

CHOITHRAM COLLEGE OF NURSING

GENDER EQUITY POLICY



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INTRODUCTION

Across the globe, there is a growing focus on the status of women and the necessity to enhance their living conditions, underscoring the advantages of a society where men and women participate equally in all social, economic, and political spheres.

Higher education institutions play a crucial role in promoting gender equity. They are responsible for ensuring that educational content positively impacts the lives of both male and female students. Educators must guarantee that all students, regardless of gender, have equal access to the knowledge and skills provided by the campus. Gender equity is essential for achieving social justice, fostering academic excellence, and improving healthcare outcomes.

The Gender Equity policy (GEC) in Choithram College of Nursing Campus establishes a framework of principles and practices aimed at improving the life chances and opportunities for all students, regardless of gender. Institute is dedicated to promoting gender equity in education, professional growth, and leadership while ensuring a safe, inclusive, and empowering environment for all. This policy outlines the institution's approach to promoting gender equity in all aspects of education, administration, and professional development.

GENDER EQUITY VISION AND MISSION OF CHOITHRAM COLLEGE OF

NURSING

Choithram College Of Nursing believes in offering equal opportunity to everyone in the campus, without any discrimination on the basis of gender.

Vision:

To create a gender-inclusive academic and professional space where all individuals, irrespective of their gender, can learn, grow, and excel without discrimination.

Mission:

- To foster an inclusive and safe learning environment that promotes gender equality.
- To eliminate biases and barriers that hinder equal opportunities for students and staff.
- To integrate gender-sensitive policies in teaching, training, research, and clinical practice.
- To empower individuals, particularly women and marginalized genders, through leadership and professional development opportunities.

OBJECTIVES

This policy aims to-

1. **Ensure Equal Access & Opportunities:** Provide fair access to education, training, employment, and leadership roles without gender-based discrimination.
2. **Promote Gender Sensitization:** Conduct regular awareness programs to challenge stereotypes and biases.
3. **Prevent Gender-Based Harassment & Discrimination:** Implement strict measures to prevent and address any form of harassment or discrimination.
4. **Encourage Female Leadership:** Support women in assuming leadership roles in academic, research, and clinical settings.
5. **Provide Support for Work-Life Balance:** Implement policies such as maternity leave, flexible work arrangements (For Feeding/Lactating Mothers), and childcare support.

SCOPE

This policy applies to all students, faculty, staff, and visitors of the College of Nursing.

1. Equal Opportunities

- Ensure gender balance in admissions, recruitment, and promotions.
- Provide equal access to academic, extracurricular, and professional opportunities.

2. Gender Sensitivity and Awareness

- Conduct regular workshops, seminars, and training programs on gender sensitivity.

3. Prevention of Gender Discrimination and Harassment

- Establish a Gender Sensitization and Women Empowerment Cell and Cell for Prevention of Sexual Harassment; responsible for addressing complaints of gender discrimination and harassment.
- Develop and enforce a clear procedure for reporting and resolving complaints.

4. Support Systems for Women

- Provide mentorship programs for female students and staff.
- Ensure availability of facilities like daycare, maternity leave, and flexible working hours for (For Feeding/Lactating Mothers) women.

KEY POLICY AREAS & IMPLEMENTATION STRATEGIES

□ The Gender Sensitization and Women Empowerment Cell will oversee the implementation of this policy.

1. Gender-Inclusive Academic Clinical Environment

□ Encourage equal participation of all genders in education, research, and healthcare delivery.

□ Provide mentorship programs to support students and faculty in overcoming gender-related challenges.

□ Ensure that clinical placements and assignments are free from gender biases.

2. Equal Opportunities in Education & Employment

□ Adopt a merit-based, non-discriminatory approach in admissions, hiring, promotions, and leadership appointments.

□ Provide scholarships and financial aid to support students from underrepresented gender groups.

□ Implement gender-responsive policies to ensure fair work conditions for faculty and staff.

3. Prevention of Gender-Based Violence & Harassment

- Enforce a zero-tolerance policy against gender-based violence, discrimination, or harassment.
- Establish a Gender Sensitization and Women Empowerment Cell and Cell for Prevention of Sexual Harassment for addressing complaints related to sexual harassment and discrimination.
- Conduct regular gender sensitization and self-defense training for students and staff.
- Ensure access to legal and psychological support for victims of gender-based violence.

4. Gender Sensitization & Awareness Programs

- Organize gender sensitization workshops, seminars, and campaigns for students, faculty, and staff.
- Conduct annual gender audits to assess the status of gender equity on campus.
- Include gender studies and women's health as essential components of the nursing curriculum.
- Celebrate events such as International Women's Day and Gender Equality Day to foster awareness and recognition.

5. Women's Empowerment & Leadership Development

- Promote leadership opportunities for female students and faculty through leadership training, networking events, and mentorship programs.
- Encourage women to take leadership roles in student organizations, academic committees, and healthcare initiatives.
- Provide research grants and fellowships for projects focusing on gender and healthcare.

6. Work-Life Balance & Supportive Policies

- Implement maternity leave policies to support faculty and staff.
- Offer flexible work arrangements for Lactating and Feeding Mothers.
- Develop on-campus childcare support for faculty, staff, and students.
- Promote mental health and well-being initiatives, including counseling services and wellness programs.

INSTITUTIONAL FRAMEWORK FOR POLICY IMPLEMENTATION

To ensure the effective implementation of this policy, Choithram College of Nursing will establish:

□ Gender Sensitization and Women Empowerment Cell.

A dedicated committee responsible for policy implementation, monitoring, and addressing gender-related concerns. The committee will:

□ Develop guidelines for gender equity initiatives.

□ Conduct gender audits.

□ Handle grievances related to gender discrimination or harassment

Internal Complaints Committee (ICC)

In compliance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, ICC will:

□ Investigate cases of harassment or discrimination.

□ Ensure a fair, transparent, and confidential grievance redressal process.

□ Conduct sensitization workshops on gender rights and responsibilities.

Periodic Review and Annual Audit:

- The Gender Sensitization and women Empowerment Cell will conduct an annual audit to assess the effectiveness of gender equity initiatives and Periodic Review to evaluate policy.
- Accountability & Compliance
- All faculty, staff, and students are required to adhere to the Gender Equity Policy.
- Any violations will be addressed through appropriate disciplinary actions.
- The institution will continuously work towards aligning its gender policies with national and international standards.

Review and Revision

This policy will be reviewed annually and revised as necessary to reflect changes in legislation, best practices, and feedback from the college community society.

Conclusion

Choithram College of Nursing recognizes gender equity as a fundamental human right and is committed to building a diverse, inclusive, and respectful environment. By fostering gender-sensitive education, leadership, and workplace policies, the college aims to empower individuals of all genders and contribute to a more equitable.



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