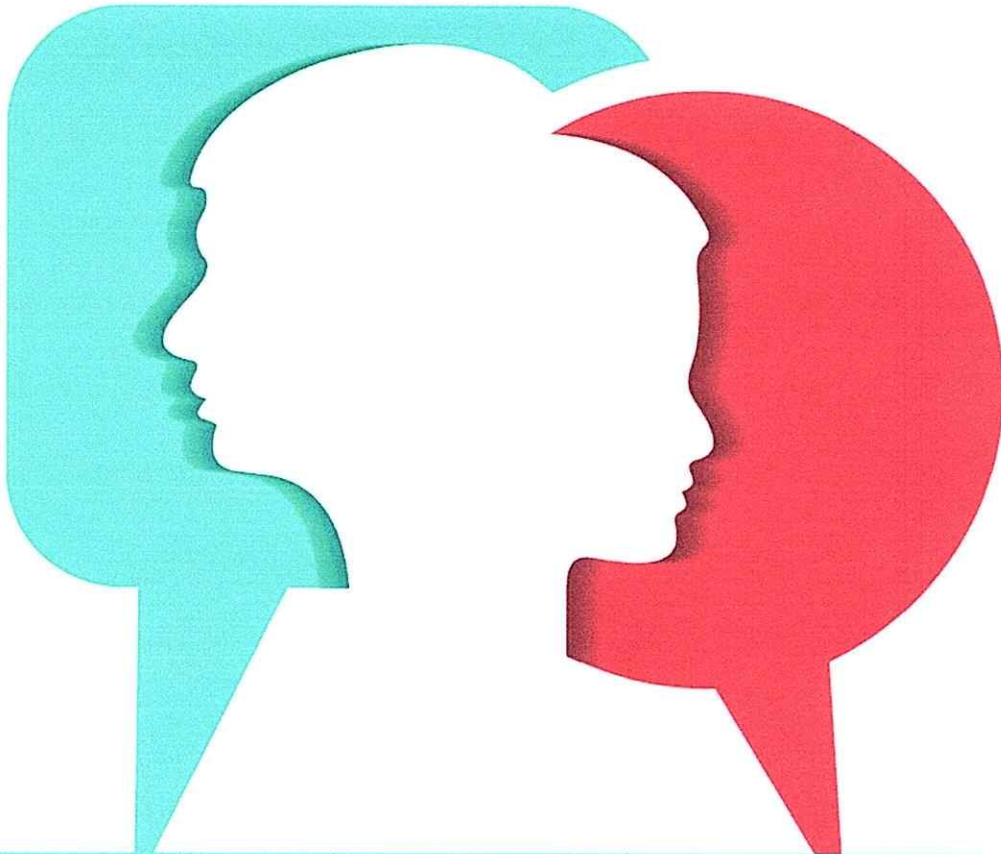




SACRED  
HEART  
COLLEGE  
Autonomous



# Gender and Equity Policy

**SACRED HEART COLLEGE (AUTONOMOUS)**  
**THEVARA, KOCHI - 682013**

## **Gender and Equity Policy**

Sacred Heart College has progressively become inclusive by accommodating women students from the year 1975 and with the judicial ruling regarding the separate identity of transgender population, made provisions for accommodating students, teachers, staff and other workers in that category as demanded by the situation. Our philosophy of gender equality is derived from the stances of Jesus on gender equality. The relevant principles of the teachings of the church and those of the gender policies of Catholic Bishops Conference of India and Kerala Catholic Bishops Conference had guided the policy of the College. The College abides by the principles of the global ethics starting with the Human Rights Declaration, 1948 and the conventions such as CEDAW. It upholds constitutional morality. The College gender policy is to abide by the laws of the country such as Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, The Protection of Children from Sexual Offences Act, 2012, Equal Remuneration Act, 1976, Scheduled Castes and Scheduled Tribes (Prevention of Atrocities) Act, 1989, POCSO, Information Technology Act, 2000 and also the new legislations which are being introduced in the country from time to time and which have a bearing on the welfare, protection, empowerment and rights of women and transgender. The College shall integrate the spirit of the national level and state level policies including Gender and Empowerment Policy 2010-2020 and Kerala State 'Women's policy.

Gender sensitization of the entire students, teachers and staff is a priority activity of the college. There will be appreciation of the vulnerability based on the intersection of gender, class, caste and the urban / rural divides. Gender related conversations will be encouraged in all the academic and non-academic endeavours in the college to sensitise all the stakeholders about gender issues.

The College shall introduce gender equality into all the academic and administrative matters including admission, appointments, nominations and elections to decision making and advisory bodies. The College shall adopt the policy of the proportionate inclusion of women in all advisory and decision making bodies following the principle of 50 per cent reservation in the composition of the body. The number would be rounded to the next

higher digit in the case of reservation. The College will follow special reservation for SC/ ST students.

The College will detect and eliminate with gender sensitivity any kind of practices and customs including the gender differentiated use of space (e.g., play grounds) and time (staying back for co-curricular activities, use of libraries) inside the campus and involvement in co- curricular activities. Any type of gender barrier would be identified and removed. Safety audit of the campuses would be conducted periodically and a **SAFE** (Sexual abuse free environment) would be guaranteed. Our policy is 'zero tolerance for gender based violence' including physical, verbal, emotional and economic violence based on gender. There will be surveillance, detection and redressal of everyday form of sexism and gender based violence.

The College shall believe in inclusion and also in removing the gender based barriers which affect equality of opportunity for growth and development of students and teachers. The College shall remove the gender based barriers which stand in the way of curricular and co-curricular activities. Gender considerations would be mainstreamed into career guidance cells and its activities. Gender sensitive and gender empowering psychological counselling would be introduced to address the gender related issues of students, staff and workers.

Sacred Heart College will gender sensitize and train the teachers and students to explore the gender dimensions of the respective subjects and initiate conversation in this direction. Gender related activities, projects and dissertations, thesis of students and teachers would be promoted. The College shall have a centre for gender studies and research by 2025 to coordinate such initiatives.

Structures will be created in accordance with the laws of the land, UGC directives and shall supplement with those additionally created to cater to the needs specific to this College. The systems and practices already in place in Sacred Heart College, like annual orientation programme, periodic gender audit, gender budgeting, women's Cell, Internal Complaints Committee etc. shall function towards making the College and its activities gender just.

## **Equity policy**

Sacred Heart College shall uphold the ideals of Higher Education in India, especially its stress on equity and access high. It is determined to cater to the needs of the sections of the society which faces challenges on account of physical, social or economic factors. The College shall strictly adhere to the norms of reservation laid down by the state to safeguard the rights of such sections. In addition, the Admission Committee of the Management shall set apart 20% of the privileged Management Quota seats to take care of deserving students from financially or socially challenged groups. If there are applicants from Dalit Christian groups, special effort shall be made to accommodate them through MQ, if they are not able to secure admission otherwise. All this, on condition of fulfilling the eligibility criteria stipulated for MQ from time to time. If any student getting admitted in merit finds it difficult to continue studies on account of financial constraints, the Management would make all efforts to take care of that aspect so that s/he is able to complete the programme. Any student of the College is free to apply for assistance to cover tuition fee, transportation, books or meals. A committee shall scrutinize the applications and depending on the available resources, help shall be provided to the applicants. A detachable form for the same shall be available in the college hand book. The College Equal Opportunity Cell, instituted with the support of UGC shall promote the development of students who face such challenges.