



# SIENA COLLEGE OF PROFESSIONAL STUDIES

(Affiliated to Mahatma Gandhi University, Kottayam, Kerala)

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## GENDER POLICY

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Gender refers to the social, cultural, and psychological characteristics, roles, behaviors and expectations associated with being male, female, or non-binary. It is distinct from biological sex, which is based on physical and genetic attributes. Gender is a complex and multifaceted concept that can vary across cultures and time periods. Gender equality is a fundamental human right. It ensures that all individuals, regardless of their gender, have the same rights and opportunities in all aspects of life, including education, employment and participation in society.

As one of the prominent colleges in Kerala, Siena college of professional studies, provides ample opportunities to young boys and girls to learn, grow and lead in all spheres of life. The college ensures that the college environment is inclusive and welcoming to students of all genders. The college always supports students to take upon all kinds of activities both academic and co-curricular. By taking a proactive stance on gender equality, the college contributes to broader societal progress by preparing students to be advocates for gender equality in their communities and beyond.

### Objectives

- To promote equal rights, opportunities and treatment for all individuals, regardless of their gender identity.
- To create an environment free from gender-based discrimination, harassment, or bias, ensuring that all members of the institution feel safe and respected.
- To make the educational institution inclusive and welcoming for individuals of all gender identities and expressions.
- To empower women by addressing barriers they may face in education and providing opportunities for leadership and participation in all aspects of college life.
- To provide education and training on gender related topics for students, faculty and staff, fostering a more informed and inclusive community.
- To organize seminars, workshops on gender issues.
- To prepare students to be advocates for gender equality in their future careers and communities, contributing to broader social change.

### Women Cell

The college has constituted a women cell to address the issues relating to promote gender equality and women empowerment. The members of the committee are; Four faculty members from various departments of the institution, also student coordinators from each and every class is selected for the smooth functioning of the cell.

### Specific responsibilities of the committee

1. Organise workshops, seminars and orientation sessions.
2. Coordinate awareness programmes and other events.
3. To train women to acquire wide range of skills and knowledge and to develop their social, economic and intellectual capacities for peace, security and prosperity of mankind.

## **Roles and responsibilities**

- The primary role is to advocate for and promote gender equality within college campus.
- Organizing awareness campaigns, workshops and seminars to educate students and staff about gender issues, stereotypes and discrimination.
- Offering training sessions for faculty, staff and students on various topics.
- To create a more inclusive and gender sensitive campus environment.