

# GENDER POLICY



विद्यया ऽ मृतमश्नुते



एन सी ई आर टी  
NCERT

**REGIONAL INSTITUTE OF EDUCATION**  
(NATIONAL COUNCIL OF EDUCATIONAL RESEARCH AND TRAINING)  
**BHUBANESWAR, ODISHA - 751022**

**INTRODUCTION :**

In alignment with Sustainable Development Goals, the Institute is continuously striving to provide gender equity landscape wherein all are valued and respected irrespective of their gender. Gender equity is regarded as fundamental to a more just and inclusive environment in the Institute. The institute continues to facilitate a number of gender responsive activities. This Policy places a special emphasis on promoting the wellbeing of girls and women, recognizing that they continue to suffer the deprivations in the society which is based on patriarchy. The institute has a transformative and empathetic approach of professional development which empowers all concerned people to work in an inclusive environment irrespective of their gender identity.

The Institute recognizes that gender norms and expectations have an impact on everyone. A specific focus on these individuals and populations is therefore necessary to advance their rights and wellbeing, and to achieve the broader vision of a more equitable world demanded by the Sustainable Development Goals. Gender equality is not only a fundamental human right, but a necessary foundation for a peaceful, prosperous, and sustainable institute.

**2. GOAL :**

The ultimate goal of the policy is to create a clear vision and framework to direct the transformation processes of creating procedures and practices that will ensure equal rights and opportunities for everyone in all areas and structures of the institute.

**4. OBJECTIVES :**

- a) To establish a workplace that respects gender diversity and gender sensitive
- b) To guarantee that all have equal access to participation and in decision-making process.
- c) To facilitate changes in community practice by breaking gender stereotyped roles.

- d) To develop strategies to combat prejudice and violence based on genders.
- e) Integrating a gender viewpoint throughout the overall development of the institute.
- f) To provide provision of a challenging learning environment this is socially and culturally supportive and physically comfortable for students of all gender.

## 5. COVERAGE OF THE POLICY:

The Gender Equity policy guides to the Regional Institute of Education in all its activities and functions including-

- a. Recruitment and Selection** -Gender sensitivity will be employed in all recruitment, to uphold the policy of equal representation. All recruitment literature and job advertisements published by the institute should reflect equal opportunities to all stakeholders, irrespective of their gender.
- b. Promotions and leaderships**- Efforts will be taken to sustain the principle of equal representation irrespective of their gender in promotion and chance for leadership.
- c. Staff development opportunities/Professional Development.** In selection of staff for professional development opportunities and training, there will be no gender based discrimination.
- d. Formation of committees**- In formation of any Committee, the representation of women to be encouraged.
- e. Leave** - CGS rules are strictly followed in sanctioning leaves.
- f. Admission process and enrollment** -No student will be denied admission on the ground of gender.
- g. Curriculum and Assessment**- Provision of a curriculum which, in content, language and methodology meets the educational needs of students of all genders
  - Acknowledges and respects positive cultural values and individual differences of genders.

- Provision of a curriculum which challenges unfair cultural practices and recognizes the contribution of all gender to society.
  - Encouragement in the development of the correct attitude, conduct and behavior in all students which focuses on social responsibility, empathy, and sensitiveness, equal and no abusive relationships.
  - Curriculum would be developed in such a way which makes all students to understand their rights to personal respect and safety.
  - Provision of learning skills and support facilities in the campus to ensure that the capabilities of all students are fully and equally realized.
  - Making effective changes and lasting improvements on the campus in which there is a high degree of awareness, understanding and acceptance of the educational needs of all students by involving all the stakeholders i.e., students, parents, faculty, support staff and the management.
  - In evaluating students, a policy of fair treatment of all students alike will be employed.
- h. Teacher-student relationship-** Student teacher relationship is completely professional; there no scope of personal biasness with respect to gender.
- i. Events and programs-** In organizing any event or programme, including meeting and conference, a gender sensitive approach will be undertaken and women staff and students will be given due respect and representation
- j. Research and Consultancy training-** Gender based research will be encouraged across the discipline.
- k. Facilities and resources-** Women specific infrastructure facilities will be provided on campuses. In creation of new development, renovation of existing infrastructure and other resources, women specific needs will be addressed
- l. Working environment-** The institute shall provide an enabling and professional work environment where all staffs enjoy and actively participate in work. The institute has taken efforts to review its organizational structure, functioning, problem in relation to gender

imbalances among staff and the work environment time to time and take definite steps to address the same.


- m. Grievances-** Mechanisms have to be evolved for the fully functional, Prevention and redressal of gender-based violence and discrimination, including sexual harassment.

## 6. REVIEW TIMELINES:

This policy will be reviewed on a regular basis in accordance with Government or UGC guidelines.

## 7. CONCLUSION:

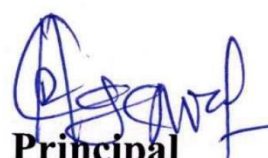
The Constitution of India in its Articles 14, 15, 16 and 19 lays out in clear and unequivocal terms guarantees to the rights and freedoms of every citizen of India. That is the guiding beacon of every institution in the country. All national laws and regulations relating to gender, sexuality, rights and responsibilities form the spine of the various efforts made by the institution. In disseminating knowledge about them, and implementing them within its portals, the Institution in its 64 years of existence has responded to the changing needs of the society. Its vision, policies and actions are informed by a desire for a just society where all, irrespective of their identities, can thrive and grow.

  
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