




RAAK

COLLEGE OF ENGINEERING AND TECHNOLOGY

(Approved by AICTE, New Delhi, Affiliated to Pondicherry University)
(A Unit of Farouk Educational Trust)

GENDER EQUITY POLICY

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| PREPARED BY | VERIFIED BY | APPROVED BY |
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|  |  |  |
| WEC COORDINATOR | IQAC COORDINATOR | PRINCIPAL |



Dr. S. SEENUVASAMURTHI, M.E., Ph.C.
PRINCIPAL
RAAK College of Engineering & Technology
No.1, Muthupillai Palayam Road,
Sulthanpet Post,
Puducherry - 605 110

 No.1, Muthupillai Palayam Road, G.N. Palayam, Sulthanpet Post, Puducherry - 605 110.

 0413 - 266 7042  +91 99434 66786
 +91 91591 19966

 raakengg@gmail.com  www.raakengg.edu.in



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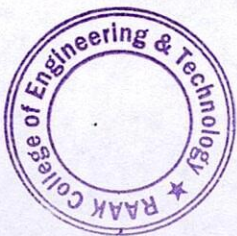
I. PURPOSE

Throughout the world, attention is focused on the status of women and the need to improve the condition of their lives, and high light the benefit of a society where women and men participate as equals in all aspects of social, economic and political life. Higher education campuses have a special role in promoting gender equity between women and men. They are responsible for ensuring that what is taught and learned contributes in a positive way to the lives of both boys and girls. As educators one must ensure that female and male students have equal access to the knowledge and skills that campuses can provide. The stakeholder in the higher education system must ensure for equal participation of female and male students in class rooms.

The Gender Equity Policy (GEP) provides a frame work of principles and practices that will improve the life chances and opportunities of all students in the campus, regardless of whether they are males or females. The education system has the responsibility to provide high quality equitable education that meets the needs of both female and male students.

The Gender Equity Policy has been developed so that no students in RAAKCET campus are disadvantaged on the basis of gender. Gender equity policies over a period lead to gender equality that is the goal. Gender equity refers to measures adopted to ensure fairness and justice to women and gender-diverse people keeping in mind the kind of discrimination they may have faced earlier. It is to be accepted and recognized that men and women have different needs, weaknesses, strengths, and power and that these differences do not make one inferior to the other. These differences are to be recognized and addressed in a way that takes care of this imbalance. This way the individuals, organizations and thus the nation will prosper.

Understanding gender equity in education enables students and educators to recognize and remedy the constraints and inequalities that may result from not understanding constructions of gender. The Gender Equity in campus Policy aims to develop every individual to her or his full potential.





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The Constitution of India embodies the government's commitment to equality for both women and men within family, community and society. It supports the idea of human development, which encourages every person to be dynamically involved in the process of liberating himself or herself from every form of domination and oppression so that each man or woman will have the opportunity to develop as a whole person in relation to others.

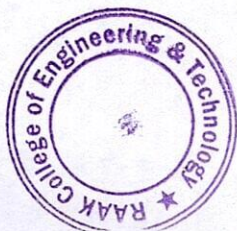
The Government of India also subscribes to and has endorsed a range of international Conventions such as

1. The United Nations Declaration of Human Rights (1962),
2. The United Nations Convention on the Rights of the Child (1989),
3. Education for All (United Nations Declaration 1990)
4. The Beijing Declaration (1995) which called for the mainstreaming of gender issues.

Hence, it is imperative that the 3 essence and spirit of these declarations become part of day to day life particularly in the educational system.

II. OBJECTIVES

- Create a gender-sensitive and Gender equal work environment.
- Provide equal opportunity to all the individuals belonging to diverse gender identities working in our organization including students, teachers, non-teaching staff, and the community.
- Promote an environment that encourages equal access to all the facilities of RAAKCET to all the stakeholders regardless of gender.
- Encourage an atmosphere of respect and equality for all genders
- Promote and ensure a culture of safety to eliminate gender discrimination and harassment at the workplace.
- Provide equal access to all the genders especially the female gender in participation and decision making process.





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III. COVERAGE OF THE POLICY

The Gender Equity policy of RAAKCET for students and employees applies to the following areas:

- Working environment
- Rules and regulations
- Admission process
- Teaching, Learning & Assessment
- Recruitment and selection
- Promotions
- Grievances
- Job placement
- Professional development
- Wages and salaries
- Utilization of infrastructural Facilities

IV. EDUCATIONAL PRINCIPLES AND VALUES

The higher education system in India encourages, supports and promotes the following values and principles as being essential to the development and implementation of quality curriculum and educational experiences for male and female students.

PRINCIPLES

- All students have the ability to achieve their full potential; being either male or females does not determine the capacity to learn.
- Equality of opportunity and outcomes in higher education for female and male students may require that girls and boys get some preferential treatment at least for a period of time.





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- Strategies to improve the quality of education for female students should be based on an understanding that neither men nor women are the same individually or as a group, having different needs and coming from different socio-economic and cultural backgrounds.

VALUES

- Both female and male students should value each other and be valued equally in all aspects of Campus life.
- High quality education for female students as well as for male students is a professional responsibility for all the educators in the system.
- Campus life for girls and boys should reflect the entitlements of all women, in their own right, to personal respect and personal safety, economic security, and participation in and influence over decisions making which affect their lives.

V. EXPECTED OUTCOMES

The Outcomes of the Gender Equity policy are expected to result in as follows:

- Creation of a gender-sensitive work environment.
- Provision of Equality and non-discrimination between women and men to the equal rights, responsibilities and opportunities.
- Promotion of women's rights and the advancement of gender equality.
- Provision of a supportive and comfortable environment for Female and Male students and staff on the campus.
- Provision for equal opportunity to both genders (male and female) working in our organization namely students, teachers, and non-teaching staff.
- Encouragement to provide an environment of positive cultural values, respect, and equality for all genders especially the female gender.





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- Provision to provide equal access to all the facilities of RAAKCET to all the stakeholders regardless of Gender.
- Provision to provide a safe and free environment for female and male students and staff for their rights.
- Provision of Capacity development and/or strengthening of staff, students' capacity, and competency in gender analysis.

