

# **Purash Kanpur Haridas Nandi Mahavidyalaya**

## **Gender Policy**

In accordance with the principle of gender equality defined in the Indian Constitution that ensures equality for women and allows the state to implement affirmative action measures for women, Purash Kanpur Haridas Nandi Mahavidyalaya is dedicated to being attentive to gender issues. The college's gender policy aligns with the Supreme Court guidelines, showing a dedication to this goal.

1. The college will recognize and respect all categories of gender identities.
2. The college will make an effort to ensure the rights and safety of all women on campus, including students, faculty, staff, administration, stakeholders, and visitors.
3. The gender sensitization initiatives at college must include everyone in the community: students, faculty from all fields, support staff, and administration, not just students.
4. The inherent elements of the college's gender policy are equality, respect, and the freedom to live, work, and learn without being afraid of harassment. To ensure the rights and safety of female employees in the institution, a written policy document must be created and authorized.
5. The imbalance in the faculty demographics at the college should be rectified by providing more opportunities for female staff members to participate in the mission of the institution.
6. The college needs to establish efficient strategies to ensure the safety and security of all gender identities.
7. An accessible, active and unbiased Grievance Redressal Cell must function in the college.
8. The college will offer equal opportunities for all genders with no discrimination of any kind.