



BISHOP HEBER COLLEGE (Autonomous)
Tiruchirappalli -620 017.

Gender Equity Policy

Preamble

Bishop Heber College believes in protecting the Rights of all its stakeholders and promoting a gender equal environment as an obligation under the constitution of India. By explicitly spelling out and describing the Gender Equity Policy the College expects its members to abide by them at all times.

- 1. Gender Sensitive Curriculum:** The Curriculum is designed to cater to the needs of women students in mind. The college offers gender sensitive courses like Women's writing and Gender Studies. The Centre for Gender Studies offers courses, organizes workshops and seminars for the benefit of the women students and staff.
- 2. Ensure Equal Opportunities:** As per the provisions of the **Article 16**, the institution ensures equality of all genders.
- 3. Empower Women:** The institution inculcates a sense of self-worth in the minds of women students and staff. The college ensures the wellbeing, health and happiness of its women students and staff and creates opportunities for women enterprises and supports student entrepreneurship initiatives. Strategies for the Empowerment of women are planned every year in a gender Equity Action Plan and executed through the competent authorities. Gender Sensitization Action plan, ensures that the Institution reaches its destined Gender Parity Goals.
- 4. Sensitize All:** Awareness programmes are organized in the college with a view to promote a Gender Sensitive environment. All employees undergo Gender sensitization events at least once in their tenure. A high degree of awareness about the Code of Conduct common for all genders is created.
- 5. Gender Sensitization from Day 1:** Sensitization begins from the Day 1 of their entry to the campus for the Students. Every student Orientation Programme includes a session in Gender Sensitization enabling students to abide by the code of Conduct.
- 6. Celebrate Woman-hood:** The institution celebrates woman-hood by providing equal opportunities in all fields of learning, a happy and healthy work environment and honors their potentials and contributions in Academic spheres.
- 7. Gender Responsible leadership:** Gender responsible leadership is created to ensure high work performance, innovation and creativity by assigning vital offices and roles in the organization that focus on the Inclusive Development.
- 8. Zero tolerance to Gender Discriminative actions**
The institution provides equal access to education and employment. Marginalization based on gender is prohibited inside the campus in all fields of work and study. There is no gender pay gap between the male and female employees.
- 9. Zero tolerance to Violence against Women**
Victimization of anyone through Verbal or physical abuse based on Gender is prohibited within the campus. Eve teasing is banned. Grievances are redressed through the Internal Compliance committee (ICC).

BREACH OF POLICY: The College considers any breach of the above policy as offence as per the Legal provisions for the Protection of Women and takes stringent action against the offenders as per the Legal Provisions in the **Anti Sexual Harassment Law, The Tamil Nadu Prohibition of Ragging Rules (G.O. Ms. No. 366) and Protection of Women from Sexual Harassment Act, 2013.**




PRINCIPAL
BISHOP HEBER COLLEGE (AUTONOMOUS)
TIRUCHIRAPPALLI- 620 017.