



# NIRMALAGIRI COLLEGE

AFFILIATED TO KANNUR UNIVERSITY, RE-ACCREDITED BY NAAC WITH A GRADE

Nirmalagiri, Kuthuparamba, Kannur, Kerala, India 670701

## **GENDER POLICY**

QUALITY POLICY

AREA: EQUAL OPPORTUNITY

# GENDER POLICY

## TABLE OF CONTENTS

POLICY	2
POLICY STATEMENT	2
OBJECTIVES	2
FEEDBACK	3
APPROVAL AND REVIEW DETAILS	3

## POLICY

Area: Equal Opportunity  
Title: Gender Policy

Policy No: 204, dated 18/01/2020  
Document Owner: Principal

## POLICY STATEMENT

1. Mission of Nirmalagiri college is "To provide unmatched opportunity of higher education to all, irrespective of caste, creed and gender"
2. Nirmalagiri College shall be an "Equal Opportunity Employer"; being immune to all gender-based differences in appointment and selection of teaching and non-teaching staff.
3. Any incident of sexual harassment verbal, physical or emotional will be dealt with zero tolerance.
4. Students and staff will be sensitized on gender-based issues by organizing workshops, talks and interaction with experts under the leadership of the Women's Development Cell of the College.
5. All academic evaluations should be unbiased against gender and any such issues should be reported to the grievance redressal cell for women and necessary corrective actions should be taken.
6. College shall take necessary steps to avoid any gender-based differentiation in use of spaces in Nirmalagiri College.
7. The Internal complaints committee shall be responsible for receiving any gender related complaints from teaching and non-teaching staff of the College and should report such cases to the Principal.
8. The Grievance Redressal Committee receives complaints from students regarding sexual harassment and recommends corrective actions.
9. Specific infrastructure facilities shall be provided in the campus for women to have safe environment for rest and exercise.
10. Gender Justice Committee is responsible for ensuring gender equality in the campus

## OBJECTIVES

The objectives of this gender policy are to

1. Create a conducive environment and equal opportunity for all irrespective of gender.
2. Establish an environment of appreciating and respecting all sections of gender including men, women and transgender.
3. Establish guidelines for the institution to take action in gender-based imbalances.

#### FEED BACK

The staff and students of Nirmalagiri College may provide feedback about this document by emailing [iqac@nirmalagiricollege.ac.in](mailto:iqac@nirmalagiricollege.ac.in).

#### APPROVAL AND REVIEW DETAILS

Approval authority	Governing Body
Administrator	Principal
Approved On	18 <sup>th</sup> January 2020
Next Review Date	18 <sup>th</sup> January 2024



  
Principal  
Nirmalagiri College