



RCMAS
RAJAGIRI COLLEGE OF MANAGEMENT &
APPLIED SCIENCES

Criterion VII Institutional Values and Best Practices

RAJAGIRI COLLEGE OF MANAGEMENT AND APPLIED SCIENCES

RAJAGIRI VALLEY P.O, KAKKANAD, KERALA 682039

An ISO 9001 : 2015 Certified Institution

Affiliated to Mahatma Gandhi University, Kottayam and Approved by AICTE

7.1

Institutional Values and Social Responsibilities

7.1.1

Gender Equality Policy

Submitted to



Gender Equality Policy

Introduction

Rajagiri College of Management and Applied Sciences (RCMAS) has implemented a comprehensive Gender Equality Policy committed to promoting gender equality and creating a campus environment that fosters respect, dignity, and equal opportunities for all members of the college community. This policy reaffirms the college's dedication to eliminating discrimination, bias, and barriers based on gender and fostering a culture of inclusivity, diversity, and empowerment.

Policy Objectives

Elimination of Discrimination: RCMAS prohibits all forms of discrimination, harassment, and bias based on gender, including but not limited to gender identity, gender expression, sexual orientation, and marital status.

Equal Opportunities: The college provides equal opportunities for all individuals, regardless of gender, in admission, education, employment, leadership roles, and participation in college activities and programs.

Promotion of Gender Equity: RCMAS addresses systemic barriers and inequalities that disproportionately affect individuals based on gender, with a focus on promoting gender equity in academic and professional domains.

Prevention of Gender-based Violence: The college condemns all forms of gender-based violence, including sexual harassment, verbal abuse, and gender-based bullying, and has created a safe and supportive environment for survivors and victims.



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Key Components

Gender-sensitive Policies and Practices: RCMAS has developed and implemented gender-sensitive policies, practices, and procedures that promote equity, diversity, and inclusion across all aspects of college life, including recruitment, admissions, curriculum development, faculty and staff appointments, and student support services.

Gender-responsive Curriculum: The college integrates gender perspectives, issues, and experiences into the curriculum across disciplines, fostering critical thinking, awareness, and understanding of gender dynamics and inequalities.

Preventive Measures: RCMAS conducts awareness programs, symposiums, training sessions, and workshops to educate faculty, staff, and students about gender equality, gender-based violence prevention, and the importance of creating a respectful and inclusive campus culture.

Support Services: The college provides support services and resources to individuals who have experienced gender-based discrimination, harassment, or violence, including counseling, legal assistance, medical support, and referral services.

Gender-sensitive Facilities: RCMAS ensures that its physical infrastructure, including buildings, restrooms, recreational areas, and transportation facilities, are designed and maintained to meet the diverse needs of individuals based on gender.

Monitoring and Evaluation

The implementation of the Gender Equality Policy is regularly monitored and evaluated to assess its impact, effectiveness, and compliance with relevant laws, regulations, and best practices. Feedback from stakeholders, including students, faculty, staff, and external partners, is solicited and used to inform policy reviews and revisions.



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Conclusion

RCMAS has successfully fostered a campus environment that upholds the principles of gender equality, diversity, and inclusion. By implementing gender-sensitive policies, promoting awareness and education, and providing support services, the college has created a culture where all members of the college community feel valued, respected, and empowered to reach their full potential, regardless of gender.



PRINCIPAL

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