



Gender Policy

Purpose

The Gender Policy of Jamia Nadwiyya Women's Arabic College is designed to foster gender equality, prevent gender-based discrimination and harassment, and ensure a safe and inclusive environment for all members of our college community.

Scope

This policy is applicable to all students, staff, faculty, and visitors at Jamia Nadwiyya Women's Arabic College, Edavanna.

Definitions

- **Gender:** Encompasses all gender identities, including male, female, transgender, non-binary, and others.
- **Discrimination:** Refers to unfair treatment based on gender.
- **Harassment:** Involves unwanted behavior related to gender that undermines an individual's dignity or creates an intimidating, hostile, degrading, humiliating, or offensive environment.

Equal Opportunities

- **Access:** Ensure equal access to all academic, extracurricular, and employment opportunities for all individuals.
- **Leadership:** Promote gender balance in leadership roles, committees, and decision-making bodies.
- **Recruitment and Promotion:** Implement fair and unbiased processes for recruitment, admission, and promotion.

Non-Discrimination

- **Prohibition:** Prohibit gender-based discrimination in admissions, employment, and all college programs and activities.
- **Prevention:** Take proactive measures to address and prevent instances of gender-based discrimination.

Harassment and Bullying

- **Reporting Procedures:** Establish clear procedures for reporting and addressing gender-based harassment and bullying.
- **Support:** Provide comprehensive support and resources for victims of harassment.
- **Disciplinary Actions:** Enforce disciplinary actions against individuals found guilty of harassment.

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Training and Awareness

- **Training:** Conduct regular training sessions on gender sensitivity, inclusivity, and anti-discrimination for all staff and students.
- **Awareness:** Organize workshops, seminars, and campaigns to enhance awareness about gender issues and promote a culture of respect.

Facilities and Resources

- **Facilities:** Ensure the availability of gender-neutral restrooms and changing facilities.
- **Resources:** Provide resources such as counseling, support groups, and legal assistance for individuals facing gender-related issues.

This updated policy reflects a commitment to creating a respectful and equitable environment at Jamia Nadwiyya Women's Arabic College, aligning with contemporary standards for gender inclusivity and equality.

Curriculum and Research

- **Curriculum Integration:** Incorporate gender studies into the curriculum to foster understanding and respect for all gender identities.
- **Research Encouragement:** Support and encourage research on gender-related topics.

Monitoring and Evaluation

- **Policy Review:** Regularly review and update the gender policy to reflect changes in laws and best practices.
- **Implementation Oversight:** Establish a committee to monitor the implementation and effectiveness of the policy.

Complaint and Resolution Mechanisms

- **Reporting Process:** Provide a clear, confidential process for reporting and resolving complaints related to gender discrimination and harassment.
- **Investigation:** Ensure timely and fair investigation of complaints, taking appropriate actions against violators.
- **Confidentiality:** Maintain confidentiality and protect the rights of all parties involved in the complaint process.



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Support Services

- **Support Offerings:** Offer support services, including mental health counseling and legal advice, for those affected by gender-based issues.
- **External Partnerships:** Establish partnerships with external organizations specializing in gender issues for additional support and resources.

This revised policy ensures clarity and emphasizes Jamia Nadwiyya Women's Arabic College's commitment to gender equality and the well-being of its community.

Inclusivity Initiatives

Events and Activities:

- Organize events and activities to celebrate gender diversity and promote inclusivity.
- Create forums for dialogue and discussion on gender-related topics to enhance understanding and inclusivity.

Implementation:

- Designate specific staff members or committees to oversee the implementation of this policy.
- Ensure that all members of the college community are informed about this policy and their responsibilities under it.

Review:

- Review this policy annually to assess its effectiveness and make any necessary updates.

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