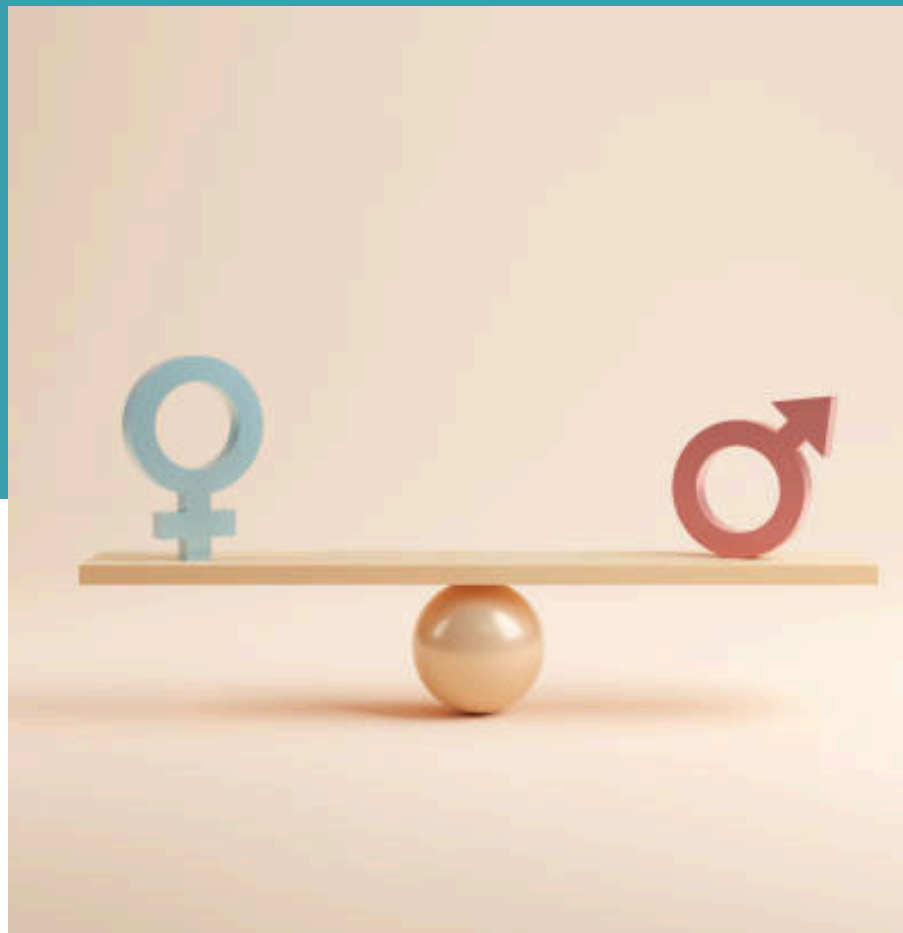


SANATAN DHARM COLLEGE,
MUZAFFARNAGAR (U.P.) INDIA
AFFILIATED TO MAA SHAKUMBHARI UNIVERSITY, SAHARANPUR



GENDER EQUITY POLICY





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SANATAN DHARM COLLEGE, MUZAFFARNAGAR (U.P.) INDIA



A WORD FROM THE CHAIR



Warm greetings to the vibrant and inclusive community of S. D. College, Muzaffarnagar! I am proud to emphasize our unwavering commitment to gender equality and empowerment through our Gender Equity Policy.

We firmly believe in creating an environment that fosters equal opportunities, respect, and inclusivity for all genders. Our Gender Equity Policy serves as a guiding principle to ensure that gender-based discrimination is eradicated and that everyone within our college community can thrive and succeed regardless of their gender identity.

We aim to promote a campus culture that upholds the principles of equality, fairness, and mutual respect. It encompasses a wide range of areas, including admissions, curriculum, teaching practices, professional development, promotion, and leadership opportunities. Our Gender Equity Policy places a strong emphasis on addressing gender-based biases and stereotypes, promoting awareness and sensitivity towards gender-related issues, and fostering an environment that encourages open dialogue and understanding.

In addition to this, our policy advocates for the provision of gender-specific support services, such as counseling, mentorship programs, and resources, to ensure that every member of our college community receives the necessary support to thrive academically, emotionally, and professionally.

PROF. SUDHIR KUMAR PUNDIR
(PRINCIPAL)



The strategic goal of S.D. College is to recognize the significance of gender as a vital component. The fraternity of the College works to challenge all forms of discrimination, regardless of whether they are based on caste, ethnicity, or gender. A gender-neutral learning environment can be created using the frameworks and standards provided by the Gender Equity Policy.

GENDER AND EQUITY

In this policy, "**Gender**" refers to the traits of males and females created by our social setup. The policy envelopes mutual connections in addition to the merits, mannerisms and roles that are associated with women, men, girls and boys. Gender is a socially constructed belief and it varies from one society to another. These societal expectations for gender and behaviour vary among cultures, social strata, and historical eras.

