

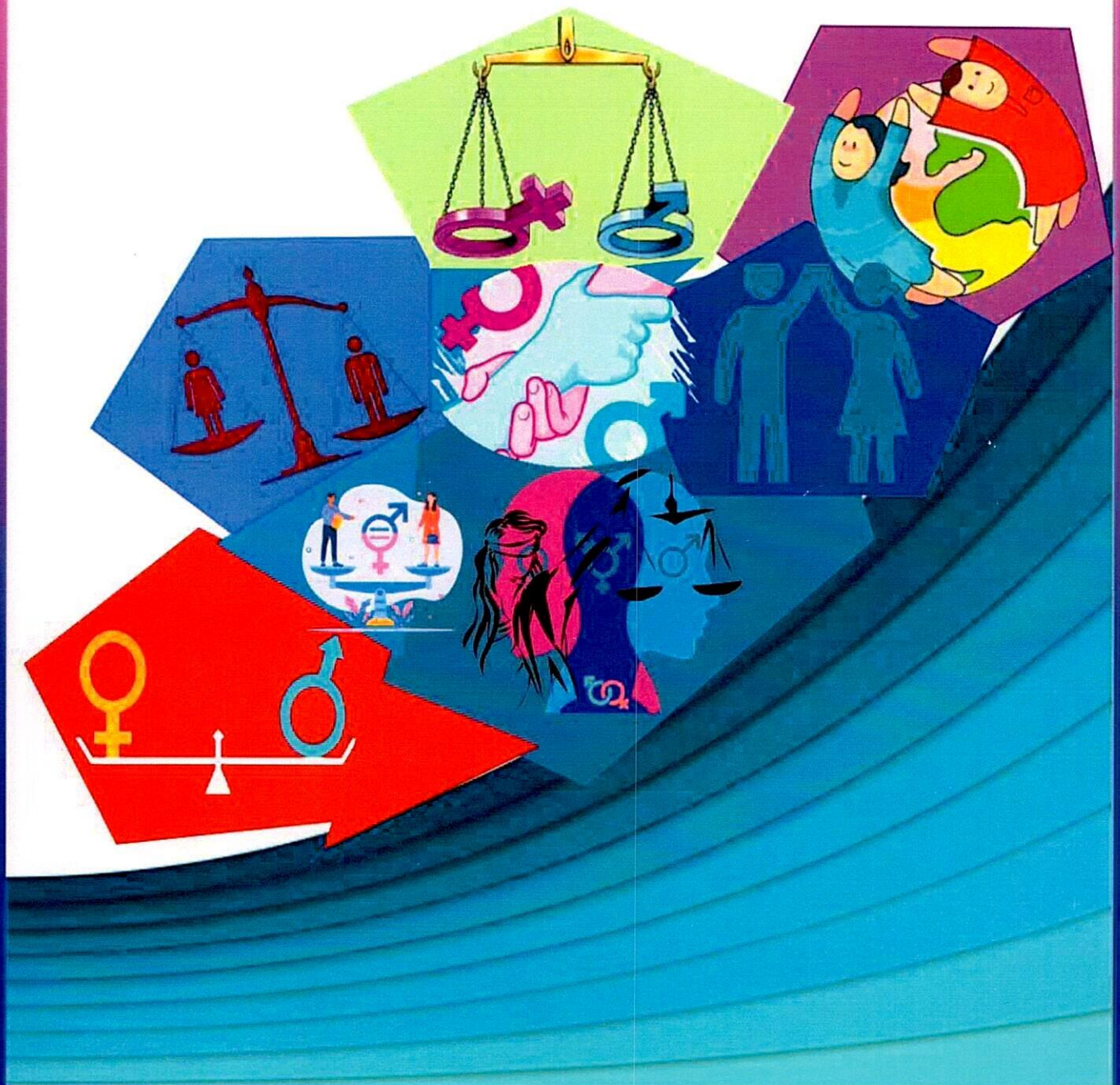


# JMJ College for Women (A), Tenali



ISO Certificate No  
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# Gender Policy





## JMJ COLLEGE FOR WOMEN (AUTONOMOUS), TENALI-522202, GUNTUR DT.A.P.

### GENDER POLICY

A gender policy is a set of guidelines, principles, and strategies developed by the organization or institution to address issues related to gender equality and promote the rights and well-being of individuals.

#### Aims:

1. To ensure that there is equal treatment and opportunities for people of different genders in the society and they often cover areas such as education, employment, healthcare, and social services.
2. To focus on eliminating discrimination and promoting inclusivity and diversity.
3. To promote Gender Equity by empowering women.
4. To create a safe and inclusive educational environment.

#### JMJ College for Women (A), Tenali, Guntur District, Andhra Pradesh Gender Policy

#### Introduction:

JMJ College for Women (A), Tenali is committed to promoting gender equality and ensuring a safe and inclusive environment for all members of the college community. This gender policy outlines our commitment to upholding the rights and dignity of every individual, with a particular focus on the needs and concerns of women in accordance with our Christian values.

#### Objectives:

- **Gender Equality:** JMJ College for Women (A), Tenali is committed to promoting gender equality in all aspects of college life, including admissions, faculty and staff recruitment, curriculum development, and decision-making processes. This is the only Institution established exclusively for promoting literacy of women in Tenali area.
- **Preventing Discrimination:** The College strictly prohibits any form of discrimination or harassment based on gender, including but not limited to, sexual harassment, bullying, and gender-based violence on the campus and outside the campus through various activities.



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- **Support and Resources:** JMJ College for Women (A), Tenali provides support and resources to address the specific needs and concerns of women, including counseling services, mentorship programmes, and awareness programmes.
- **Curriculum and Education:** The College includes gender-sensitive content in its curriculum to raise awareness about gender issues, women's rights, and promote an inclusive and diverse educational environment.
- **Gender-Responsive Campus:** JMJ College for Women (A), Tenali ensures that campus facilities, security measures, and policies are gender-responsive and sensitive to the needs of women, including safe transportation options and well-lit pathways.

### Implementation:

1. **Committees Addressing Gender issues:** Various Committees and departments focus on gender related issues through their activities ensuring the effective implementation of this policy.
2. **Reporting Mechanisms:** The College established Grievance and Redressal Cell to address any incident of gender-based discrimination or harassment, for appropriate action and to rectify the same.
3. **Gender Sensitization:** Regular workshops, seminars, and awareness campaigns are organized to sensitize students, faculty, and staff towards gender issues.
4. **Inclusivity in Decision-Making:** The College encourages the active participation of both genders in all decision-making processes.
5. **Women Empowerment Cell:** The College established Women Empowerment Cell to plan and execute the activities to develop leadership skills to empower themselves as well as the society.
6. **Anti- Ragging and Sexual Harassment Cell:** This committee functions to avoid any act of ragging, gender-based harassment or discrimination, including assault or bullying on the campus.
7. **Gender-Complying Healthcare Awareness Initiative:** The College is dedicated to fostering awareness on gender-affirming healthcare for students and faculty.

### Conclusion:

JMJ College for Women (A), Tenali remains dedicated to fostering a campus environment that respects and promotes the rights and dignity of men and women. This gender policy reflects our commitment to creating a safe, inclusive, and empowering atmosphere for all members of the college community while upholding our Christian values.



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