



G.T.N. ARTS COLLEGE (AUTONOMOUS)

[Affiliated to Madurai Kamaraj University]
Recognized under DBT STAR COLLEGE SCHEME

[As ISO 9001:2015 Certified Institution] [Four Star Rating by MoE's Innovation Council]
Old Karur Road, Dindigul, Tamil Nadu - 624005



POLICY ON GENDER EQUITY

Achieving gender equality will require specific measures designed to eliminate gender inequities. Gender equity means fairness and justice in the distribution of benefits, power, resources, and responsibilities between women and men. G.T.N. Arts College is committed to eliminating all forms of prejudice, particularly those based on gender. The Gender Equity Policy establishes standards and structures for fostering gender equality among its stakeholders.

Objectives:

- Providing a secure environment for both male and female students and staff to work without fear, intimidation, or discomfort.
- Provision of curriculum that fits the educational requirements and rights of both male and female students in terms of content, language, and methodology.
- Establishing a sense of tolerance and equality for both men and women.
- Promoting a work environment in which everyone is treated with dignity and respect.
- Preparing all students to understand their rights to personal respect and safety, as well as providing a safe, harassment-free atmosphere.

Policy Guidelines:

- Gender stereotyping will be prohibited.
- All forms of bias and discrimination, including unconscious bias against women, will not be tolerated.
- Gender sensitivity will be employed to uphold the policy of equal representation for men and women.
- No student will be denied admission on the grounds of gender.
- Proactive measures will be undertaken to facilitate and encourage the active participation of women and men students in all sorts of activities.
- Learning and working environments will be guided by the notion of gender-responsive participatory methods and approaches.
- Gender awareness and sensitivity training will be provided for all staff and students.
- The institution has a responsibility to bring about social changes that will transform patriarchal structures that impede society from fulfilling its constitutional values of gender equality and justice.
- Grievance Redressal and Counselling Cell, and Women's Cell are the thriving communities in G.T.N. that share a similar purpose to learn, educate, and collaborate on ideas that have the potential to make a real and positive impact while overcoming the challenges that students encounter.