



D.B.M.S. College of Education

(Recognised by National Council for Teacher Education)

Affiliated to Kolhan University, Chaibasa & J. A. C., Ranchi, Jharkhand

Road No. 23, Farm Area, Kadma, Jamshedpur-831005 | Phone : 2309097

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GENDER EQUITY POLICY

Gender Equity means providing equal opportunities to people of all genders inclusive of men, women, and gender diverse people in political, economic, education and health aspects. Gender equity refers to the measures adopted for ensuring fairness and justice to women and gender-diverse people acknowledging the discrimination one may have faced earlier. It is to be accepted and recognized that men, women, and gender diverse people have different needs, weaknesses, and strengths, which does not make them inferior in any sense. Addressing the differences and taking care is the key to strike a balance. Gender equality is not only a fundamental human right, but also a necessary foundation for a peaceful, prosperous, and sustainable Institution. Through this policy, it is aimed to provide equal opportunity to all stakeholders' viz. academic staff, non-teaching staff, and administrative staff regardless of their genders.

The principle of gender equality is enshrined in the Indian Constitution in its Preamble, Fundamental Rights, Fundamental Duties and Directive Principles. The Constitution not only grants equality to women but also empowers the State to adopt measures of positive discrimination in favour of women.

INTRODUCTION

D.B.M.S. College of Education is dedicated to creating a working environment with highest degree of ethical and righteous working practices and has always stood sensitive towards gender issues. To deal with issues related to gender, the institution has a Gender Policy in place. The College encourages all the members of the student body, faculty and staff to participate in all the activities related to the organisation. The college supports the efforts by ensuring a gender sensitive work culture to all the employees. The Gender policy is an integral part of all institutional policies and programmes. Gender equality and equity aims at ensuring both women and men including staff and students so that they are considered equal and treated equally in terms of dignity and



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rights. It aims to empower the girl students. The atmosphere in the college is such that there is not any kind of discrimination particularly based on sex. The institute raises awareness regarding gender sensitization through its active Women cell, Grievance Redressal cell and Anti-Sexual Harassment Cell. The Gender Equity Policy in the college provides a framework of principles and practices that will improve the opportunities to all the students regardless of whether they are males or females. It has been developed so that no students in the college campus are disadvantaged based on gender.

POLICY STATEMENT

Every human being, inherently possess equal dignity and rights. D.B.M.S. College of Education strives to affirm and uphold equal rights and opportunities for all genders as enshrined in the Indian Constitution.

OBJECTIVES

- To build up a Gender-Sensitive and Gender equal work environment.
- To provide equal opportunity to all the individuals belonging to diverse gender identities working in our institute
- To sensitize the college community against gender discrimination.
- To encourage an atmosphere of respect and equality amongst all genders
- To provide equal access to all the genders especially the female gender in participation and decision-making process.
- To ensure healthy and safe environment where every individual feels safe with their own identity, including students, teachers, non-teaching staff, and the community.

POLICY COVERAGE

The Gender Equity policy of D.B.M.S. College of Education for students and employees applies to the following areas:

- Working Environment



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- ii. Rules and Regulations
- iii. Admission Process
- iv. Teaching, Learning & Assessment
- v. Recruitment, Selection & Promotions
- vi. Grievances
- vii. Job Placement
- viii. Professional Development
- ix. Wages and Salaries
- x. Utilization of Infrastructural Facilities
- xi. Research and Consultancy

STRATEGIES

- Recruiting adequate women staff and ensuring the balance, an objective of achieving a numerical balance in all posts at all levels.
- Ensuring equal opportunities for male and female staff for personal growth, in promotion benefits, training and working conditions.
- Ensuring equitable representation & participation of men & women in various functional committees of the institution.
- Providing an enabling and friendly work environment where both men and women enjoy and actively participate in work.
- Making all career advancement systems and policies gender-sensitive and responsive.
- Making Provisions for Maternity Leave Benefits for the employees and students



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- Making all Human Resource systems and policies gender-sensitive and responsive, and integrating gender indicators into staff-performance appraisal systems.
- Organising lectures, health check-up camps, self -defence training camps for physical and mental wellbeing.
- Providing various facilities such as common room, reading room, cycle stand for girl students.
- Installation of CCTV, posting of security personnel at entry and exit points for safety and security.



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