

# SARASWATHI LAW COLLEGE, CHITRADURGA

## GENDER EQUALITY POLICY

### **1. Preamble**

Saraswathi Law College, Chitradurga is committed to fostering an inclusive, safe, and equitable academic environment that upholds the dignity, rights, and opportunities of all individuals irrespective of gender. The institution recognizes gender equality as a fundamental human right and an essential component of academic excellence and social justice.

This policy is framed in alignment with national laws, regulatory guidelines.

### **2. Legal and Regulatory Framework**

The College ensures compliance with the following statutory provisions and guidelines:

The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH Act)

UGC (Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and Students in Higher Educational Institutions) Regulations, 2015

The Constitution of India (Articles 14, 15, and 21 ensuring equality and protection of life and dignity)

Guidelines issued by the affiliating university and relevant statutory bodies such as UGC/BCI

The institution adopts a zero-tolerance policy towards gender discrimination, harassment, and any form of inequality.

### **3. Objectives**

- To promote gender equality and inclusivity across all institutional activities
- To prevent and prohibit sexual harassment and gender-based discrimination

- To provide a safe and secure campus environment
- To ensure prompt redressal of grievances related to gender issues
- To create awareness and sensitivity among stakeholders

#### **4. Institutional Mechanisms**

To implement this policy effectively, the College has constituted the following statutory and support cells:

- Anti Ragging Cell
- Anti Sexual Harassment Cell
- SC/ST Cell
- Student Grievance Cell

These bodies function as per prescribed norms and are duly notified by the institution.

#### **5. Scope of the Policy**

This policy applies to: All students, teaching and non-teaching staff Visitors, interns, and contractual workers All academic, administrative, and extracurricular spaces (including online platforms)

#### **6. Prevention and Prohibition Measures**

The institution undertakes the following measures: Regular awareness programs on gender equality and POSH Display of guidelines and helpline contacts on campus Inclusion of gender sensitization topics in orientation programs Ensuring gender-neutral participation in academic and co-curricular activities.

#### **7. Grievance Redressal Mechanism**

Complaints related to sexual harassment or gender discrimination may be submitted to the concerned cell in writing or through designated online platforms

The committees shall conduct a fair, unbiased, and time-bound inquiry Confidentiality of all parties involved shall be strictly maintained appropriate action shall be recommended as per statutory provisions.

## **8. Facilities for Gender Equity**

The College ensures:

- Adequate lighting and CCTV surveillance across campus
- Separate and hygienic restroom facilities
- Safe drinking water and common spaces
- Suggestion/complaint boxes and access to support services

## **9. Roles and Responsibilities**


- Management: Ensure policy implementation and resource allocation
- Faculty: Promote inclusive classroom practices
- Students: Respect diversity and uphold institutional values
- Committees: Monitor, review, and report activities and cases

## **10. Monitoring and Review**

The policy shall be reviewed periodically by the Internal Quality Assurance Cell (IQAC) and relevant statutory bodies to ensure effectiveness and compliance with updated regulations.

## **11. Conclusion**

Saraswathi Law College, Chitradurga affirms its commitment to creating a gender-sensitive ecosystem where equality, respect, and dignity are upheld at all levels. This policy reflects the institution's adherence to legal mandates and its proactive approach toward achieving gender justice.

  
**Principal**  
Saraswathi Law College  
CHITRADURGA