



**DE PAUL INSTITUTE OF
SCIENCE & TECHNOLOGY, ANGAMALY
(DiST)**

GENDER EQUITY POLICY



1.0 Introduction

The status of women in India is in a new paradigm where we have plenty of gender balanced programmes, policies, and legislations to maintain the equity and equality of both genders in our society. The need to improve the condition of woman's lives, highlight the benefit of a society where women and men participate as equals in all aspects of social, economic and political life is one of the most important need of the hour. Higher Education Council of India is very keen in addressing gender-sensitive programmes and policies across the campuses in India.

Gender equity policy of DiST is guided by the Declaration of Human Rights (1962), the United Nations Convention on the Rights of the Child (1989), and Education for All (United Nations Declaration 1990) and the Beijing Declaration (1995) which called for the mainstreaming of gender issues. The Constitutional morality, legislations in India such as Sexual Harassment of Women at Work places (Prevention, Prohibition and redressal) Act, 2013, Protection of Children from Sexual Offences Act, 2012, Equal Remuneration Act, 1976, Scheduled Caste and Scheduled Tribes (Prevention of Atrocities) Act, 1989 have all been considered by the college in framing the gender equity policy.

DiST Gender Equity Policy is having a bearing on the welfare, protection and empowerment of women and their rights. DiST believes that all genders are respected and the rights of all genders are protected. As educators DiST ensures that everyone has equal access to the knowledge and skills that our campus provides. The Gender Equity Policy was developed so that no students in De Paul Institute of Science & Technology are disadvantaged on the basis of gender.

1.1 The Gender equity vision of DiST

DiST believes in offering equal opportunity for everyone in the campus; where there is no discrimination on the basis of gender in opportunities, in the allocation of resources and benefits or in the access to educational services. DiST emphasises on sensitisation of staff and students on gender equity. There will not be any discrimination on the basis of gender, class, caste and urban and rural divide in the college campus. There will be gender equality in all the academic and administrative aspects of DiST. There will not be any distinction or barriers for any gender in the involvement in all activities of the campus, namely, curricular,

co-curricular and extra-curricular. DiST stands for zero tolerance to gender based violence of any sort.

The term 'Gender' in this policy refers to male, female and the third genders. 'Equity' means fairness and without bias. Equality means every person receiving the same treatment regardless of who or where he or she may be. Equity is the means. Equality is the goal. Gender equity refers to fairness and justice in the distribution of benefits and responsibilities among all the three genders. It is done by ensuring equal and fair access to, participation in and outcomes from the education provided for all students. The Gender Equity in campus Policy aims to develop every individual to her or his full potential.

1.2 The DiST Gender Equity Policy Manual

- DiST believes that all students have the ability to achieve their full potential; being either male or female or third gender does not determine one's capacity to learn.
- Strategies to improve the quality of education for female students and the third gender students should be based on an understanding that neither men nor women are the same individually or as a group, having different needs and coming from different socio-economic and cultural backgrounds.
- Male, female and the third gender students should respect each other and are value all aspects of campus life.
- High quality education for female, male and third gender students is a professional responsibility for all the educators in the system.
- Campus life for girls, boys and the third gender should reflect the entitlements of all in their own right, to personal respect and personal safety, economic security, and participation in and influence over decisions making which affect their lives.
- Education of female, male and third gender students for a satisfying, responsible and productive life, including work inside and outside the home.
- Provision of a curriculum which, in content, language and methodology meets the educational needs and rights of all.
- Acknowledgement and respect of positive cultural values and individual differences.
- Provision of a curriculum which challenges unfair cultural practices and recognises the contribution of all genders to society.

- Encouragement to the development of positive attitudes and behaviours in male, female and third gender students which promote social responsibility, empathy, and sensitive, equal and non-violent relationships.
- Provision of a challenging learning environment which is socially and culturally supportive and physically comfortable for female, male and third gender students.
- Preparing female, male and third gender students for their rights to personal respect and safety and provision of an environment that is safe and free from all forms of harassment and violence.
- Provision of finances and personnel resources to ensure that the capacities of all students are fully and equally realised.
- Acknowledgement and effective changes and lasting improvements in campus and a high degree of awareness, understanding and acceptance of the educational needs of all students on the part of students, parents, teachers, management and all stakeholders.
- All programmes and meetings organised in the campus should have the participation of male, female and third gender students.

1.3 Conclusion

The gender-equity practices will not limit itself by words but will reflect in the actions and practices of DiST. The positive action comes with the good thoughts which make transformation in the behaviour. This behaviour can be cultivated through raising awareness about the rights of the students. DiST stands for equality and right based practices in the campus.