



**BISHOP CHULAPARAMBIL MEMORIAL COLLEGE**

**(B.C.M. College)**

**KOTTAYAM**

**(NAAC REACCREDITED)**

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## **GENDER SENSITIZATION POLICY**

Bishop Chulaparambil Memorial College has been sensitive to the issues of gender. The College has a long-term commitment towards this objective and to follow relevant guidelines, a gender sensitisation policy has been formulated to ensure a proper gender-sensitive working culture on campus.

The aim of the institution is to

- ✦ Move with the times and
- ✦ Create a feeling of equity, equality and empowerment, as is said in our mission

Gender Sensitization is a basic requirement to understand the sensitive needs of a particular gender. It helps us examine our personal attitudes and beliefs and question the 'realities' we thought we knew.

Gender equality mechanisms can review such codes as well as broader rules of procedure regularly to identify discriminatory provisions. Finally, grievance and disciplinary mechanisms must be in place to enable discriminated parties to file complaints.

Gender mainstreaming and equality policies are also evolving to include progressive elements that reflect broader changes in society. It is important that as representatives of the population, the institution should always aim to reflect and channel positive societal developments through the members of the institution.

The Gender-sensitive policy takes into account the different social roles of men and women that lead to women and men having different needs.

Gender issues can be sensitized on the campus through various activities namely debates, discussions, seminars and other forms of art.



### **Gender Sensitizing Committee/Cell**

The institution is well prepared to handle and respond to gender sensitive issues and provide an environment where men and women can work together with a sense of personal security and dignity. For this purpose, the institute has set up a gender sensitisation policy. This policy engrosses the awareness about gender issues and works towards creating an environment of gender justice.

### **OBJECTIVES OF THE POLICY**

**The objectives of the policy aim to**

- ✦ Make our students gender-sensitive and create positive values that support the girl students and their rights.
- ✦ Provide overall guidance to the peer group in integrating/mainstreaming gender in all activities of the Institution in the form of focused group discussions, debates, poster-making competitions etc.
- ✦ Provide an integrated and interdisciplinary approach to understand the social and cultural constructions of gender that shape the experiences of women and men in society.
- ✦ Generate awareness regarding equality in law, social system and democratic activities.
- ✦ Fostering gender equality in all aspects of college life and throughout the college community for which an Equal Opportunity Centre has been established in the College.
- ✦ Empowering women with skills and self-confidence, necessary for participation in the development process of the nation.
- ✦ Maintaining a favourable and dignified atmosphere for women staff and girl students in the college by disallowing any act of harassment or exploitation.



- ✦ Developing and enhancing the leadership skills and organisational capabilities of female students and faculties.
- ✦ Promoting gender balance in various decision-making capacities.
- ✦ Building a conducive environment to ensure equal opportunities for women to take up leadership positions in both the academic and administrative segments.
- ✦ Raising awareness of women's role in the socio-economic development of the society and the country.
- ✦ Creating awareness on women-related issues through extension activities.

To achieve the same it has aimed at the following:

1. A unit is to be functional on the campus in association with the various departments, which addresses problems related to gender imbalances on campus with a thorough review in all areas of functioning on campus.
2. Ensure equal opportunities among staff and students in their personal, work and academic growth
3. Provide periodic training on campus which is gender-sensitive.
4. Empower the college community about individual rights and laws of the land
5. Build awareness and sensitivity among all genders to create a balanced working environment.



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