The word '**equity**' differs from the word equality. Equity refers to justice and impartiality. It involves admitting that each and every person begins from the same place and therefore inequities should be accepted and addressed; while equality implies providing everyone similar treatment. Depending on one's core beliefs or political stance, it might alter.

The college's Gender Equity Policy aims to address gender inequalities that have placed "**women**" in a less privileged position with regard to having access to, reaping the benefits of, and receiving equitable treatment as knowledge creators and users. In accordance with national and international development policies, it is necessary to continuously address obstacles to self-actualization based on gender differentiation.

POLICY FRAMED BY:

Women's Grievance Cell

1. Convener: Dr. Beena Agrawal
2. Member: Dr. Suchi
3. Member: Dr. Sangita Singhal
4. Member: Dr. Neelam Sinha
5. Member: Dr. Rimple Pundir
6. Member: Smt. Priti Rani Shukla

SCOPE OF THE POLICY

- Policy covers all employees, whether full-time, temporary, or permanent, regardless of their nature of work in the College.
- The Gender Equity Policy applies to the students and research scholars of the College.

**Education
has no
gender**

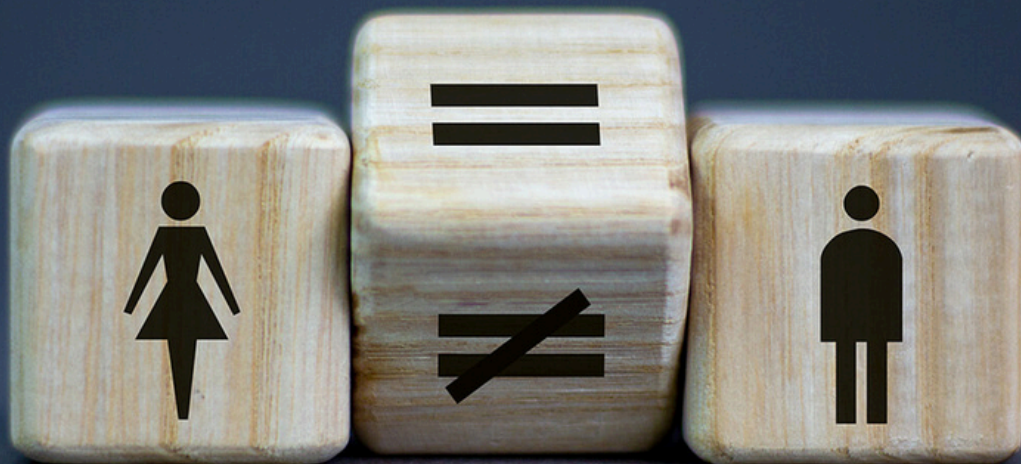


GENERAL POLICY STATEMENTS

S.D. COLLEGE will:

- encourage an atmosphere in the workplace where everyone is dealt with in similar regard and decorum.
- make sure that no one is hurt.
- Oppose prejudiced or unjust treatment or viewpoints in every situation and should be tactfully and immediately handled.
- whenever possible, ensure that employees' religious practises, philosophical convictions and related rituals are accepted and tolerated as long as they don't conflict with anybody else's legal rights.
- honour diversity in the workplace to ensure equitable treatment.
- recognises and respects gender diversity in individuals as well as positive cultural values.
- focus on social responsibility, empathy, sensitivity, equal relationships, and non-abusive behaviour; encouraging the development of the proper attitude, behaviour, and behaviour in all students.
- offer a curriculum that opposes discriminatory cultural norms and recognises the contribution of women to society.
- educate all students to create an atmosphere that is free from all types of violence and harassment.
- offer students of both sexes a learning atmosphere that is physically pleasant and socially & culturally acceptable.
- ensure that the learning environment is safe and devoid of any harassment or violence, and inform all students of their legal entitlement to respect and safety.





