



Gender Equity Policy Document

NSS College, Pandalam

Pathanamthitta (Dist.)

Kerala -689501, India

Website: <https://nsscollegepandalam.ac.in/>

Gender Equity Policy

Purpose

- The purpose of this Gender Policy is to establish a framework for promoting gender equality and ensuring a safe, inclusive, and supportive environment for all students, faculty, and staff at NSS College, Pandalam. This policy aims to prevent discrimination and harassment based on gender and to provide clear procedures for addressing any incidents that may arise.

Scope

- This policy applies to all members of the college community, including students, faculty, staff, and visitors, across all college activities and programs.

Anti-Discrimination Policy

- NSS College, Pandalam is committed to maintaining an environment free from discrimination and harassment based on gender. Discrimination against any individual on the basis of gender, gender identity, or gender expression is strictly prohibited. Any actions verbal or no verbal that falls in the list of prohibited conduct may lead to disciplinary actions .They include
- Unwelcome comments or jokes about an individual's gender
- Unequal treatment or favoritism based on gender
- Bullying, intimidation, or threats related to gender
- Any form of sexual harassment or assault

Support Services

- The college provides confidential counseling services to support the mental health and well-being of all students and staff. These services include individual counseling, support groups, and crisis intervention. Academic support services are available to ensure that all students have equal access to educational opportunities. This includes tutoring, mentoring programs, and accommodations for those who need them. The college offers various resources, including gender-inclusive housing options, access to health services, and referrals to external support organizations. Incidents of gender discrimination or harassment can be reported to the Office of Equal Opportunity and Diversity. Reports can be made in person, via email, or through the college's online reporting system.

Confidentiality and Anonymity

- All reports will be handled with the utmost confidentiality. Individuals reporting incidents may choose to remain anonymous; however, anonymity may limit the college's ability to fully investigate the complaint. Upon receiving a report, the college will conduct a thorough and impartial investigation. This process includes interviewing the complainant, the respondent, and any witnesses, as well as reviewing relevant documentation. If the investigation determines that a policy violation has occurred, appropriate disciplinary actions will be taken, which may include warnings, suspension, or expulsion for students, and disciplinary measures up to and including termination for employees.
- The college will implement programs to raise awareness about gender equality and the importance of a discrimination-free environment. These programs will be accessible to all members of the college community. Mandatory training sessions on gender sensitivity, anti-discrimination laws, and bystander intervention strategies will be conducted for all faculty, staff, and students to foster an inclusive and respectful campus culture.
- This Gender Policy will be reviewed annually to ensure its effectiveness and relevance. Updates will be made as necessary to address emerging issues and incorporate best practices. The college encourages feedback from the community regarding the implementation of this policy. Suggestions and concerns can be submitted to the Office of Equal Opportunity and Diversity