold the following principles:

- Equal treatment irrespective of gender identity or expression.
- Non-discrimination in admission, recruitment, promotion, and participation.
- Safe and respectful learning and working environment.

- Zero tolerance toward harassment, discrimination, or gender-based violence.

5. Institutional Measures

The Institution shall:

1. Ensure representation of all genders in committees and decision-making bodies where feasible.
2. Provide separate and secure sanitation facilities.
3. Promote equal participation in academic and co-curricular activities.
4. Implement policies addressing harassment and discrimination.
5. Encourage leadership development opportunities without gender bias.

6. Awareness and Sensitization

The Institution shall organize:

- Workshops, seminars, and awareness programmes on gender sensitivity.
- Orientation sessions for students and staff on equality and inclusivity.
- Observance of relevant national and international days promoting gender equality.

7. Support Systems

1. Complaints related to gender discrimination or harassment shall be addressed through appropriate institutional mechanisms, including the Internal Complaints Committee (ICC).
2. Counseling and support services shall be made available where required.

8. Prohibition of Discrimination

Any act of discrimination, exclusion, or bias based on gender shall be treated as misconduct and may attract disciplinary action as per institutional rules.

9. Monitoring and Review

The Internal Quality Assurance Cell (IQAC) shall periodically review gender equity initiatives and recommend improvements.

10. Amendments

This policy shall be reviewed annually and amended, if necessary, with approval from the Governing Body to ensure alignment with evolving legal and social frameworks.

Declaration:

The Institution reaffirms its commitment to building a gender-inclusive campus that upholds equality, respect, and dignity for all.
