

Policy Code: **G E P 1 9**

GENDER EQUITY POLICY

1. INTRODUCTION

In the classical Sanskrit language, Naipunnya means 'expertise' or 'mastery'. Naipunnya, as the name implies, aims at professionalism, discipline, and the holistic development of the student. The institute is unique in its approach to professionalism, whereby all get a platform to refine and mould their talents. The expansion of knowledge is an ongoing process here. **Naipunnya School Of Management, Cherthala (NSMC)**, a project of the Archdiocese of Ernakulam-Angamaly, was established in 2003 under the visionary leadership of His Excellency Mar Thomas Chakkiath, and Naipunnya got affiliated with the University of Kerala in 2005. Within a decade of its establishment, Naipunnya became synonymous with academic and professional excellence. NSMC is accredited by NAAC with an A grade.

2. POLICY STATEMENT

The dedication of the Indian government towards equality for women and men in the home, community, and society is embodied in the constitution. It supports the concept of human development, which calls for everyone to actively participate in the process of emancipating themselves from all forms of dominance and

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oppression so that they might have the chance to grow as complete individuals in their interactions with other people.

Education plays a crucial role in promoting the egalitarian commitments of equality and justice enshrined in the Constitution of India. Promoting equity among men and women has always been at the very heart of the agenda of the college. Various committees are formed with female representation as part of the college's efforts to democratise the administration.

4. GENDER EQUITY AND GENDER SENSITIVITY

Fairness towards both men and women is the goal of gender equity. The institution periodically develops strategies and procedures to guarantee equity for female and transgender applicants in all academic programmes. In order to empower women in recruitment and growth processes, the college adheres to sound policies.

Gender sensitivity is the behaviour that avoids discrimination by understanding and accepting the multiple differences between men and women. It is a way of thinking that fosters respect and compassion for others, regardless of these differences.

Naipunnya is committed to creating and maintaining a community in which students, teachers, and non-teaching staff can work together in an environment free of all forms of gender violence, harassment, exploitation, intimidation, and discrimination.

Every member of the college should be aware that it is committed to the right to freedom of expression and association. It strongly supports gender equality and opposes any form of gender discrimination and violence.

5. OBJECTIVES OF GENDER EQUITY POLICY

- i. To adopt state and national legislation relating to women's protection
- ii. To fulfil the national policy on gender equality.
- iii. To provide equal career opportunities for women and men
- iv. To ensure a fair distribution of work among women and men
- v. To prohibit gender injustices within the territory of the university
- vi. To redress any violations of gender-based rights and sensitise the staff against gender bias and women's harassment and their consequences
- vii. To create a gender equity environment, thereby mitigating any conflict of gender inequality.
- viii. To ensure equal opportunity for all women without any discrimination.
- ix. To evolve mechanisms for the prevention and redressal of gender-based violence and discrimination, including sexual harassment.

6. GUIDELINES FOR EFFECTIVE IMPLEMENTATION OF GENDER EQUITY IN THE COLLEGE

The College has adopted the Acts of Parliament and State Assembly to ensure women are not discriminated against. Further, the university has undertaken

measures to ensure that no girl student or female employee is put in hardship. For this purpose, the provisions of the Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013, etc., are adopted.

- i. In the selection of staff for professional development and training, there will be no gender-based discrimination.
- ii. Gender sensitivity will be employed in all recruitment, promotions, and opportunities for leadership to uphold the policy of equal representation of men and women.
- iii. All forms of bias and discrimination, including unconscious bias against women, will not be tolerated.
- iv. In the formation of any administration-related committees, the representation of women is mandatory.
- v. Maternity benefits shall be implemented for all married women. No student will be denied admission on the grounds of gender.
- vi. In evaluating students, a policy of fair treatment of male and female students alike will be employed.
- vii. In organising any event or programme, including meetings and conferences, a gender-sensitive approach will be undertaken, and women staff and students will be given due respect and representation.
- viii. Gender awareness programmes will be conducted.

To accomplish the objectives, the college focuses on the following effective measures:

- ix. Constant monitoring of campus through CCTVs.

- x. Constitution of **Internal Complaint Committee, Women's Cell** against sexual harassment, and a **Women Empowerment Cell**
- xi. Implementation of gender audit in every academic year.
- xii. Self-defence workshops
- xiii. Availability of psychologists and counsellors
- xiv. Scholarships for female students
- xv. Women empowerment initiatives

7. EXPECTED OUTCOME

The gender equity policy on campus is expected to result in:

- i. Education of female and male students for a satisfying, responsible, and productive life, externally as well as internally.
- ii. Encourages the development of positive attitudes and behaviours in male and female students that promote social responsibility, empathy, and sensitive, equal, and nonviolent relationships.
- iii. Provision of a challenging learning environment that is socially and culturally supportive and physically comfortable for female as well as male students
- iv. Educating female and male students of their rights to personal respect and safety and providing an environment that is safe and free from all forms of harassment and violence.
- v. Effective changes, and lasting improvements on campus, and a high degree of awareness, understanding, and acceptance of the educational

needs of female students on the part of students, parents, teachers, management, and all other stakeholders.

Amendments/Review: This policy shall be reviewed periodically and may be amended as and when required to retain its contemporary relevance. Any stakeholder of the institution may submit proposal for the improvement of policy to the IQAC. The proposed changes shall be reviewed by IQAC and, if found suitable, shall be forwarded to the higher authorities for consideration.

Indicative time of Review: 17/01/2026

Administering Entity: Principal, Vice principal, Executive director, IQAC Coordinator

Approval Authority: College council



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