

LITTLE FLOWER DEGREE COLLEGE

(Affiliated to Osmania University)

Uppal, Hyderabad

Managed by Brothers of St. Gabriel Educational Society



GENDER EQUITY POLICY

Preface

United Nations Declaration of Human Rights (1962), emphasises gender equity as a fundamental human right. Article (2) states that all individuals are entitled to equal opportunity to resources without distinction of race, colour, sex, language, religion, opinion etc. This underscores the importance of gender equity in ensuring equal, legal protection for all genders. Article 14 & 15 of the Indian constitution ensures equality before law and prohibits discrimination. LFDC fully embraces and adheres to these provisions in totality. LFDC believes and encourages every individual in the campus to emancipate herself/himself in every form of oppression and domination to develop as a complete individual.

Definition:

The 'Gender' refers to social, cultural and psychological characteristics, roles and expectations associated with being Male, Female and other gender identities. These are constructed and maintained through social and cultural practices and it varies across cultures, social class, and time.

'Equity' is a concept of fairness and justice, where everyone has access to opportunities and resources based on their needs. It addresses systematic inequalities, striving for equality of outcome rather than equal treatment. It aims to create a just society for everyone.

LFDC promotes gender equity by ensuring equal opportunity and resources for people of all genders. Gender recognises different needs and that it should be identified and addressed to correct the imbalance.

1. Objectives

- LFDC ensures that individuals have the same access to educational, economic and career opportunities.
- LFDC works towards gender-based discrimination in education.
- Empowering with resources, support and skills necessary to participate fully in society.
- Nurture a culture of diversity that respects and celebrates the contributions of individuals of all genders.

2. Scope

Ensuring individuals of all genders have equal access to educational opportunities, resources and support systems within the college environment.

Teaching practices that reflect that address issues of gender equity and social justice.

Implementing policies and programs to prevent and address gender based, violence, harassment and discrimination on campus.

Providing gender sensitive support services such as counselling and mentoring.

3. Policy Statements:

Declaring the institution stance for gender equity,

- Ensuring equal opportunities, rights and resources
- Address and prevent gender discrimination.
- Promote participation of all genders in all aspects of academic life.
- Implement policies and programs aimed at advancing gender equity.
- Upholds and accommodates the right to one's beliefs and practices.
- Celebrate a diverse workforce to ensure fair treatment.

Teaching and Learning Environment

- Gender equitable curriculum that sensitises students.
- Encourage deeper understanding of social justice issues.
- Address gender biases and inequality.
- Provision of a learning environment which is socially and culturally supportive and physically comfortable for students of both sexes.
- Creating a learning environment that is socially and culturally nurturing and physically comfortable for all genders.
- Offering learning skills and support facilities in the campus to ensure the realisation of the potential of all students.
- Seminars and workshops are conducted that focus on gender equity.


PRINCIPAL
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Uppal, Medchal Dist-500039.
College Code : 2010