



SIES

College of Arts,
Science & Commerce
(Autonomous)

RISE WITH EDUCATION

AFFILIATED TO UNIVERSITY OF MUMBAI - NAAC REACCREDITED - 'A' GRADE

GENDER POLICY

SIES College is a co-ed institute which believes in inclusive education, equality, and fairness to all genders. The organization is committed for ensuring that all employees and students can access and enjoy the same rewards, resources, opportunities, and freedom of expression, regardless of their gender.

Scope: The policy is applicable to all the employees and students of this organization. It focuses on recognizing the diverse capacities and needs of the stakeholders; and on addressing their issues at appropriate forums. The policy also aims at building a culture which respects gender diversity and creating awareness about gender issues among the stakeholders.

Objectives:

1. To provide guidelines to integrate gender concerns into the organizational goals, work culture and curriculum.
2. To Create conducive and safe atmosphere which provides equal opportunities and freedom of expression for all genders
3. To Promote gender balance in all the functions of the organization-administrative, teaching learning, student activities and support functions.

The Gender policy

1. The organization shall provide equal opportunity to all genders at the time of recruitment of employees.
2. The employees shall be entitled to maternity/paternity leave as per the prevalent regulations.
3. All the employees shall get equal opportunity in organizational functions, administrative committees and academic activities.
4. The organization shall provide equal opportunity to all genders at the time of student admissions.
5. The organization shall provide equal opportunities to participate in curricular and co-curricular activities for all the students on campus.



6. Mentoring and counseling facilities shall be available to all students.
7. The organization shall take all the necessary measures for the safety and security of all present on campus. Women security guards and support staff shall be appointed on the campus. Separate washrooms and cloak rooms shall be provided for female employees and girl students.
8. The Gender Sensitization Cell shall take active measures in creating awareness about Women Empowerment and Gender sensitization issues. All the seminars, workshops and other activities shall provide a platform for free expression of ideas and opinion.
9. The committees like Gymkhana, NSS and NCC shall conduct programs on gender sensitization and women empowerment. The principle of equal opportunity to all will be followed in all programs.
10. The grievance redressal cell shall be responsible for addressing (non-anonymous) grievances of all employees and students, which shall function in a fair, unbiased and confidential manner.
11. The Internal Complaints committee shall be constituted and shall function as per the UGC guidelines for Prevention, Prohibition, and redressal of sexual harassment of women employees and students in higher educational institutions Regulation 2015, notification dated 2nd May 2016.
12. Curriculum involving gender sensitization issues shall address the same in a responsible manner.



Date: 18/12/2023

Principal
Dr. Uma Shankar