



GENDER ISSUE CELL POLICY

Policy Statement:

We, at KBP College Vashi, are committed to fostering a gender-inclusive environment that respects and promotes gender equality, diversity, and inclusion. This policy aims to address gender-related challenges, prevent discrimination, and create opportunities for everyone regardless of their gender identity.

Objectives:

1. Promote gender equality at all levels of the organization/institution.
2. Prevent and address gender-based discrimination, harassment, and stereotypes.
3. Raise awareness about gender-related issues and challenges.
4. Provide support and resources for individuals facing gender-related concerns.
5. Encourage research and initiatives that contribute to gender equality.

Guidelines:

1. ***Non-Discrimination:*** We do not tolerate any form of gender-based discrimination, harassment, or bias. All individuals are treated fairly and equally, regardless of their gender identity.
2. ***Inclusivity:*** We strive to create an environment where all genders feel welcome and respected. This includes recognizing and accommodating diverse gender identities and expressions.
3. ***Awareness and Education:*** We organize workshops, seminars, and awareness campaigns to educate the community about gender-related issues, stereotypes, and the importance of equality.
4. ***Support and Counseling:*** We provide a safe and confidential space for individuals to seek support and counseling related to gender concerns.
5. ***Reporting Mechanisms:*** We establish clear and confidential reporting mechanisms for incidents of gender-based discrimination or harassment.
6. ***Research and Initiatives:*** We support research and projects that contribute to a deeper understanding of gender issues and propose actionable solutions.

7. ***Collaboration:*** We collaborate with other organizations, NGOs, and institutions to amplify our efforts and create a wider impact in the community.

Responsibilities:

- The Gender Issues Cell will oversee the implementation of this policy and ensure its effectiveness.
- All members of the organization/institution are responsible for adhering to the principles outlined in this policy.

Review and Revision:

This policy will be reviewed periodically to ensure its relevance and effectiveness. Any necessary revisions will be made to reflect changing circumstances and best practices.

Enforcement:

Failure to comply with this policy may result in disciplinary actions in line with the organization's/institution's policies.

Policy Approval:

This Gender Issues Cell Policy was approved and adopted on [Date of Approval] by [Name and Title of Approving Authority].

Prepared By	Revision No.	Revision Date	Document No.	Issue No.	Issue Date	Approved By
Chairman	0.00	-	KBP/GIC/GICP	1.0	13-07-2023	Criterion Head