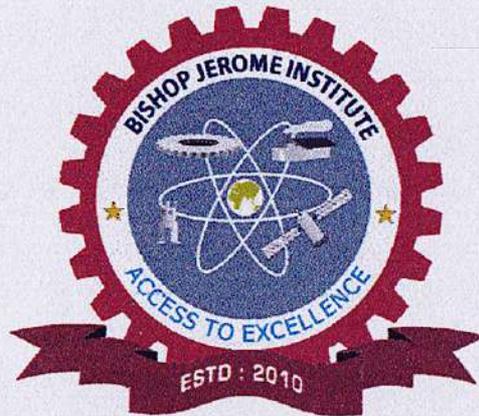
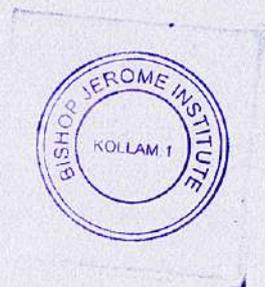


GENDER EQUITY POLICY



BISHOP JEROME INSTITUTE

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GENDER EQUITY POLICY

INTRODUCTION

Across the Indian subcontinent, and especially in the state of Kerala which, is acclaimed as the “God’s own Country”, great attention is focused gender equality, especially on the status of women and transgenders, and the need to improve the quality of their lives, and benefits in the society as ‘equals’ in all aspects.

Higher education campuses have a special role in promoting gender equity between human beings, regardless of their sexual criteria. What is taught and learned in the campus contributes in a positive way in the lives of boys, girls and transgenders. As responsible professional educators, one must ensure that female, male and transgender students, as well as staff, have equal access to the knowledge and skills that is provided.

The policy provides a frame work of principles and practices that will improve the life chances and opportunities of all students regardless of sexual differences. The education system has the responsibility to provide high quality equitable education that meets the needs of all students regardless of their gender. The Gender Equity Policy of the College has been developed so that no student at **BISHOP JEROME INSTITUTE (BJI)** is subjected to any sort of disadvantage on account of gender.

BJI believe in equal opportunity for everyone in the campus; with is no discrimination on the basis of gender, whether in offering opportunities, allocation of resources, benefits or access to educational services.

The Constitution of India embodies the Government's commitment to equality for women, men and transgenders within family, community and society. It supports the idea of human development, which encourages every person to be dynamically involved in the process of liberating self from every form of domination and oppression so that each man, woman or transgender will have the opportunity to develop as a whole person in relation to others.

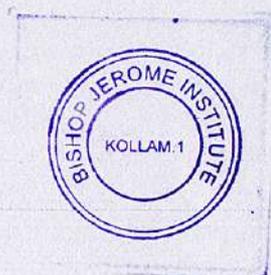


The Government of India also subscribes to and has endorsed a range of international Conventions such as the United Nations Declaration of Human Rights (1962), the United Nations Convention on the Rights of the Child (1989), and Education for All (United Nations Declaration 1990) and the Beijing Declaration (1995) which called for the mainstreaming of gender issues. Hence, it is imperative that the essence and spirit of these declarations become part of daily life particularly in the educational system.

'Gender' in this policy refers to those behaviour and attitudes which are culturally accepted as the appropriate ways of being a woman (femininity), ways of being a man (masculinity) or ways of being a transgender. The gender of an individual is biologically determined, whereas ways of being a man, woman or transgender 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.

'Equity' means fairness without any bias. In social exchange fairness exists when persons who have made larger contributions receive relatively larger rewards, those who have made smaller contributions receive smaller rewards, and so on. In a social context equity also involves conscience or principles of natural justice. Therefore, some people may be recognized as more deserving than others. The bias on which preferential treatment is made is important in judging whether a case is just or unjust. It can vary according to basic beliefs or political persuasion.

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



Equity is not maintained where there is discrimination. Discrimination involves treating the genders 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 influences. Equality is different from equity. Equality means every person receiving the same treatment regardless of who or where they may be. Equity is the means. Equality is the goal. The education system at BJI 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, male and transgender students. In order that all citizens have an equal opportunity to participate in and benefit from the development of the country, for men's, women's and transgender'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.



GENDER EQUITY POLICY OF BJI

The Gender Equity Policy of **Bishop Jerome Institute** is to provide equal opportunities to all its stakeholders in all respects, irrespective of their gender.

EDUCATIONAL PRINCIPLES AND VALUES

The higher education system in India encourages, supports and promotes the following values and principles as being essential to the development and implementation of quality curriculum and educational experiences for male, female and trans gender students.

Principles

- All students have the ability to achieve their full potential; being either males, females or transgenders do not determine the capacity to learn.
- Equality of opportunity and outcomes in higher education for female and male students may require that girls and boys get some preferential treatment at least for a period of time.
- Strategies to improve the quality of education for female students should be based on an understanding that neither men, women nor transgenders are the same individually or as a group, having different needs and coming from different socio-economic and cultural backgrounds.



Values

- Female, transgender and male students should value each other and be valued equally in all aspects of Campus life.
- High quality education for all students regardless of gender discrimination is a professional responsibility for all the educators in the system.
- Campus life for girls, boys and transgenders should reflect the entitlements of all women, in their own right, to personal respect and personal safety, economic security, and participation in and influence over decisions making which affect their lives.

EXPECTED OUTCOMES

The **Gender Equity Policy** in BJI campus is expected to result in:

- Education of female, transgender and male students for a satisfying, responsible and productive life, including work inside and outside their residences.
- Provision of a curriculum which, in content, language and methodology meets the educational needs and rights of female as well as male students.
- Acknowledgement and respect of positive cultural values and individual differences.
- Provision of a Curriculum which challenges unfair cultural practices and recognizes the contributions of women and transgenders to society and the full range as well as the contributions of diverse groups of men.



- Encouragement for the development of positive attitudes and behaviours in male, female and transgender students which promote social responsibility, empathy, and sensitive, equal and nonviolent relationships.
- Provision of a challenging learning environment which is socially and culturally supportive and physically comfortable for female, transgender as well as male students.
- Preparing female, transgender and male students for their rights to personal respect and safety and provision of an environment that is safe and free from all forms of harassment and violence.

This Policy is approved by:

Anil. A.R.

Principal

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