GENDER POLICY

A gender policy in a women's college is a set of guidelines and principles aimed at promoting gender equity, equality, and inclusion.

Aims:

- To promote gender equality and ensure that all members of the college community, regardless of gender, are treated with respect, dignity and fairness.
- To create a safe and inclusive environment that supports the academic and personal development of all students, irrespective of their gender.
- To provide opportunities for students to learn about gender issues, and to encourage critical thinking and dialogue about these issues.
- To promote leadership and empower women to take an active role in shaping the future of their communities and society.

Objectives:

1. Anti-harassment and Anti-discrimination: The college will maintain a zero-tolerance policy for any form of gender-based harassment or discrimination, including sexual harassment, assault, or bullying. Any such incidents will be investigated and addressed promptly, and the college will provide support and resources to affected students.
2. Curriculum: The college will strive to enrich the curriculum by offering courses and programs that reflect the diverse experiences and perspectives of women. The college will also provide opportunities for students to engage in discussions and research about gender-related issues.
3. Facilities and Services: The college will ensure that all facilities and services are accessible to all students. This includes restrooms, safe transportation options, and accommodations.
4. Leadership and Empowerment: The college will provide opportunities for women to develop leadership skills and to take an active role in shaping the college community and beyond. This includes mentorship programs, networking events, and access to resources and support for starting and running student organizations.

5. Outreach and Advocacy: The college will actively engage with the broader community to promote gender equality and address gender-based issues. This includes partnering with organizations working on gender-related issues, hosting public events and forums, and advocating for policies and legislation that promote gender equality.

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1. Non-discrimination: The college prohibits discrimination based on gender, gender identity, gender expression, sexual orientation, and other related characteristics in all aspects of college life, including admission, employment, and academic programming.
2. Gender equity: The college is committed to promoting gender equity and addressing gender-based inequalities in all areas of college life. The college will conduct regular assessments of its policies and practices to ensure that they promote gender equity.
3. Prevention of sexual harassment and assault: The college has a zero-tolerance policy towards sexual harassment and assault. The college will take all necessary steps to prevent and respond to incidents of sexual harassment and assault, including providing support to survivors and holding perpetrators accountable.
4. Inclusive language and imagery: The college will use inclusive language and imagery that promotes gender equity and diversity. This includes avoiding gendered language, promoting the use of gender-neutral pronouns, and ensuring that imagery used in college materials reflects the diversity of the student body.
5. Gender-affirming healthcare awareness: The college will strive to create awareness on gender-affirming healthcare for all students, staff, and faculty. This includes awareness programs on health and hygiene, Life skills, gender-affirming ailments.
6. Gender-inclusive facilities: The college will provide gender-inclusive facilities, such as restrooms and changing rooms, to ensure that all students, staff, and faculty can access them comfortably and safely.
7. Gender and sexuality education: The college will provide education and resources on gender and sexuality to ensure that all members of the college community have a better understanding of these topics and can support each other.
8. Representation: The college will promote the representation of women and gender minorities in all areas of college life, including leadership positions, faculty positions, and guest speakers.

9. Continuous evaluation and improvement: The college will regularly evaluate its gender policy and practices to ensure that they remain up-to-date and effective in promoting gender equity and inclusion. The college will seek feedback from the college community and make necessary changes to improve its policy and practices.

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