



RAAK

ARTS AND SCIENCE COLLEGE


GENDER EQUITY POLICY

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Recognized under section 2(f) of the UGC Act, 1956.

GENDER EQUITY POLICY

INTRODUCTION

Throughout the world, attention is focused on the status of women and the need to improve the condition of their lives, and high light the benefit of a society where women and men participate as equals in all aspects of social, economic and political life. Higher education campuses have a special role in promoting gender equity between women and men. The Gender Equity Policy (GEP) provides a frame work of principles and practices that will improve the life chances and opportunities of all students in the campus, regardless of whether they are male or female. The education system has the responsibility to provide high quality equitable education that meets the needs of both female and male students.

The Gender Equity Policy has been developed so that no students in RASC campus are disadvantaged on the basis of gender. Gender equity refers to measures adopted to ensure fairness and justice to women and gender-diverse people keeping in mind the kind of discrimination they may have faced earlier. It is to be accepted and recognized that men and women have different needs, weaknesses, strengths, and power and that these differences do not make one inferior to the other. These differences are to be recognized and addressed in a way that takes care of this imbalance.

OBJECTIVES

- ❖ Gender equity is the process of being fair to women and men. Gender equity recognizes that within all communities, women and men have different benefits, access to power, resources and responsibilities.
- ❖ Gender equity leads to gender equality, where there are equal rights, responsibilities and opportunities for women and men.
- ❖ Ensure Committee as a workplace provides equitable opportunities for its male and female employee and maintains an Institutional culture which supports gender equity in the campus.
- ❖ Promote a family friendly workplace for men and women through the following activities;
 - Flexible working arrangements for teaching and Non-teaching staffs.





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- Regular review of policy, procedures and strategies to ensure gender equity principles are maintained.

EXPECTED OUTCOMES

The Outcomes of the Gender Equity policy are expected to result in as follows:

- Creation of a gender-sensitive work environment.
- Provision of Equality and non-discrimination between women and men to the equal rights, responsibilities and opportunities.
- Promotion of women's rights and the advancement of gender equality.
- Provision of a supportive and comfortable environment for Female and Male students and staff on the campus.
- Provision for equal opportunity to both genders (male and female) working in our organization namely students, teachers, and non-teaching staff.
- Encouragement to provide an environment of positive cultural values, respect, and equality for all genders especially the female gender.
- Provision to provide equal access to all the facilities of RASC to all the stakeholders regardless of Gender.
- Provision to provide a safe and free environment for female and male students and staff for their rights.
- Provision of Capacity development and/or strengthening of staff, students' capacity, and competency in gender analysis.

