

**C.R. College of Education, Hisar**

**Governed by Jat Educational Society, Hisar**

**Affiliated by Guru Jambheshwar University Science and Technology, Hisar**

## **Gender Equity Policy**

### **Introduction**

Our college has always been seriously pursuing the issue of gender sensitization. The college has been giving priority to women, girls and other female staff members among all the activities in this matter. This supports the efforts by ensuring a gender sensitive work culture to all the employees. This policy aims to promote gender equity, prevent discrimination, and ensure a safe and inclusive learning and working environment for all students, faculty, and staff, regardless of gender identity of expression.

### **Objectives of policy**

- To ensure equal opportunities for admission, hiring, promotion, and participation in all programs and activities.
- To promote Gender-sensitive language and practices in all official documents, communication, and teaching.
- To eliminate gender discrimination and harassment at the workplace and in different programmes.
- To empower the girls with healthcare, physical, moral, cultural and skill development of students.
- To develop sense of self confidence and overall personality development

### **Vision**

To create an inclusive, respectful, and equitable environment where all individuals, regardless of gender, have equal access to opportunities, resources, and decision-making power, fostering a just and empowered society.

### **Mission Statement**

To actively promote gender equity by implementing fair policies, eliminating systemic barriers, and encouraging a culture of diversity and inclusion. We are committed to ensuring equality.

### **Strategies-**

- Implemented Zero-tolerance policies on gender-based harassment and discrimination.
- Train faculty in inclusive teaching techniques that recognize and value all voices.

- Ensuring equal opportunities for male and female staff for personal growth, training and working conditions.
- Provide counseling and flexible accommodations for pregnant and parenting students and staff.
- Observe International Woman's Day, seminars and similar events.



Principal