



S. P. MANDALI's  
RAMNARAIN RUIA AUTONOMOUS COLLEGE

# GENDER EQUITY POLICY



**Name of the organization:** S P Mandali's Ramnarain Ruia Autonomous College

**Policy Number:** RRAC-Acad P-8

---

**Title of the Policy:** Gender Equity Policy

**Effective Date:** 2017-18

**Last Revision Date:**

**Responsible Party:** Principal, Management, Vice-Principals, IQAC

**Scope and Audience:** Students, Administrative Staff and Faculty

## 1. Policy objectives:

Gender policy is formulated to ensure inclusiveness and equity as follows:

- To eliminate gender-based discrimination, harassment, and bias, creating a safer and more respectful learning environment for all, such that all function with a sense of dignity and a feeling of belongingness.
- To promote equal opportunities to all individuals from diverse gender groups, fostering a more inclusive workforce and student community.
- To create gender-inclusive spaces.
- To promote gender-inclusive language and practices.
- To ensure Zero tolerance within our organization and amongst our partners for discrimination, sexual exploitation, abuse, and harassment.

## 2. Introduction:

Ramnarain Ruia Autonomous College is known for its holistic and value-based approach to education with experiential wisdom. The College has implemented the 'Choice Based Credit & Grading System' as part of its Autonomous status and offers 11 aided subjects in UG Arts, one unaided arts subject, 8 aided subjects in UG Science, 4 unaided subjects in Science along with 2 courses in BVoc degree. The Gender Sensitisation Cell exists as a mandated body as per Section 3.2 (15) of UGC Guidelines (Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and Students in Higher Educational Institutions) Regulations, 2015. The Gender Sensitisation Cell works in close association with the Internal Committee which addresses all complaints of sexual harassment within the Institute as per Section 4 of the UGC Guidelines (Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and Students in Higher Educational Institutions) Regulations, 2015.

## 3. Definitions

**Gender:** 'Gender' includes all persons who identify as girl/woman, boy/man, and transgender. The term 'gender' goes beyond the binary constructs that are reinforced by culture and its agents. It includes and transcends the notions of a singular understanding of masculinity and femininity, includes androgynous persons and individuals who may identify as non-binary, agender, and gender-queer.

**Gender Inclusiveness:** the practice or policy of providing equal access to opportunities and resources to all the people irrespective of their gender, sexual orientation or status in society.

These include: Agender, bigender, androgynous, cisgender, cishet, genderqueer, gender non-conforming, gender fluid, non-binary, intersex, queer, lesbian, gay, bisexual, transgender, biphobia, homophobia, transphobia, heteronormativity, AMAB (assigned male at birth), AFAB (assigned female at birth), QTPOC (queer, trans people of colour)

**Gender equality** is a state in which people have access to rights or opportunities regardless of gender.

**Gender equity** refers to fairness and justice in the distribution of benefits and responsibilities without bias. The concept recognizes that all genders have different needs and power. 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.

**INTRODUCTION:** Ramnarain Ruia Autonomous College is committed to fostering a diverse, inclusive, and equitable campus community where all individuals, regardless of gender identity or expression, feel valued, respected, and empowered to thrive. Our Gender Equity and Inclusiveness Policy reflects our dedication to promoting gender equity and creating a supportive environment that celebrates the richness of gender diversity. Our Gender Equity and Inclusiveness Policy is a reflection of this commitment, aiming to eliminate gender-based disparities and promote equality throughout all aspects of our organization.

### **POLICY STATEMENT:**

- **NON-DISCRIMINATION:** Ramnarain Ruia Autonomous College prohibits all forms of discrimination, harassment, and bias, based on gender identity, gender expression, or any other characteristic protected by law. We provide equal opportunities and fair treatment for all members of our community, regardless of gender, in admission, employment, educational programs, activities, and services.
- **INCLUSIVE LANGUAGE AND PRACTICES:** Our College promotes the use of inclusive language and practices that recognize and respect the diversity of gender identities and expressions. Our College encourages the use of gender-neutral or gender-inclusive language in all official communications, documents, and forms to ensure that everyone feels included and affirmed.
- **GENDER-INCLUSIVE FACILITIES:** Ramnarain Ruia Autonomous College provides gender-inclusive facilities, including restrooms, and changing rooms, to accommodate the diverse needs of our community members. These facilities are accessible to individuals of all gender identities and are designed to ensure privacy, safety, and dignity for everyone.

