



Gender Equity Policy

Sir Syed College, Taliparamba

Preamble

Sir Syed College, Taliparamba, is committed to nurture an inclusive and equitable educational environment that supports the academic and personal growth of all students, with a particular emphasis on promoting gender equity and empowering girls, especially those from minority and economically deprived communities. This policy outlines the college's commitment to gender equity and the strategies to be implemented to achieve this goal.

Objectives:

- To ensure equal access to educational opportunities for all students, regardless of gender.
- To promote a safe, respectful, and inclusive campus environment.
- To encourage and support the academic and personal development of female students.
- To address and eliminate gender-based discrimination and harassment.
- To raise awareness and educate the college community about gender equity and inclusivity.

Policy Statements

Equal Access to Education:

- The college will ensure that all students have equal access to educational programs, resources, and facilities.
- Scholarships and financial aid will be provided to economically deprived students to support their education.



Safe and Inclusive Environment:

- The college will maintain a zero-tolerance policy towards gender-based violence, harassment, and discrimination.
- A Gender Equity Cell will be established to address complaints related to gender discrimination and harassment.
- Regular workshops and seminars on gender sensitization and awareness will be conducted for students, faculty, and staff.

Support for Female Students:

- Special initiatives and programs will be designed to encourage the enrollment and retention of female students.
- Counseling and mentorship programs (JEEVANI) will be available to support the academic and personal growth of female students.
- Career guidance and skill development programs will be tailored to enhance the employability and professional skills of female students.

Curriculum and Pedagogy:

- The college will integrate gender studies and related topics into the curriculum to promote understanding and awareness.
- Teaching methods and materials will be regularly reviewed to ensure they are inclusive and free from gender bias.

Leadership and Participation:

- Female students will be encouraged to take on leadership roles in student organizations and college activities.
- The college will promote equal participation of female students in sports, cultural events, and extracurricular activities.

Community Engagement:

- The college will engage with the local community to raise awareness about the importance of girls' education and gender equity.



- Outreach programs will be conducted to support and empower girls in the surrounding community.

Implementation and Monitoring:

- The Principal will oversee the implementation of the Gender Equity Policy.
- A Gender Equity Committee will be formed, consisting of faculty, staff, and student representatives, to monitor and evaluate the effectiveness of the policy.
- Annual reports on the progress of gender equity initiatives will be prepared and reviewed.
- This Gender Equity Policy will be widely communicated and made readily available to all college members through the college website, orientation materials, and other appropriate means.

Inclusive Education for Vidyangan, Thrid Gender and Other Minorities:

- All students, regardless of their abilities or backgrounds, will be treated with respect and provided equal access to educational opportunities.
- The college premises, curriculum, and materials will be designed to accommodate the needs of students with disabilities and other minority groups, ensuring accessibility for all.
- All students, including those identifying as the third gender, will be treated with respect and dignity.
- Sir Syed College, Taliparamba will not discriminate in the admission process on the basis of disability, gender identity, or minority status
- The college will establish a support system for students with disabilities to ensure they have equal opportunities for academic success; Such as extended exam time, accessible course materials, and adapted teaching methods, will be provided based on individual needs.
- SSC, Taliparamba will make physical adjustments to ensure campus facilities are accessible to individuals with physical disabilities. Signage, pathways, and amenities will be designed to facilitate ease of navigation for everyone.



Grievance Redressal

- A grievance redressal mechanism will be established to address any complaints or issues related to discrimination or lack of accommodations, including those related to gender identity.

Sir Syed College, Taliparamba, reaffirms its commitment to gender equity and the empowerment of female students. This policy serves as a guiding document to ensure that the college remains a supportive and inclusive environment for all students, fostering their academic and personal development.

