

ST. FRANCIS COLLEGE

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Affiliated to Bengaluru City University: Recognized by Govt. of Karnataka

COLLEGE CODE : 1214

GENDER SENSITIZING POLICY

1. Introduction

This Gender Sensitizing Policy is designed to create awareness, promote understanding, and foster respect for gender diversity within the college community. The policy aims to eliminate all forms of gender-based discrimination, harassment, and violence, and to create an inclusive and safe environment for all members of the college community.

2. Definitions

2.1 Gender Sensitizing: Gender sensitizing refers to the process of creating awareness and understanding about gender issues, challenging gender stereotypes, and promoting gender equality and respect for diversity.

2.2 Gender-based Discrimination: Gender-based discrimination refers to any distinction, exclusion, restriction, or preference based on gender that has the effect of nullifying or impairing the recognition, enjoyment, or exercise of human rights and fundamental freedoms.

2.3 Gender-based Harassment: Gender-based harassment refers to any unwanted conduct based on gender that has the purpose or effect of violating the dignity of a person, creating an intimidating, hostile, degrading, humiliating, or offensive environment.

3. Principles

3.1 Gender Equality: The College is committed to promoting gender equality and ensuring that all members of the college community have equal opportunities and rights, regardless of gender identity or expression.

3.2 Respect for Diversity: The College values and respects gender diversity and recognizes the unique experiences and perspectives of individuals of different genders.

3.3 Zero Tolerance for Gender-based Discrimination and Harassment: The College has a zero-tolerance policy for gender-based discrimination and harassment in any form and will take prompt and appropriate action to address and prevent such behavior.

4. Objectives

4.1 To create awareness and understanding about gender issues and promote gender equality within the college community.

4.2 To challenge gender stereotypes and promote respect for diversity and inclusion.

4.3 To prevent and address gender-based discrimination and harassment in all aspects of college life, including academic, social, and extracurricular activities.

4.4 To provide support and resources for individuals who have experienced gender-based discrimination or harassment.

5. Responsibilities

5.1 The College administration is responsible for implementing and enforcing this Gender Sensitizing Policy, including providing training and resources to staff and students.

5.2 Faculty and staff are responsible for promoting gender equality and respect for diversity in their interactions with students and colleagues.

5.3 Students are responsible for treating others with respect and dignity, regardless of gender identity or expression, and for reporting any incidents of gender-based discrimination or harassment.

5.4 The Gender Sensitizing Committee, comprised of representatives from the administration, faculty, staff, and students, is responsible for monitoring and evaluating the implementation of this policy and making recommendations for improvement.

6. Training and Awareness

6.1 The college will provide regular training and awareness programs on gender sensitizing for all members of the college community, including faculty, staff, and students.

6.2 The training will cover topics such as gender equality, gender stereotypes, unconscious bias, bystander intervention, and reporting procedures for gender-based discrimination and harassment.

6.3 The college will also organize events, workshops, and discussions on gender issues to promote understanding and dialogue within the college community.

7. Reporting and Support

7.1 Any member of the college community who has experienced or witnessed gender-based discrimination or harassment is encouraged to report the incident to the Gender Sensitizing Committee or relevant authority.

7.2 The college will provide support and resources for individuals who have experienced gender-based discrimination or harassment, including counselling, legal assistance, and academic accommodations.

7.3 The college will take prompt and appropriate action to address and prevent further instances of gender-based discrimination and harassment, in accordance with college policies and procedures.

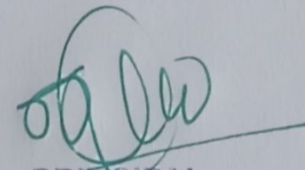
8. Monitoring and Evaluation

8.1 The Gender Sensitizing Committee will monitor and evaluate the implementation of this policy on an ongoing basis and make recommendations for improvement as needed.

8.2 The college administration will review and update this Gender Sensitizing Policy periodically to ensure its effectiveness and relevance to the college community.

9. Conclusion

This Gender Sensitizing Policy is a reflection of the college's commitment to promoting gender equality, respect for diversity, and a safe and inclusive environment for all members of the college community. By working together to challenge gender stereotypes, prevent gender-based discrimination and harassment, and support individuals who have been affected by such behaviour, we create a campus culture that values and respects all genders equally.



PRINCIPAL

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