AGURCHAND MANMULL JAIN COLLEGE

(A Unit of Sri. S. S. Jain Educational Society)
Affiliated to the University of Madras | A Jain Minority Institution
Re-Accredited by NAAC
Meenambakkam, Chennai – 600061

DOCUMENT INDEXING - INTEGRATED POLICY		
Title – Gender Equity Policy		
Description - This policy promotes equal opportunities and fairness for all, regardless of gender, ensuring an inclusive and respectful campus environment.		
UDIN	AMJ/POL/AUP/GEP/2024/14/VER -2	
Effective Date	22-05-2024	
Date of Last Revision	May 2024	
Review Cycle	1 year	
Policy Population	All the staff of the institution	
Policy Implementing Department	HRD – Management Office	
Proposer & Drafter	Dr. E. M. Prasannakumar & Ms. Aswathy S. Murali - Criterion 7 Champions, IQAC	
Revisor	Ms. Bhavani S, Assistant Coordinator, IQAC	
INSTITUTIONAL POLICY SCRUTINY COMMITTEE (IPSC) – IP		
Designation	**Name**	**Signature**
Director	Dr. N. Venkataramanan	
Vice-Principal	Dr. S. Ananthakrishnan	
Dean (SF)	Dr. M.M. Ramya	
Coordinator, IQAC	Dr. V. S. Murali	
Academic – (A)	Dr. A. Sharmila	
Deputy Dean (SF)	Dr. R. Surekha	
Chief Manager (SF)	Mrs. Sangeetha Rajappa	
AUTHORIZATION AND APPROVAL		
Principal	Dr. B. Mahavir	
Management Committee Member	Shri. Pannalal Chordia	
Secretary/Associate Secretary	Sri. Udhan Kumar Chordia/ Sri. Hemant P Chordia	
Policy Approval Date	22-05-2024	

AMJC POLICY

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GENDER EQUITY POLICY

I. Introduction

Agurchand Manmull Jain College understands, Gender Equity as an International commitment and is dedicated to the achievement of Gender Equity as the fifth UN Sustainable Development Goal 2030. The Institution has framed the Gender Equity Policy, keeping UN's SDG 5, Constitution of India Articles 14, 15, 19(1)(g), 21 and UGC Sakham Report. The Institution realises that, to promote Equity and Justice, education plays a crucial role. It is the responsibility of the Institution to treat every individual without gender bias and promote physical, emotional, and intellectual environments which promote safety and inclusiveness. The Institution understands Gender as a sociological construct and treats Gender as a collective term for Male, Female, Transgenders, and other Gender minorities. In addition to the Gender Equity Policy, the Institution has specific policies addressing Sexual Harassment and Inclusive Environment.

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II. Policy Statement

Agurchand Manmull Jain College is unwavering in its commitment to gender equity. We actively oppose all forms of gender-based discrimination, ensuring equal opportunities in admissions, recruitment, and promotions. Harassment, in any form, is strictly prohibited, with swift and effective mechanisms for resolution. Our curriculum integrates diverse gender perspectives, support services are tailored to individual needs, and ongoing training promotes awareness. Regular assessments ensure the continuous improvement of our gender equity policies, fostering a campus environment that values diversity and provides equal opportunities for all.

III. Objectives:

1. **Non-Discrimination**: Ensure that all individuals, regardless of gender, are treated fairly and without bias in all aspects of college life, including admissions, employment, and promotions.

2. **Equal Opportunities**: Guarantee equal access to educational, career, and extracurricular opportunities, irrespective of gender, fostering an environment where everyone can thrive.

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3. **Harassment Prevention**: Establish a zero-tolerance policy for gender-based harassment, with clear procedures for reporting and addressing complaints promptly and effectively.

4. **Gender-Sensitive Curriculum**: Integrate diverse gender perspectives into the academic curriculum, challenging stereotypes and promoting a more inclusive learning experience.

5. **Support Services**: Provide tailored support services, such as counselling and mentorship programs, to address the unique needs of individuals based on their gender.

6. **Training and Awareness**: Conduct regular training programs to raise awareness among faculty, staff, and students about gender equity issues and promote a culture of understanding and respect.

7. **Monitoring and Evaluation**: Implement mechanisms to regularly monitor and evaluate the effectiveness of gender equity policies, with a commitment to making continuous improvements.

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IV. Strategies

1. **Non-Discrimination**: Implement transparent and unbiased admission processes, ensuring equal opportunities for all applicants. Regularly review recruitment and promotion procedures to identify and eliminate any gender-based biases.

2. **Harassment Prevention**: Develop and communicate a clear and accessible anti-harassment policy, providing channels for confidential reporting and prompt investigation. Conduct regular awareness campaigns like that of POSH awareness and training sessions to educate the college community on preventing and addressing harassment.

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3. **Gender-Sensitive Curriculum**: Collaborate with faculty to integrate diverse gender perspectives into existing courses. Support and incentivize research and curriculum development that addresses gender-related issues across disciplines.
4. **Support Services**: Establish counselling services that cater to the unique needs of individuals based on their gender identity. Implement mentorship programs that provide guidance and support for personal and professional development.
5. **Training and Awareness**: Conduct regular workshops and seminars to sensitize faculty, staff, and students to gender equity issues. Integrate gender equity awareness into orientation programs for new students and staff. Conduct outreach programs to encourage diverse participation in extracurricular activities and leadership roles. Having Gender Champions as per UGC Sakham.
6. **Monitoring and Evaluation**: Periodically conduct Gender Audits and include the recommendations provided in the audit reports to the general framework of the work culture of the Institution. Establish a dedicated committee to monitor the implementation of the Gender Equity Policy.

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V. Constitution of the Committee for Gender Equity:

The Institution has established a Gender Equity Cell to cater to the needs of Gender sensitisation. This cell oversees the monitoring and implementation of the Gender Equity Policy.

S.No.	Faculty Name	Department
1	Dr.VIMALDEVIKA	B. Com General
2	Madhumitha P	Defence and Strategic Studies
3	Dr.T.Malaiyarasi	Tamil
4	SHANTHARAM B.B.	B.Com A & F
5	Dr.T.SAROJA	BCA/ SA
6	Nivetha	Visual Communication/ EM
7	Dr.K.A.NANDHINI	Tamil