SEICOM DEGREE COLLEGE
(Affiliated to Sri Venkateswara University)

GENDER EQUITY POLICY

Contents

Gender Equity Policy Rules and Guidelines

The Gender Equity Policy establishes a commitment to fostering an inclusive and equitable environment for all employees, ensuring fairness regardless of gender, and promoting diversity and inclusion within the organization.

Gender Equity Committee and Governance

A dedicated Gender Equity Committee oversees the implementation and compliance of this policy. The committee is responsible for:

- Developing and reviewing gender equity strategies.
- Addressing reported concerns and providing resolutions.
- Ensuring alignment with organizational values and legal standards.

Equal Opportunity Practices

- Recruitment, promotions, and compensation are based solely on merit, skills, and qualifications.
- Policies and practices are reviewed regularly to eliminate biases.
- Special measures are implemented to support underrepresented genders in leadership roles.

Anti-Discrimination and Harassment Protocols

- The organization strictly prohibits any form of gender-based discrimination or harassment.
- A clear and confidential reporting process is in place for employees to raise concerns.
- Prompt investigations and corrective actions are taken to address reported issues.

Awareness and Training Initiatives

- Regular workshops and training sessions are conducted to educate employees about gender equity.
- Awareness campaigns highlight the importance of diversity and inclusion.

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- Resources are made available to support employees in understanding and upholding the policy.
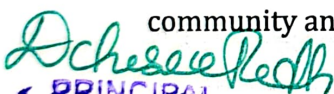
Monitoring and Reporting Mechanisms

- Regular audits assess the effectiveness of gender equity initiatives.
- Feedback from employees is solicited to identify areas for improvement.
- Progress reports are reviewed by senior management to ensure accountability.

Policy Review and Updates

- The Gender Equity Policy is reviewed annually to reflect changes in organizational priorities or legal requirements.
- Updates are communicated clearly to all employees.

Equity Support Programs and Categories

- Mentorship and sponsorship programs are established to support career advancement.
- Flexible work arrangements are provided to accommodate diverse needs.
- Networking and support groups are encouraged to foster a sense of community and belonging.

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