

# Gender Policy Manual

## St. Xavier's College, Thumba

### 2023-2024

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#### 1. Preamble

St. Xavier's College, Thumba, established in 1964, stands as a beacon of academic excellence and social commitment in the coastal region of Thumba. Founded by the Jesuits, a Catholic religious order known for their dedication to education and social justice, the college has played a pivotal role in shaping the lives of students, particularly those from marginalized communities, including the children of fishermen.

With a rich legacy spanning six decades, St. Xavier's College has remained steadfast in its vision to transform lives through holistic education rooted in the values of justice, equality, and inclusivity. Guided by its Jesuit tradition, the college aims to nurture individuals who are intellectually competent, morally upright, socially responsible, and spiritually inspired.

**Vision:** To create a just and equitable society through the pursuit of academic excellence and the inculcation of values that foster the growth of well-rounded individuals dedicated to the service of humanity.

St. Xavier's College, Thumba, is committed to fostering an inclusive, equitable, and gender-sensitive environment that reflects its Jesuit values of social justice and respect for human dignity. This Gender Policy Manual outlines the principles, goals, and strategies to ensure gender equity in all aspects of the institution's academic and administrative functions.

#### 2. Objectives

- Promote gender equality and inclusivity among students, faculty, and staff.
- Prevent and address gender-based discrimination and harassment.
- Foster an academic environment where all genders can achieve their full potential.
- Encourage and support women's leadership and participation in decision-making roles.
- Enhance awareness and sensitivity to gender issues through training and education.

#### 3. Scope

This policy applies to all members of the St. Xavier's College community, including students, faculty, non-teaching staff, alumni, and visitors.

#### 4. Definitions

- **Gender Equity:** Fair treatment of all genders based on their respective needs and perspectives.
- **Sexual Harassment:** Any unwelcome behaviour of a sexual nature, as defined under the Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013.

- **Gender-Based Discrimination:** Any act or behaviour that results in unequal treatment of individuals based on their gender.

## **5. Institutional Mechanisms**

### **5.1 Internal Complaints Committee (ICC)**

The ICC is responsible for addressing complaints related to sexual harassment and ensuring compliance with the relevant legal frameworks.

### **5.2 Women's Study Centre**

This cell actively promotes women's welfare, leadership, and participation in academic and co-curricular activities. They also organize workshops, seminars, and campaigns to raise awareness about gender issues.

## **6. Key Strategies**

### **6.1 Curriculum and Pedagogy**

- Integrate gender studies into the curriculum where possible.
- Encourage faculty to adopt teaching practices that are inclusive and equitable.

### **6.2 Recruitment and Representation**

- Ensure equitable representation of genders in recruitment processes.
- Promote leadership opportunities for underrepresented genders.

### **6.3 Prevention and Redressal Mechanisms**

- Implement zero-tolerance policies for sexual harassment and gender-based violence.
- Provide safe and confidential reporting mechanisms for complaints.

### **6.4 Infrastructure and Facilities**

- Provide gender-neutral washrooms and common rooms.
- Ensure campus spaces are safe and accessible for all genders.

### **6.5 Awareness and Capacity Building**

- Conduct regular gender-sensitization workshops and training for all stakeholders.
- Celebrate International Women's Day and other relevant events to foster awareness.

## **7. Monitoring and Evaluation**

- The implementation of the Gender Policy will be monitored by the Gender Sensitization Cell.

- An annual review of the policy's impact and effectiveness will be conducted, and findings will be included in the Annual Quality Report (AQR) submitted to NAAC.

## **8. Accountability**

All stakeholders, including management, faculty, staff, and students, share the responsibility for upholding the principles and practices outlined in this policy.

## **9. Review and Revision**

This policy will be reviewed biennially to ensure its relevance and effectiveness, keeping in view the evolving needs of the college and the broader societal context.

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**Approved by:**  
**Dr Fr. Joseph Mathew SJ**  
**Manager**