



# SRI KRISHNA DUTT ACADEMY

Recognized by NCTE & Affiliated to University of Lucknow

2D/HS-1, Vrindavan Yojna, Raibareilly Road, Lucknow, Ph. : 2443963, 7080111596

## GENDER POLICY

### Introduction

Sri Krishna Dutt Academy has always been sensitive towards gender issues. In order to deal with issues related to gender, the institution has a Gender Policy in place. The College encourages the female members of the student body, faculty and staff to participate in all the activities related to the organisation. The college supports the efforts by ensuring a gender sensitive work culture to all the employees. The Gender policy is an integral part of all institutional policies and programmes. Gender equality and equity aims at ensuring both women and men including staff and students so that they are considered equal and treated equally in terms of dignity and rights. It aims to empower the girl students. The atmosphere in the college is such that there is not any kind of discrimination particularly based on sex. The institute raises awareness regarding gender sensitization through its active Women cell, Grievance Redressal cell, internal complaint committee, anti-sexual harassment committee, psychological counselling cell etc. The Gender Equity Policy in the college provides a framework of principles and practices that will improve the opportunities to all the students regardless of whether they are males or females. It has been developed so that no students in the college campus are disadvantaged on the basis of gender.

### Objectives of the Policy

- To provide equal opportunities to both male and female students and employees and create a gender sensitive work environment
- To promote and ensure gender equality by providing both male and female students and employees equal access to the resources, responses and services of the institute
- To eliminate gender discrimination and harassment at the workplace and in programme intervention areas as well.
- To ensure equity of treatment as a right for all equal.
- To create awareness amongst the students and staffs members about their social, cultural, economic, political and institutional rights.
- To empower the girls with healthcare, physical, moral, cultural and skill development of students.
- To create awareness among girls about their health, nutrition and hygiene. To conduct health check up camps frequently for girl students.
- To develop a sense self-confidence and overall personality development.

Principal  
SRI KRISHNA DUTT ACADEMY  
2D/HS-1, Vrindavan Yojana  
Raibareilly Road, Lucknow

## VISION

The vision of this Gender Equity Policy document is "To offer equal opportunity for everyone in the campus; where there is no discrimination on the basis of gender in offering opportunities, in the allocation of resources and access to educational services". The college will adhere to a vision that focuses on gender equality and women empowerment.

## MISSION

The mission is to achieve gender quality in the society, to promote the social, educational, economic development of women, eliminating discrimination against women, developing policy guidelines, regulations, procedures and practices that will serve to ensure equal rights and opportunities for women & men in the institution.

## STRATEGIES

1. Recruiting adequate women staff and ensuring the balance, an objective of achieving a numerical balance in all posts at all levels as far as possible.
2. Ensuring equal opportunities for male and female staff for personal growth, in promotion benefits, training and working conditions.
3. Ensuring equitable representation & participation of men & women in various functional committees of the institution.
4. Providing an enabling and friendly work environment where both men and women enjoy and actively participate in work.
5. Making all career advancement systems and policies gender-sensitive and responsive, and integrating gender indicators into *staff performance appraisal systems*
6. Making Provisions for Maternity Paternity Leave Benefits for the employees
7. Making all Human Resource systems and policies gender-sensitive and responsive, and integrating gender indicators into staff performance appraisal systems.
8. Organising lectures, health check-up camps, self-defence training camps physical and mental wellbeing.
9. Organising various competitions for skill development and personality grooming.
10. Providing various facilities such as common room, reading room, cycle stand, sanitary napkin vending machine, bus pass window and hostel campus for girl student.
11. Installation of CCTV, patrolling by Durga Skati Police, posting of security personnel at entry and exit points for safety and security.

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