



# GENDER POLICY

## POLICY

AREA: EQUAL OPPORTUNITY	POLICY NO. 102/2021	DOCUMENT OWNER: PRINCIPAL
Title: Gender policy	Date: 15 June 2021	

## POLICY STATEMENT

1. E.K. Nayanar Memorial Government College, Elerithattu's mission is to provide exceptional educational opportunities to all, irrespective of caste, creed, or gender.
2. E.K. Nayanar Memorial Government College, Elerithattu is dedicated to being an equal opportunity employer, ensuring no gender-based discrimination in the recruitment and selection of both academic and administrative staff.
3. E.K. Nayanar Memorial Government College, Elerithattu maintains a zero-tolerance policy towards any form of sexual harassment, whether it's verbal, physical, or emotional.
4. The Women's Development Cell of E.K. Nayanar Memorial Government College, Elerithattu will arrange workshops, discussions, and expert sessions to raise awareness among students and staff about gender-related issues.
5. Academic assessments at E.K. Nayanar Memorial Government College, Elerithattu will be conducted fairly without any bias towards any gender, and concerns regarding this matter should be reported to the women's grievance redressal cell for appropriate actions.
6. E.K. Nayanar Memorial Government College, Elerithattu will implement measures to prevent any form of gender-based discrimination in the utilization of campus facilities.
7. The Internal Complaints Committee at E.K. Nayanar Memorial Government College, Elerithattu will handle gender-related complaints from both teaching and non-teaching staff and report them to the Principal.
8. The Grievance Redressal Committee at E.K. Nayanar Memorial Government College, Elerithattu will address student complaints regarding sexual harassment and suggest necessary measures.
9. E.K. Nayanar Memorial Government College, Elerithattu will provide specific infrastructure facilities to ensure a safe environment for women to relax and engage in physical activities.



PRINCIPAL  
E. K. N. M. GOVT. COLLEGE  
ELERITHATTU  
ELERITHATTU P.O.  
KASARAGOD DT, PIN: 671314

10. The Gender Justice Committee at E.K. Nayanar Memorial Government College, Elerithattu is responsible for advocating and upholding gender equality within the campus community.

## OBJECTIVES

THE GOALS OF THIS GENDER POLICY AT E.K. NAYANAR MEMORIAL GOVERNMENT COLLEGE, ELERITHATTU, ARE:

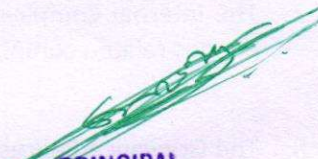
1. FOSTER AN INCLUSIVE ENVIRONMENT AND ENSURE EQUAL OPPORTUNITIES REGARDLESS OF GENDER.
2. CULTIVATE A CULTURE OF RESPECT AND APPRECIATION FOR INDIVIDUALS OF ALL GENDERS, ENCOMPASSING MEN, WOMEN, AND TRANSGENDER PEOPLE.
3. DEVELOP PROTOCOLS FOR ADDRESSING GENDER-RELATED INEQUALITIES WITHIN THE INSTITUTION.

## FEEDBACK

The staff and students of E.K. Nayanar Memorial Government College, Elerithattu may provide feedback about this document by emailing [iqaceleri@gmail.com](mailto:iqaceleri@gmail.com)

Approval and Review details	
<b>Approval Authority: College Council</b>	<b>Approved on: 15 June 2021</b>
<b>Administrator: Principal</b>	<b>Next review date: 1 June 2025</b>



  
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