- **SUPPORT SERVICES:** We offer comprehensive support services and resources to address the unique needs and challenges faced by individuals of all gender identities. This includes access to counseling, healthcare, academic advising, and other support services tailored to support the well-being and success of our students, faculty, and staff.
- **EDUCATION AND TRAINING:** Ramnarain Ruia Autonomous College provides education and training opportunities to raise awareness of gender equity issues, promote understanding of diverse gender identities and expressions, and cultivate inclusive practices among our community members. The College offers workshops, seminars, and resources to support the development of cultural competence and allyship.
- **STUDENT ORGANIZATIONS AND ACTIVITIES:** We support and encourage the student council to conduct activities that promote gender equity, LGBTQ+ rights, and inclusiveness on campus. This provides spaces for advocacy, support, and community-building, fostering a sense of belonging and empowerment among our students.
- **REPORTING AND RESPONSE PROCEDURES:** The College maintains clear and accessible procedures for reporting incidents of discrimination, harassment, or other violations of this policy. The Institute will take all reports seriously and conduct prompt and thorough investigations, providing support to those affected and taking appropriate disciplinary action as needed. There is and will always continue to be 'Zero tolerance to sexual harassment' at all levels and for all stakeholders.
- **EVALUATION AND CONTINUOUS IMPROVEMENT:** We regularly evaluate the effectiveness of our Gender Equity and Inclusiveness Policy and related practices through feedback mechanisms, surveys, and assessments. Ramnarain Ruia Autonomous College, is committed to continuous improvement, adapting our policies and initiatives to meet the evolving needs of our community and advance our commitment to gender equity and inclusiveness.

### Outcome of this Policy

- The College shall promote equality of opportunity for all, regardless of gender, sex and sexuality.
- No discrimination will be made and/or tolerated based on gender, sex or sexuality.

- All categories of students will be treated on par for all aspects related to higher education such as admissions, scholarships, internships, research projects, committee representations, curricular and extracurricular activities, cultural events and activities, sports, grievance redressal.
- There is and will always continue to be 'Zero tolerance to sexual harassment' at all levels and for all stakeholders. The Internal Committee will ensure the same.
- All rules, regulations and policies of the College will apply to all stakeholders alike, irrespective of their gender.
- Encouragement of the development of positive attitudes and behaviours, which promote social responsibility, empathy, and sensitive, equal and non-violent relationships among all students and staff.
- Emergency phone numbers, including the Women's Helpline, shall be posted in strategic places across the campus for employees and students.
- Provision of finances and personnel resources, without discrimination, to ensure that the capacities of all students are fully and equally realized.
- Provision of common rooms and washrooms in the appropriate locations for students. Provision of sanitary napkin vending machines and Padcare bins be installed for safe and ecologically responsible disposal of sanitary napkins in the girl's and women's washrooms.
- The Gender Sensitization Cell in association with ICC shall organise programmes and talks on sexual harassment, cyber security, legal awareness, eve teasing, mental health awareness, marriage adjustment, sexuality education, choice of partner and relationship management, management of sexual harassment, and more. Perimenopausal and menopausal syndrome management, nutrition and diet of girls and women, and menstrual hygiene are a few examples.
- Provide a challenging learning environment which is socially and culturally supportive and physically, emotionally and mentally conducive for the overall growth of all students, irrespective of gender status.

**CONCLUSION:** By upholding the principles outlined in this policy, Ramnarain Ruia Autonomous College reaffirms its commitment to creating a campus environment

where all individuals are valued, respected, and empowered to achieve their full potential, regardless of gender identity or expression. We recognize that achieving gender equity and inclusiveness requires collective effort, collaboration, and ongoing commitment from all members of the Institute. Together, we will continue to work towards creating a more equitable and inclusive campus for everyone.

*Aslam*

**Principal**  
Ramnarain Ruia Autonomous College  
Matunga, Mumbai - 400 019.

