

GNEDER EQUITY POLICY



Women's College, Tinsukia

Durgabari, P.O. Tinsukia – 786125, Assam

Estd: 1966

Affiliated to Dibrugarh University.

“Fairness and justice in distribution of
Benefits, Power, Resources, and
Responsibilities between women and men.”

1. INTRODUCTION

The Gender Equity Policy is a framework of stated principles and practices that are aimed at providing *Justified Opportunities* to all genders in the college, especially the women. Here the words *Justified Opportunities* indicate to the institution's efforts to ensure support and help a specific gender on priority basis. Instead of policy of equality, the institution believes in providing more opportunities/ relaxations to a gender group, which in the institution's observations, is lagging behind or in a relatively disadvantageous position. Being an institution of higher education for girls, the weaker gender, we have an even bigger responsibility not only to have a robust gender equity policy, but to extend our unstinted supports towards propagation of the message of gender equity to all corners of the society. The Gender Equity Policy of the college has been developed in such a way that no students in Women's college remain disadvantaged society on the basis of gender.

2. THE GENDER EQUITY VISION OF WOMEN'S COLLEGE, TINSUKIA

“Fairness and justice in distribution of Benefits, Power, Resources, and Responsibilities between women and men.”

Women's College, Tinsukia believes in offering justified opportunity for everyone in the campus. There will be no discrimination on the basis of gender in offering opportunities, in allocation of resources or in access to educational services available in the college.

‘Gender’ in this policy refers to those behaviours and attitudes which are culturally accepted as appropriate ways of being a women (femininity) and ways of being man (masculinity). The sex of a person is biologically determined, whereas ways of being a man or women are learned: they are constructed, reinforced, maintained and reconstructed over time through social and cultural practices. Such social constructions of gender vary across cultures, social class and time.

‘Equity’ means fairness and without bias. In social exchange fairness exists when persons who have made the largest contributions receive relatively large rewards, those who have made small contributions receive small rewards, and so on. In a social context equity also involves conscience or principles of natural justice. This can result in people being given different level of opportunities/ assistances if it is considered as fair or just. Therefore more opportunities to be given to someone who may be recognized as more deserving than others. **Gender equity** policy of the college recognizes that women and men have different needs and power and that these differences should be identified and addressed in a manner that rectifies the imbalance between the sexes.

3. PRINCIPLES AND VALUES BEHIND OUR EQUITY POLICY:

The higher education system in India encourages, supports and promotes the following values and principles as being essential to the development and implementation of quality curriculum and educational experiences for male and female students.

3.1 PRINCIPLES

- All students have the ability to achieve their full potential; being either male or females does not determine the capacity to learn.
- It is believed that women/ girls in this institution should get some preferential treatment at least for a specific period or under specific circumstances.
- Strategies to improve the quality of education for female 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.

3.2 VALUES

- Both female and male members of the college should value each other and be respectful to each other in all aspects of Campus life.
- High quality education for female students is a professional responsibility for all educators/ office and support staff in the system.

3.3 ACTION PLAN

1. Special privileged status to be accorded to all girls/ women teachers/ women employees –
 - During their mensuration period.
 - During their pregnancy.
 - During their early stages of motherhood.
2. Free Sanitary Napkins to be provided to all girls/ women at the time of their need.
3. Free Daycare facility and rest room provision for women teachers/ employees.

4. EXPECTED OUTCOMES

The Gender Equity Policy in campus is expected to result in:

- Quality education of female students for a satisfying, responsible and productive life.
- Development of positive attitudes and behaviours in male and female students, which in turn will 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 as well as male students.
- Female and male counterparts will be sensitized in such a way that there will be mutual respect , which in turn will ensure provision of an environment that is safe and free from all forms of harassment and violence.
