

RISE KRISHNA SAI GANDHI GROUP OF
INSTITUTIONS::ONGOLE



POLICY ON GENDER EQUALITY

VERSION 1.0

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Gender Equality policy for RISE Krishna Sai Gandhi Group of Institutions

Introduction:

Our organization is committed to fostering a workplace and a society where gender equality is upheld as a fundamental principle. We recognize that promoting gender equality is not only a matter of social justice, but also essential for building a diverse, inclusive, and thriving community. This policy outlines our commitment to achieving gender equality across all levels and facets of our organization.

Policy Statement:

Non-Discrimination: We are committed to providing equal opportunities to all individuals, regardless of gender, gender identity, or gender expression. Discrimination, harassment, and bias based on gender or related factors will not be tolerated.

Equal Pay: We ensure that all employees are compensated fairly for their work, regardless of gender. Pay scales are based on job responsibilities, skills, and performance rather than gender.

Leadership and Representation: We strive to achieve gender balance in all levels of leadership within the organization. This includes encouraging and supporting the advancement of women and gender-diverse individuals into leadership roles.

Recruitment and Hiring: Our recruitment and hiring processes are designed to be free from gender bias. We actively seek to attract and hire diverse candidates and create an inclusive environment for all applicants.

Work-Life Balance: We promote policies that support work-life balance for all employees, recognizing that gender stereotypes and societal norms can impact the distribution of care giving responsibilities. This includes flexible work arrangements, parental leave, and care giving support.

Training and Awareness: We provide regular training and education to employees on issues related to gender equality, unconscious bias, and diversity and inclusion, to foster a more inclusive workplace culture.

Reporting and Accountability: We have established mechanisms for reporting incidents of gender-based discrimination or harassment. These reports will be taken seriously and addressed promptly, and measures will be taken to prevent retaliation against those who report such incidents.

Metrics and Targets: We set measurable targets to track our progress toward achieving gender equality. Regular reviews of our policies and practices ensure that we remain accountable for our commitment.

Implementation:

This policy will be communicated to all employees, stakeholders, and partners. We will regularly assess our progress, identify areas for improvement, and adapt our strategies accordingly to ensure the effective implementation of this policy.

Action Plan:

To establish a Cell that would oversee all gender equality operations.

Every year, celebrate international Women's Day with a statement for women's safety and decorum. So that students are more aware of social concerns, the women cell/counselors should communicate with students on gender issues.

The campus ladies common room should be examined and monitored regularly.

To maintain the girl's health and hygiene, sanitary napkin incinerators and vending machines are built.

A government-notified student awareness program on women's rights and workplace harassment prevention laws.

International Female Child Day Poster Competition and Women's Day Group Discussion o Women's Safety and Security Seminar.

A survey on women's equality will be conducted (year wise) o

Review and Updates

Periodically review and update the R&D policy as and when reequred to align with evolving research trends, technological advancements, and institutional goals.