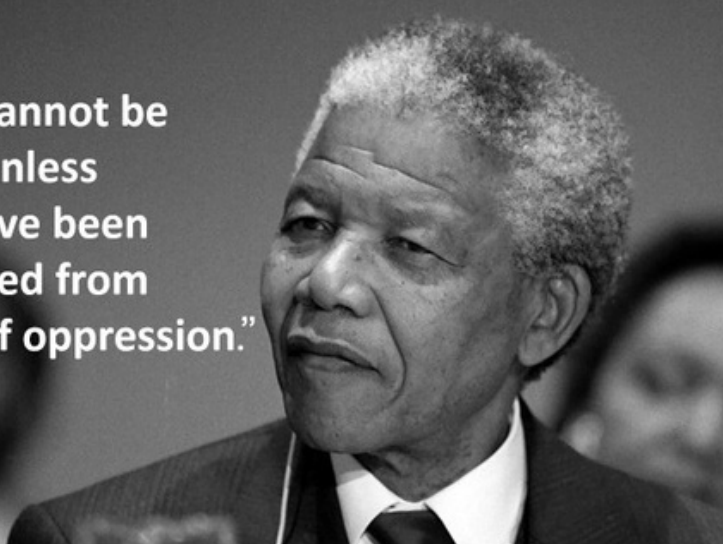
CONCLUSION

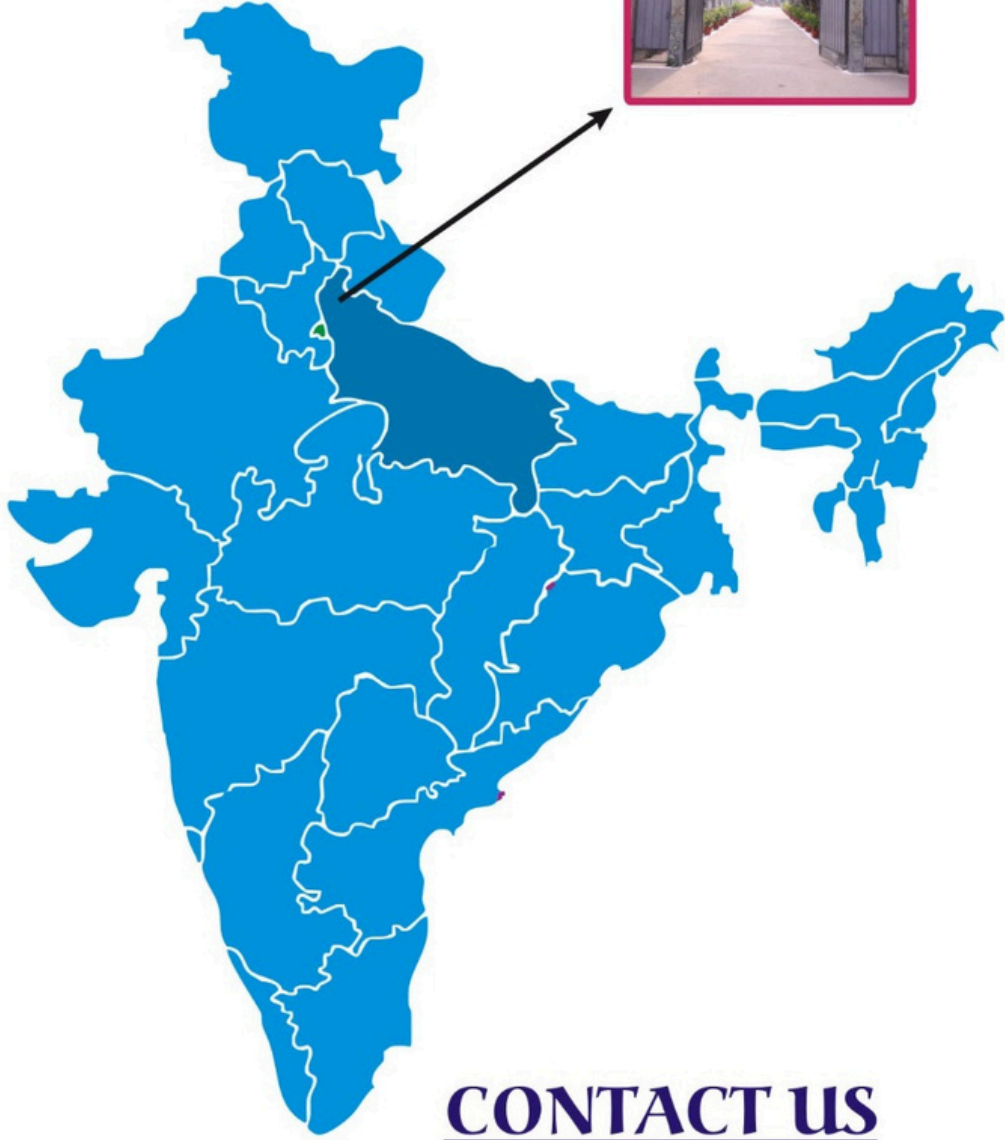
According to the Universal Declaration of Human Rights, which mandates that all educational institutions should give equal opportunities for both male and female citizens. The concepts, strategies and institutional mechanisms defined in this gender policy constitute/represent the pursuit of identification of the equality of all human beings by the Indian constitution. All stakeholders within the College must put up a focused, determined effort and be willing and accountable for these policy objectives to be implemented successfully.

“

Freedom cannot be achieved unless women have been emancipated from all forms of oppression.”

—
Nelson Mandela





CONTACT US



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SANATAN DHARM COLLEGE

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Designed by : Ms. Sonakshi Dhiman