

MES COLLEGE MARAMPALLY



Gender Policy

GENDER POLICY

In committing to the principles of the MES-Gender Policy, we recognise that we contribute towards a shared goal of addressing gender inequalities and embedding inclusive cultures. In determining our priorities and interventions, we commit to support representation and progression of faculty and students in the HE sector fostering a positive working environment for all without any discrimination based on gender.

Principles of GP

Non-Discrimination and Equal Opportunity

MES College is committed to providing a safe, inclusive, and non-discriminatory environment for all students, regardless of their gender identity, sexual orientation, or expression. The college strictly prohibits any form of discrimination, harassment, or victimization based on gender and based on law of the country.

Gender-Based Violence Prevention

MES College has a zero-tolerance policy towards gender-based violence, including sexual harassment, assault, and domestic violence. Clear procedures have been established for reporting incidents of gender-based violence, ensuring confidentiality, sensitivity, and timely resolution. Support services and resources, such as from Anti-sexual harassment cell, counseling and legal assistance, will be made available.

Inclusive Curriculum and Teaching Practices

The college will work towards incorporating gender-sensitive content and perspectives across its teaching-learning and support activities, ensuring the inclusion of diverse voices and experiences. Faculty members will be encouraged to adopt inclusive teaching practices that promote critical thinking and challenge gender stereotypes.

Gender Sensitization and Awareness

Regular gender sensitization programs and workshops will be conducted for students, faculty, and staff to increase awareness about gender issues, stereotypes, and biases. Guest lectures, panel discussions, and seminars will be organized on gender-related

topics, inviting experts, activists, and community leaders to share their knowledge and experiences. The college will actively participate in national and international gender-related campaigns, events, and initiatives.

Policy Implementation and Review

The Women's Cell, Grievance Redressal Cell and Anti-sexual harassment Cell will be responsible for overseeing the implementation of the gender policy, monitoring compliance, and addressing any concerns or grievances related to gender discrimination or harassment. The policy will be periodically reviewed to ensure its effectiveness, relevance, and alignment with the evolving needs of the college community. Feedback from students, faculty, and staff will be actively sought to continuously improve the gender policy and its implementation.