



ST THOMAS COLLEGE PALAI
AUTONOMOUS | ESTD. 1950 | RE-ACCREDITED WITH A++ GRADE BY NAAC



ST. THOMAS COLLEGE, PALAI
GENDER POLICY 2024



GENDER POLICY

The Gender Policy of the college creates a vivacious and an all-encompassing learning environment for students, that fosters respect, dignity and equal opportunities for all genders and engender a gender equal and gender-sensitive educational space.

Objectives

- **Mutual Respect**

We value diversity and celebrate the unique experiences of all students, faculty and staff. The virtue of mutual respect, a paramount human value, which intricately threads through the social fabric of our living spaces, is nurtured within our campus. A gender-responsive administrative, teaching and learning environment is fostered within the College, where all members are expected to respect and collaborate, irrespective of gender.

- **Safety**

The practice of gender equality makes the campus safer and healthier. We create a secure and welcoming environment for everyone, accepting them for the way they are as individuals, and for their singularities and pluralities.

- **Equality**

All genders have equal access to education, resources and leadership opportunities. The College endeavours to serve the interests of all genders, in their studies, research and extracurricular activities. Gender Justice Forum, functioning in the College aims to build a safe and sound ambience for all students, thriving in the path of justice and equality, to consider and strengthen those who are silenced. Thus, everyone can co-create an inclusive, gender just and democratic environment, where the right to quality education can be pursued by one and all, without fear or favour. Gender audits are periodically conducted to maintain gender equity and equality.

- **Empowerment**

We empower individuals of all genders to discover their full potential and emerge to become socially committed, employable individuals. Women's Cell functioning in the College intends to identify and address gender issues. It also raises awareness by organizing Consciousness raising programmes facilitated by experts including advocates, police officials, doctors and field specialists and thus promotes gender sensitization, in order to work towards achieving gender parity. Internal Complaint's Committee (ICC), a responsive complaint mechanism functioning in the College, is prioritized to foster a supportive environment within the College. The institution strictly adheres to a zero-tolerance policy on sexual harassment, ensuring compliance with governmental and UGC statutes in dealing with such offences.

Policy Elements

- **Admission and Enrollment**

Gender-neutral application forms are provided with options beyond "male" and "female." Recruitment efforts are targeted at all genders. Scholarships and financial aid are available to all students, regardless of gender identity.

- **Curriculum and Pedagogy**

We will integrate Gender studies and discussions of gender equality into relevant courses. We will utilize inclusive language in course materials and lectures. Adequate measures will be taken to promote critical thinking about gender stereotypes and societal norms.

- **Campus Life and Facilities**

The College Arts and Literary Club arranges events, competitions and activities that celebrate diversity and gender equality. The Counselling centre functioning in the College provides support and care to the students and staff members, in need. The College operates various committees, including NSS,

NCC, Women's Cell, Internal Complaints Committee and Anti-Ragging Cell for building up better opportunities for the students and a better tomorrow. Infrastructural modifications will be carried out to accommodate the needs of all genders, ensuring the provision of enough safe, hygienic sanitary facilities and gender-specific restrooms. Designate support groups or counselling services for LGBTQ+ students.

- **Staff and Faculty Training**

Consciousness raising programmes aimed at improving the physical and mental health of students and staff are carried out consistently. Training programmes on gender sensitivity and inclusivity can be arranged for a better understanding.

- **Grievance Procedure**

The College operates various committees for running a transparent and accessible procedure for reporting incidents of gender discrimination or harassment. These bodies ensure a swift and fair investigation and resolution of complaints.

Promoting the Policy

We will integrate these principles into the College's vision and mission statements and marketing materials too. We will make use of the social media platforms to publicly report on the progress towards creating a gender-equal campus. The College will promote its support by participating in international Initiatives and Conferences on gender equality in education.

Expectations

The College's mission is to assist the students in developing a sense of personal worth. So, the institution prioritizes to serve the young minds, inculcate them with a sense of self-reliance, equip them with skills, encourage scholarship and research and empower them, in order to always meet the expectations of the

students, teachers and parents, who have entrusted us with this great responsibility. The gender equality and inclusivity policy is also a thrust area of our Outreach awareness raising programmes, thereby coalescing with the prospects of the society. The College stands fast in its stance as “an equal opportunity employer” and we are committed to equal pay for equal work.

Benefits

- This unstinting policy demonstrates the College's commitment to a diverse and all-inclusive learning environment. This will be impressive to many, like the:
 - Corporations: The policy shows the strong social responsibility ethic of the College and a potential talent pool that reflects the global workforce.
 - Government: The policy aligns with national and international initiatives on gender equality and education.
 - General Public: The policy showcases the College's progressive stance and fosters a positive reputation for attracting the talented students from all backgrounds.
 - Transgender students: The policy creates a more welcoming and supportive learning environment for them, thereby enhancing their confidence.

Continual Review

The gender policy will be revised and updated periodically to ensure its efficacy, and shall adapt to the evolving social standards and legal frameworks.

By implementing such a comprehensive policy with a clear vision and concrete actions, St. Thomas College, Palai can become a champion in promoting gender equality and inclusivity in the domain of Higher education. This policy will captivate the interests of the students, faculty and organizations from around the world, solidifying its international standing and reputation.