

Gender Policy

St. Ann's College for Women

Preamble:

St. Ann's College for Women will be committed to cultivating an environment that will uphold the principles of equality, respect, and inclusivity for all members of the community, regardless of their gender identity, expression, or orientation. This Gender Policy will outline our dedication to creating a campus that will be free from discrimination, harassment, and bias, and one that will celebrate the diversity of our community. We will recognize that fostering a gender-inclusive institution will not only be a moral imperative but also a necessary step towards achieving academic excellence, social progress, and the empowerment of all individuals.

1. Aims and Objectives:

Gender Policy aims to:

- Eliminate all forms of gender-based discrimination and harassment within St. Ann's College for Women.
- Promote an atmosphere where all genders will be equally valued and will have equitable access to opportunities.
- Raise awareness about gender-related issues and will promote education on topics of gender diversity, gender equity, and inclusion.
- Provide a supportive framework for individuals who will be exploring their gender identity and expression.
- Develop a safe space where individuals will be able to report gender-related concerns without fear of retaliation.
- Create a comprehensive institutional response to gender-related incidents.

2 Scope, Roles and responsibilities and Functions

Scope:

This policy will apply to all students, faculty, staff, administration, and visitors associated with St. Ann's College for Women. It will encompass all aspects of academic, social, and professional life within the institution.

Roles and Responsibilities:

Institutional Leadership: The leadership will be responsible for providing the necessary support and resources for the effective implementation of the Gender Policy.

Centre for Women's Studies Committee: This committee will be established to oversee the implementation of the policy, monitor progress, and recommend updates as needed.

Faculty and Staff: All members of the academic and administrative staff will be responsible for fostering a gender-inclusive environment in their respective capacities.

Students: Students will be encouraged to actively participate in promoting gender equity and creating an inclusive campus culture.

Functions:

Awareness and Education: Regular workshops, seminars, and training sessions will be conducted to increase awareness about gender diversity and inclusivity.

Support Services: Gender-sensitive counseling services and resources will be established for students and staff seeking guidance on gender-related issues.

Non-Discrimination: A zero-tolerance policy will be enforced towards gender-based discrimination, harassment, and bullying.

Name and Pronoun Usage: Students and staff will be enabled to update their preferred names and pronouns in official records.

Gender-Inclusive Facilities: Restroom facilities, housing, and other amenities will be ensured to be accessible and inclusive.

Reporting Mechanisms: Clear and confidential reporting procedures will be developed for gender-related incidents and grievances.

Curriculum Integration: Gender-related topics will be integrated into the academic curriculum to foster critical thinking and awareness.

3. Plans, Process, and Procedure:

- An establishment of a Gender Equality Committee will be undertaken, including representatives from various sectors of the institution.
- A thorough assessment of the institution's existing gender-related policies and practices will be conducted.
- Educational programs and training modules will be developed for students.
- A system for reporting gender-related incidents will be created, ensuring confidentiality and protection against retaliation.
- Collaboration with external experts and organizations will be sought to enhance the effectiveness of the policy.

4. Guidelines and Implementation:

- We will foster a safe and supportive environment that respects the rights and dignity of all individuals.
- Strategies will be implemented to address gender disparities in enrolment, retention, and leadership positions.
- The policy will be regularly reviewed and updated based on feedback, evolving best practices, and emerging gender-related issues.
- We will ensure that the policy is widely accessible through official communication channels and the institution's website.

Conclusion:

This Gender Policy will underscore St. Ann's College for Women's commitment to creating an inclusive, equitable, and diverse community. By embracing this policy, we will strive to empower individuals, challenge norms, and contribute to a society that will value and respect all genders. Together, we will be able to cultivate an institution where every member can thrive, learn, and contribute to a world shaped by empathy and inclusivity.