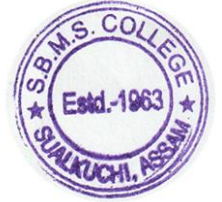


## Introduction:

At SBMS College, we recognise the importance of gender equality and inclusivity in fostering a harmonious and productive environment. Our gender sensitization Policy prepared by Gender Sensitization Cell, aims to promote awareness, prevent discrimination, and create a supportive space for all individuals regardless of gender identity.

## Policy Statement:

- Promoting gender equality and diversity in all aspects of our operations
- Preventing and addressing gender-based discrimination, harassment and stereotypes.
- Providing equal opportunities and fair treatment for all genders.
- Educating and raising awareness among employees, students about gender-based issues.
- Ensuring a respectful and inclusive environment where everyone feels valued and respected.



## Scope:

This policy applies to all employees, students or anyone associated with SBMS College. It covers recruitment, training, academic environment, promotions, students' management.

## Key Principles:

- **Respect:** Treating every stakeholder with dignity and respect regardless of gender identity.
- **Equality:** Providing equal opportunities, rights and responsibilities for all individuals of all genders.
- **Non-Discrimination:** Prohibiting all kind of discrimination and bias based on gender.
- **Awareness and Support:** Educating employees and students about gender related issues, sensitivity and inclusivity and simultaneously offering support and counselling for those affected by gender related issues.

**Responsibility:**

- Ensuring the implementation and adherence to the gender sensitization policy.
- Preparing gender sensitization action plan for the Institution
- Preparing a gender audit for the institution for assessing gender balance and identifying gender disparities so that the progress in achieving gender equality goals can be monitored and adjustments can be made as needed to ensure continuous improvement.
- Facilitating training programmes, Workshops and awareness campaign on gender sensitivity
- Redressing any complaint and grievance related to gender discrimination or harassment or misconduct

**Compliance:**

- All employees and students are expected to comply with this policy and related procedure. Noncompliance may result in disciplinary action as per S.B.M.S. College policies and applicable laws.

**Communication:**

- This policy will be communicated to all employees and students through orientation programme, and other relevant channels

**Conclusion:**

- S.B.M. S College is committed to creating an environment where gender equality, respect and inclusivity are valued and practised. This gender sensitization policy reflects our dedication to promoting gender sensitivity, preventing discrimination and fostering a culture of respect and equality for all.

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