



GENDER POLICY

Introduction

K.L.E. Society's Science and Commerce College has always been sensitive towards gender issues. In order to deal with issues related to gender, the college has a gender policy in place. The college encourages members of the student body, faculty and administrative staff irrespective of gender to participate in all the activities related to the organization. The gender policy of the college ensures a gender sensitive work culture to all the employees. The gender policy encompasses all internal and external stakeholders of the college.

Objectives of the Policy

- To create a gender sensitive work environment
- To provide equal opportunities to all students and employees irrespective of gender.
- To provide equal access to the resources, responses and services of the college irrespective of gender.
- To eliminate gender discrimination and harassment at the college.
- To ensure equity of treatment as a right for all equally

Major Elements of the Policy

- Ensuring gender balance with respect to recruitment and retention of faculty and administrative staff at all levels of the organization.
- Ensuring equal opportunities in terms of working condition, growth and training to all the employees, irrespective of gender.
- Ensuring gender balance in representation and participation in various functional committees of the college.
- Providing a safe and secure campus and deter and prevent any sexual harassment.
- Raising awareness towards women's role in socio-economic development of the society and country as a whole.
- Creating awareness on women related issues through extension services.
- Creating consciousness and motivation towards gender equality in different sections of the society.
- Providing counselling, guidance and life skill education to girl students.
- Promote the spirit of entrepreneurship among female students.
- Instill a sense of self confidence among female students.



K. L. E. Society's

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The college shows gender sensitivity through various initiatives and actions for creating safe, secure and healthy atmosphere in the campus. Sensitization of the students is done through special lectures and functions. Specific initiatives with respect to key areas are as follows:

Safety and security:

- Institute should provide a comprehensive range of security amenities especially for girls within the premises, through a dedicated team of security personnel.
- actions to be taken to ensure safety of the girl students by creating awareness and prevention programs, dialogue and action.

1. CCTV cameras:

- 24 hour CCTV surveillance is maintained in the college. It helps to keep a check on antisocial activities. Students and other employees in the college too remain cautious about the surveillance.
- Discipline is also maintained and it also provides a sense of security to the students and even their guardians.
- Students wear identity cards at all times to ensure their identity

2. Visitors Register:

The institute keeps visitor log register to record the details of any person entering the college premise

3. Medical facility in campus

- The availability of a Hospital in close proximity to college in case of emergency.
- First aid box having basic necessary medical facilities and emergency services.
- College also has security provisions to attend to any emergency conditions. Fire extinguishers are placed at different blocks inside the campus for providing the security.

4. Common Rooms

- The Availability of Girls and Boys common Room in the college.


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