



SAO CHANG COLLEGE TUENSANG; NAGALAND

GENDER POLICY

Introduction

Established as Tuensang Night College in 1973, Sao Chang College, Tuensang, caters to secular higher education to the people of Tuensang. Located amidst the remote part in the Eastern part of Nagaland bordering Indo-Myanmar, the College offers undergraduate courses both in Arts and Science stream.

Equality is an acceptable norm in the overall development process of students. “GENDER EQUALITY” means equal outcomes for women, men, and gender diverse people. “Gender Equality” is the process to achieve gender equality. Gender equality recognizes that women and gender-diverse people are not in the same “starting position” as men. The College gender policy is to abide by the laws of the country such as Sexual Harassment at Workplace (Prevention, Prohibition and Redressal) Act, 2013, The Protection of Children from Sexual Offences, Act, 2012, Equal Remuneration Act, 1976, The Information Technology Act, 2000 and also the new legislations which are introduced in the country from time to time and which have a bearing on the welfare, protection, empowerment and rights of women. The College strives to inculcate zero tolerance against all forms of discrimination and prohibit gender stereotyping.

Objectives of the Policy

1. To create awareness among the students and staff members about their social, cultural, economic, political and institutional rights. The College also pays sincere attention to empowering the GIRLS with health care and physical, moral, cultural and skill development of students.
2. To provide guidelines for equality and equity of prospects for women and men.
3. To guide students and spread awareness about Women Welfare Laws.
4. To inculcate strong empowering quality and capacity building amongst students so as to participate in decision making effectively.
5. To evolve mechanisms for the prevention and redressal of gender-based violence and discrimination, including Sexual Harassment.
6. To abolish harassments on the basis of gender.
7. To fulfil the National Commitment to gender equality.

Definition- In this Policy, unless the context otherwise requires, -

- (i). “**Gender**” while the term “Gender” in a broader perspective refers to social attributes to relationships and opportunities related to being male and female. However, for the intention of this policy the term gender refers only to those who are visibly recognized as being female.
- (ii). “**Employee**” means any person who is a present employee of Sao Chang College and includes permanent, full-time, part-time and contractual faculty/staff.
- (iii). “**Student**” means any person currently registered at Sao Chang College for academic purposes.

(iv). **“Resources”** means physical resources as well as property in terms of guidance, online resources and academic resources.

(v). **“Facilities”** means all infrastructural facilities and educational facilities provided by the college.

(vii). **“Equity”** means fair and equal treatment for all based on their needs and requirements. To ensure equity, a treatment that is special but which is measured equal in terms of rights, benefits, obligations and opportunities might be essential.

Jurisdiction

This policy covers any act of injustice, violence, decimation and selfishness to any female employee or student in the college. This policy will guide the College in all its actions and function which are as under:

- a) Promotions and Leadership
- b) Faculty/Staff /Students’ Development Opportunities
- c) Formation of Committees
- d) Leave
- e) Curriculum design and development
- f) Teacher-Student Relationship
- g) Research and Training

Implementing guidelines

The College will set up Internal Complaints Committee (ICC) that will execute the goals of this policy. The Committee so set up will look into grievances concerning diverse Acts such as Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 etc.

- i. Gender Stereotypes will be banned.
- ii. All types of bias and favouritism against women will not be tolerated.
- iii. Gender sensitivity issues will be engaged in all recruitment, promotions and opportunity for leadership to encourage the policy of equal accountability of both men and women.
- iv. In the construction of any committee, the representation of women is compulsory.
- v. In keeping with National policies, the women-specific leave will be approved.
- vi. Gender-based research will be promoted across all the disciplines in the College.
- vii. The Gender-sensitive approach will be proficient in teaching and learning processes.

Teacher-student relationship

- i. Unethical relationships between teacher and student will not be tolerated because such issues adversely affect academic and professional ethics.

- ii. Academic evaluation will be kept completely independent of gender biasness.
- iii. Victimization of students by teachers on gender basis is prohibited.
- iv. Grievances, if any, will be treated as per legal procedures incorporated by law.

Gender equity monitoring, review and evaluation

- i. Internal Complaints Committee (ICC) is set up in the College to supervise the execution of the policy and assessment of any grievances.
- ii. ICC (Committee) will have equal accountability of male and female employees and students.
- iii. Grievances acknowledged by the ICC (Committee) should be reported to the Principal of the College and referred to the relevant body for redressal within one month time period.

Amendment of the policy

- i. No amendment of this Policy can be made without prior consultation with all the stakeholders (namely Female Students and Female Employees).
- ii. Any recommendation for amendment should be distributed and stakeholders are given not less than a month to provide their reply.

Financial assistance

The College/Institution will make a special arrangement and adequate budget head for execution of the Gender Equity, Sensitivity and Equal Opportunity Policy and the activities of the Committees constituted.

Accountability and transparency

- i. Setting up of Gender Equity Monitoring Committees (ICC) is a compulsory requisite under this policy for employees/students of this college/institution.
- ii. Annual reports and the name/details of the Internal Complaints Committee shall be displayed on the Institute website.
- iii. Bi-annual meetings are mandatory for the Internal Complaints Committee but urgent meetings and action will be initiated as and when required.
