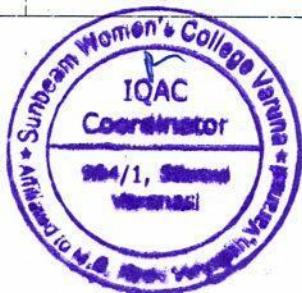




# Sunbeam Women's College Varuna

(Affiliated to M.G. Kashi Vidyapith, Varanasi)  
904/1, Central Jail Road, Sikraul, Varanasi-221002  
www.sunbeamwcv.com email : info@sunbeamwcv.com

Policy Title: <u>Gender Policy</u>	
1. Administrative Policy Number (APN):01/GP/2018-19	<b>Functional Area:</b> <ul style="list-style-type: none"><li>Promote communications that represent unbiased representations of gender equity.</li><li>Conduct workshops that promote diversity and gender-sensitive communication for members and employees</li><li>Conduct regular awareness-raising activities among students and staff</li></ul>
2. Brief Description of the Policy:	<b>Purpose:</b> <ul style="list-style-type: none"><li>To establish guidelines and practices that ensures a fair, inclusive, and safe environment for all individuals, irrespective of their gender.</li><li>To prevent discrimination, promote gender equality, and create opportunities for everyone to thrive academically and socially by addressing issues like gender-based harassment, equitable access to resources, and support systems that cater to the diverse needs of students, faculty, and staff.</li></ul> <b>Audience:</b> All students/employees
3. Policy Applies to:	<ul style="list-style-type: none"><li>All students, teaching and non teaching staffs</li><li>Administrative</li></ul>
4. Effective from the Date:	September 2018
5. Approved by:	Academic Council Board of Management
6. Responsible Authority	Administrator/ Head/Principal
7. Superseding Authority	Principal
8. Last Reviewed	New policy
9. Reason for the policy	To cultivate a campus culture that values diversity and fosters a sense of belonging for everyone.
10. References for the policy	NAAC accreditation UGC/Govt. Directive





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## INTRODUCTION

Sunbeam Women's College Varuna is dedicated to fostering an inclusive learning environment that ensures equal opportunities for all members of the college community. The institution is committed to cultivating a working atmosphere characterized by the highest ethical standards and virtuous work practices.

The college's emphasis on gender equity policies aims to achieve the overarching goal of gender equality. Gender equity involves the implementation of measures to guarantee fairness and justice for women and gender-diverse individuals, considering the historical discrimination they may have encountered. It is imperative to acknowledge and accept that men and women possess different needs, weaknesses, strengths, and power, without rendering one gender inferior to the other. Addressing these differences is crucial to rectify any existing imbalances.

The principle of gender equality is firmly embedded in the Indian Constitution, evident in its Preamble, Fundamental Rights, Fundamental Duties, and Directive Principles.

Sunbeam Women's College's Gender Policy, in its current form, extends beyond the confines of the institution, does not cover only the students and employees of the institute but also embraces the larger community by promoting gender equality.

## POLICY STATEMENT

All human beings, by virtue of their shared humanity, inherently possess equal dignity and rights. The College strives to affirm and uphold such equal rights and opportunities for the larger spectrum of gender equality as enshrined in the Indian Constitution.

## OBJECTIVES

- Establish a work environment that is sensitive to gender differences and strives for gender equality.
- Ensure equal opportunities for individuals with diverse gender identities within our organization, encompassing students, teachers, non-teaching staff, and the wider community.
- Foster an inclusive environment at the College that grants equal access to all facilities for all stakeholders, irrespective of gender.
- Cultivate a culture of respect and equality for all genders.
- Advocate for and ensure a safe culture, eliminating gender discrimination and harassment in the workplace.
- Facilitate equal participation and involvement in the decision-making process, with a particular emphasis on providing equitable access for all genders, especially women.





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## POLICY DESCRIPTION

Sunbeam Women's College Varuna proactively takes measures to promote gender equality, conducting seminars, workshops, and outreach programs to sensitize university students, staff, and teachers. Various cells have been established to prevent discrimination, and a grievance redressed system is in place for individuals who witness any form of discrimination.

In accordance with these principles, Sunbeam Women's College Varuna is committed to maintaining a work environment free from gender inequality. This policy is subject to applicable regulations, qualifications, and the merit of the individuals involved. It will be consistently applied throughout the period of studentship (for students) and employment, from the recruitment process until superannuation (for employees).

## COVERAGE OF THE POLICY

The Gender Equity policy of the College for students and employees applies to the following areas:

- Working environment
- Rules and regulations
- Admission process
- Teaching, Learning & Assessment
- Recruitment and selection
- Promotions
- Grievances
- Job placement
- Professional development
- Wages and salaries
- Utilization of infrastructural Facilities
- Research and Consultancy

## EXPECTED OUTCOMES

The anticipated outcomes of the Gender Equity policy are outlined as follows:

- Establishment of a work environment that is attuned to gender sensitivity.
- Assurance of equality and non-discrimination between women and men, encompassing equal rights, responsibilities, and opportunities.
- Advocacy for women's rights and the advancement of gender equality.





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- Creation of a supportive and comfortable environment for both female and male students and staff on the campus.
- Provision of equal opportunities for both genders (male and female) within our organization, including students, teachers, and non-teaching staff.
- Encouragement of a positive cultural environment that upholds values of respect and equality for all genders, with a special emphasis on the female gender.
- Ensuring equal access to all facilities at Sunbeam Women's College Varuna for all stakeholders, irrespective of gender.
- Establishment of a safe and inclusive environment for female and male students and staff to assert their rights.
- Implementation of initiatives for capacity development and/or strengthening of staff and students' proficiency in gender analysis.

## COMMUNICATION OF POLICY

All recruitment materials and job advertisements will explicitly state that Sunbeam Women's College Varuna offers Equal Opportunity to all its stakeholders, including both employers and students.

## REVIEW TIMELINES

The policy will be reviewed as per Government or UGC guidelines from time to time.

