



**GENDER EQUITY AND SENSITIZATION IN CURRICULUM  
POLICY**

(Approved by Governing Body)

**KALIABOR COLLEGE**

## 1. Introduction

### 1.1 Context

Kaliabor College, in its commitment to fostering an environment that upholds principles of equity, diversity, and inclusivity, acknowledges the imperative of integrating gender equity and sensitization into its academic fabric. This policy underscores the college's dedication to nurturing an educational space that not only recognizes but actively promotes gender diversity, inclusiveness, and sensitivity.

## 2. Objectives

### 2.1 Main Objectives

This policy is driven by the following overarching objectives:

**Promoting Gender Equity:** To integrate gender equity principles across all facets of the curriculum, ensuring representation and recognition of diverse gender identities and experiences.

**Fostering Sensitization:** To sensitize students and faculty to gender-related issues, cultivating a culture of respect, understanding, and empathy within the academic community.

**Encouraging Critical Discourse:** To facilitate critical examination and dialogue on gender-related topics within academic contexts, promoting intellectual engagement and reflective learning.

## 3. Curriculum Integration

### 3.1 Inclusive Content

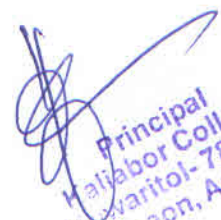
In pursuit of gender equity, all academic disciplines within the college shall proactively integrate gender-inclusive content. This involves a periodic review and update of course materials to ensure they reflect a broad spectrum of perspectives, experiences, and contributions.

### 3.2 Gender-Responsive Teaching

Faculty members are encouraged to adopt gender-responsive teaching methods that accommodate diverse learning styles and needs, irrespective of gender identity. This encompasses creating an inclusive classroom environment that fosters equitable participation and engagement.

### 3.3 Skill Development

Recognizing the importance of holistic education, the curriculum shall include dedicated modules or courses that promote skills related to gender sensitivity, effective communication, and conflict resolution. Such skills are deemed essential for students as they navigate a global society that places a premium on diversity and inclusivity.

  
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## **4. Faculty and Staff Training**

### **4.1 Training Programs**

The college is committed to providing periodic training programs on gender equity and sensitization for faculty and staff. These programs will address awareness, unconscious bias, and strategies for creating and sustaining an inclusive academic environment.

### **4.2 Professional Development**

To ensure the sustained growth of faculty in this domain, support will be extended for attendance at conferences, workshops, and seminars focused on gender equity. This initiative aligns with the college's commitment to continuous professional development in the realm of gender sensitivity.

## **5. Student Engagement**

### **5.1 Student Workshops**

Regular workshops, seminars, and awareness campaigns will be organized to actively engage students in discussions on gender-related issues. These forums aim to foster open dialogue, enhance awareness, and contribute to a culture of mutual respect among students.

### **5.2 Student Support Services**

Acknowledging that students may encounter gender-related challenges, the college will establish dedicated support services. These may include counselling services, mentorship programs, and accessible resources aimed at addressing issues related to gender-based discrimination or harassment.

## **6. Evaluation and Monitoring**

### **6.1 Evaluation Criteria**

To uphold the principles of equity, gender-sensitive criteria will be systematically incorporated into the assessment and evaluation processes. This ensures a fair and unbiased evaluation of students' performance across various academic disciplines.

### **6.2 Monitoring Mechanism**

To effectuate the seamless implementation of this policy, a specialized committee will be constituted to monitor its progress, assess its impact, and recommend adjustments as deemed necessary. This committee will function as a proactive entity ensuring that the college remains steadfast in its commitment to gender equity and sensitization.

## **7. Reporting Mechanism**

In cognizance of the importance of addressing gender-based concerns, the college will establish an anonymous reporting mechanism. This mechanism provides a confidential

  
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channel for students and faculty to report instances of gender-based discrimination or harassment, with a commitment to ensuring a swift and just resolution process.

#### 7.1 Anonymous Reporting

An anonymous reporting mechanism will be established to encourage students and faculty to report instances of gender-based discrimination or harassment without fear of reprisal. This mechanism will guarantee confidentiality and privacy throughout the reporting process.

#### 7.2 Confidential Investigation

Upon receiving a report, the college will initiate a confidential investigation. A designated authority will lead the investigation, ensuring that all parties involved are treated with sensitivity and impartiality.

#### 7.3 Support for Reporting Individuals

Individuals reporting incidents will be provided with support services, including counselling and guidance, to navigate through the reporting and investigative processes.

#### 7.4 Disciplinary Action

If a complaint is substantiated, appropriate disciplinary action will be taken against the perpetrator. The nature of the action will be commensurate with the severity of the offense and may include counselling, education, or, in more severe cases, suspension or expulsion.

### 8. Review and Revision

This Gender Equity and Sensitization in Curriculum Policy at Kaliabor College will undergo periodic reviews to assess its effectiveness and relevance. Amendments will be made as necessary to address emerging issues and align with evolving best practices in the realm of gender equity.

This policy shall come into effect from the date of signing as below and it will be communicated comprehensively to all stakeholders, and its implementation will be overseen by the designated college authorities.

  
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7/3/2019