



National College

(Autonomous)

College with Potential for Excellence

Nationally Re-accredited at 'A+' Grade by NAAC

A Unit of Dr.V. Krishnamurthy Educational Foundation



Tiruchy - Dindigul Road, Karumandapam, Tiruchirappalli - 620 001

Gender Equity Policy

PREAMBLE: The National College is committed to creating and maintaining a community in which students, teachers and non-teaching staff can work together in an environment free of all forms of gender violence, harassment, exploitation, intimidation and discrimination. Every member of the College community should be aware that while the College is committed to the right to freedom of expression and association, it strongly supports gender equality and opposes any form of gender discrimination and violence. By explicitly spelling out and describing the Gender Equity Policy the college expects its members to abide by them at all times.

The Gender Equity Policy (GEP) provides a frame work of principles and practices that will improve the life chances and opportunities of all students in the campus, regardless of whether they are males or females. The Gender Equity Policy has been developed so that no students in the National College campus are disadvantaged on the basis of gender. The Constitution of India embodies the government's commitment to equality for both women and men within family, community and society. It supports the idea of human development, which encourages every person to be dynamically involved in the process of liberating himself or herself from every form of domination and oppression so that each man or woman will have the opportunity to develop as a whole person in relation to others.

OBJECTIVES: The education system in the National College campus has a role and responsibility in contributing to a socially just society. It can be done by ensuring equal and fair access to, participation in and outcomes from the education provided for female and male students. National College believes in offering equal opportunity for everyone in the campus; where there is no discrimination on the basis of gender in offering opportunities, in the allocation of resources and benefits or in access to educational services.

DEFINITIONS: Gender in this policy refers to those behaviors and attitudes which are culturally accepted as appropriate ways of being a woman (femininity) and ways of being man (masculinity). The sex of a person is biologically determined, whereas ways of being a man or woman are learned: they are constructed, reinforced, maintained and reconstructed over time through social and cultural practices. Such social constructions of gender vary across cultures, social class and time. Equity means fairness and without bias. In social exchange fairness exists when persons who have made the largest contributions receive relatively large rewards, those who have made small contributions receive small rewards, and so on. In a social context equity also involves conscience or principles of natural justice.



PRINCIPAL
National College (Autonomous)
Trichirappalli-620 001



National College

(Autonomous)

College with Potential for Excellence

Nationally Re-accredited at 'A+' Grade by NAAC

A Unit of Dr.V. Krishnamurthy Educational Foundation



Tiruchy - Dindigul Road, Karumandapam, Tiruchirappalli - 620 001

This can result in people being given different if it is considered fair or just. Therefore, some people may be recognized as more deserving than others. The bias on which preferential treatment is made is important in judging whether a case is just or unjust. It can vary according to basic beliefs or political persuasion. Gender equity refers to fairness and justice in the distribution of benefits and responsibilities between women and men.

PRINCIPLES: All students have the ability to achieve their full potential; being either male or females does not determine the capacity to learn. Equality of opportunity and outcomes in higher education for female and male students may require that girls and boys get some preferential treatment at least for a period of time.

VALUES: Both female and male students should value each other and be values equally in all aspects of Campus life. High quality education for female students as well as for male students is a professional responsibility for all the educators in the system. Campus life for girls and boys should reflect the entitlements of all women, in their own right, to personal respect and personal safety, economic security, and participation in and influence over decisions making which affect their lives.

EXPECTED OUTCOMES: The Gender Equity Policy in campus is expected to result in: • Education of female and male students for a satisfying, responsible and productive life, including work inside and outside the home. • Provision of a curriculum which, in content, language and methodology meets the educational needs and rights of female students as well as male students. • Acknowledgement and respect of positive cultural values and individual differences. • Provision of a curriculum which challenges unfair cultural practices and recognizes the contribution of women to society and the full range as well as the contributions of diverse groups of men. • Encouragement the development of positive attitudes and behaviours in male and female students which promote social responsibility, empathy, and sensitive, equal and non-violent relationships. • Provision of a challenging learning environment which is socially and culturally supportive and physically comfortable for female as well as male students.

BREACH OF POLICY: The College considers any breach of the above policy as offence as per the Legal Provisions for the Protection of Women and takes stringent action against the offenders as per the Anti sexual Harassment Law, The Tamil Nadu Prohibition of Ragging Rules (G.O.Ms.No 366) and Protection of Women from Sexual Harassment Act 2013.



PRINCIPAL
National College (Autonomous)
Trichirappalli-620 001.