



St Joseph College of Communication

Media Village, Changanassery
Affiliated to Mahatma Gandhi University, Kottayam, Kerala

Vision: Transforming Media for a Wholesome World

Founded in 2004

Gender Equity Policy

Responsible Executive	Convener, Internal Complaint Committee, St Joseph College of Communication
Responsible Office	Internal Complaint Committee and Office of the Principal, St Joseph College of Communication
Date Issued	November 2020
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1. Statement of Policy

St. Joseph College of Communication, Changanassery is committed to fostering an inclusive and equitable environment for all members of our academic community. Our Gender Equity Policy reflects our core belief that all individuals, regardless of gender, are entitled to equal rights, responsibilities, and opportunities. This policy aims to ensure that both male and female staff members, as well as male and female students, are treated with fairness and respect, and are provided with equal opportunities for study, employment, and professional growth. By upholding these principles, we strive to create a vibrant and diverse educational atmosphere where everyone can thrive and contribute meaningfully to the college community.

2. Gender

“Gender” in this policy refers to those behaviours and attitudes which are culturally accepted as appropriate ways of being a woman (femininity) and ways of being a man (masculinity). The sex of a person is biologically determined, whereas ways of being a man or woman are learned: they are constructed, reinforced, maintained and reconstructed over time through social and cultural practices. Such social constructions of gender vary across cultures, social class and time.

3. Equity

“Equity”, as enshrined in the Constitution of India, is a foundational principle that seeks to ensure fairness and justice within the social, economic, and political fabric of the nation. The Constitution explicitly endorses the concept of equity through several provisions, notably in Articles 14, 15, and 16. Article 14 guarantees the right to equality before the law and equal protection of the laws, establishing the bedrock for equitable treatment of all citizens. Article 15 prohibits discrimination on grounds of religion, race, caste, sex, or place of birth, underscoring the commitment to gender equity and social justice. Article 16 further reinforces this by ensuring equality of opportunity in matters of public employment. Collectively, these provisions embody the constitutional mandate to promote an equitable society where every individual has the opportunity to succeed and contribute, irrespective of their background. Equity in this context goes beyond mere formal equality; it involves recognizing and addressing systemic inequalities to achieve substantive fairness and inclusivity in all spheres of life.

4. Gender Equity

“Gender equity” refers to fairness and justice in the distribution of benefits and responsibilities between women and men. The concept recognizes that women and men have different needs and power and that these differences should be identified and addressed in a manner that rectifies the imbalance between the sexes.

Equity is not maintained where there is discrimination. Discrimination involves treating the sexes differently in ways that suggest that one is inherently inferior to the other. Being treated differently in areas of learning and related activities can and does affect the distribution of political, economic and social benefits and influence. Equality is different from equity. Equality means every person receiving the same treatment regardless of who or where he or she may be. Equity is the means. Equality is the goal.

The education system in the SJCC campus has a role and responsibility in contributing to a socially just society. It can be done by ensuring equal and fair access to, participation in and outcomes from the education provided for female and male students. So that all citizens have an equal opportunity to participate in and benefit from the development of the country,

men's and women's aspirations, achievements and life choices must not be constrained by gender. Understanding gender equity in education enables students and educators to recognize and remedy the constraints and inequalities that may result from not understanding constructions of gender. The Gender Equity in Campus Policy aims to develop every individual to her or his full potential.

5. Educational Principles and Values

The higher education system in India promotes and upholds the following values and principles, essential for the development and implementation of quality curricula and educational experiences for both male and female students.

Principles

- All students can reach their full potential; gender does not determine the capacity to learn.
- Achieving equality of opportunity and outcomes in higher education for both female and male students may require preferential treatment for some time.
- Strategies to improve education quality for female students should recognize that individuals and groups differ, with varied needs and socio-economic and cultural backgrounds.

Values

- Female and male students should value each other and be equally valued in all aspects of campus life.
- Providing high-quality education to both female and male students is a professional responsibility for all educators.
- Campus life should ensure that all students, regardless of gender, are entitled to personal respect and safety, economic security, and participation in decisions affecting their lives.

6. Expected Outcomes

The implementation of the Gender Equity Policy on campus is expected to result in:

- Educating female and male students for a fulfilling, responsible, and productive life, both at home and in the workplace.
- Providing a curriculum that meets the educational needs and rights of both female and male students in terms of content, language, and methodology.
- Acknowledging and respecting positive cultural values and individual differences.
- Offering a curriculum that challenges unfair cultural practices and recognizes the contributions of women and diverse groups of men to society.
- Encouraging the development of positive attitudes and behaviors in male and female students that promote social responsibility, empathy, and equitable, non-violent relationships.
- Creating a challenging learning environment that is socially, culturally supportive, and physically comfortable for both female and male students.
- Preparing students for their rights to personal respect and safety, and ensuring an environment free from harassment and violence.
- Allocating financial and personnel resources to fully and equally realize the capacities of male and female students.
- Achieving effective and lasting improvements on campus, along with a high level of awareness, understanding, and acceptance of the educational needs of female students among students, parents, teachers, management, and all stakeholders.

7. Approval & Review Details

Approval Authority:

Executive Director, St Joseph College of Communication, Changanassery

Officer In-charge:

Convener, Internal Complaint Committee, St Joseph College of Communication,
Changanassery

Approved on: November 2023

Next Review Date: November 2024

8. Feedback:

Stakeholders may provide feedback about this document by e-mailing IQAC.