

# Gender equity policy

## Government College of Engineering and Ceramic technology

The principle of gender equity is enshrined in the Indian Constitution in its Preamble, Fundamental Rights, Fundamental Duties and Directive Principles. The Constitution not only grants equality to women, but also empowers the State to adopt measures of positive discrimination in favour of women.

The Gender Equality Law, 2011 seeks to eliminate discrimination in employment, training and recruitment on the basis of sex, marital status, pregnancy or gender and to promote the payment of equal remuneration to male and female employees who perform work of equal value

Gender equality is a goal in itself and a prerequisite for sustainable and peaceful development. Gender equality is achieved when women, men, girls and boys have equal rights, conditions and opportunities, and the power to shape their own lives and contribute to the development of society.

Gender equality is when people of all genders have equal rights, responsibilities, and opportunities. It is a human right. This means it doesn't refer to women only. People of all genders are affected by gender inequality.

A teacher is an agent of change, promotes gender equality in classroom and removes the stereotype thinking from the society by changing the mindset of young generation. For constructing a gender friendly attitude a teacher makes strategies on the basis of teaching learning materials.

In education, gender equity is important. Gender-equitable education systems empower both girls and boys and foster the development of life skills that young people need to succeed, such as self-management, communication, negotiation, and critical thinking.

It is a strategy for making women and men an integral part of the design, implementation, monitoring and evaluation of policies and programmes in all spheres, so that women and men can benefit equally, and inequality is not perpetuated.

### Steps to ensure gender neutrality:

1. By sensitizing teachers and students about the importance of gender equality.
2. Centers should be made inside the campus that can keep a vigil on the gender violations happening in educational institutes.
3. Management should make sure that students are being treated fairly in the classroom where they feel equally about taking part in any conversation.
4. Syllabus should be made inclusive, that can promote gender equality.
5. Scholarships should be created for the marginalized women who have suffered gender discrimination.
6. Management of the institute should regularly check the smooth atmosphere of the classroom in order to avoid any untoward gender violation.
7. Women and men both should be allowed to express their disagreement with respect to the behavior of their teachers.
8. Seminars, conferences and workshops must be conducted to teach students about the importance of gender equality.
9. Gender segregation should be eliminated; universities should encourage co-education instead of segregating the student community.
10. Both men and women should be given equal opportunities be it in the field of sports, placement drives or inside the classroom.
11. Management should make sure to maintain and implement an inclusive and diverse environment in which all people are respected and responsibilities are shared by both men and women.
12. It is mandatory to use gender neutral language beyond the gender stereotypes in the classroom.