



Gender Sensitization Policy Document

Date- 21/07/2023

1. Introduction

At Dr. D. Y. Patil Pratishthan's College of Engineering, Salokhenagar, we are committed to providing a safe, inclusive, and respectful learning environment for all members of our college community. Gender sensitivity is a fundamental aspect of our commitment to fostering a culture of equality and respect. This Gender Sensitization Policy outlines our dedication to promoting gender equality, preventing discrimination and harassment based on gender, and creating an atmosphere where all individuals feel safe, valued, and empowered.

2. Policy Statement

2.1 Gender Equality: We affirm our commitment to gender equality. Our college will not discriminate against any individual on the basis of their gender, gender identity, gender expression, or sexual orientation. We will strive to eliminate gender-based discrimination and promote equal opportunities for all.

2.2 Prevention of Harassment and Discrimination: We are dedicated to preventing all forms of gender-based harassment and discrimination. Harassment includes but is not limited to unwelcome verbal, non-verbal, or physical conduct of a sexual nature or any other conduct based on gender that creates a hostile, intimidating, or offensive environment.

2.3 Reporting Mechanism: We will establish a clear and confidential mechanism for reporting incidents of gender-based harassment or discrimination. All complaints will be treated seriously, and appropriate action will be taken promptly to address them.

2.4 Awareness and Sensitization: We will conduct regular gender sensitization and awareness programs for all members of the college community, including students, faculty, and staff. These programs will promote understanding, empathy, and respect for diverse gender identities and expressions.

3. Responsibilities

3.1 College Administration: The college administration is responsible for ensuring the implementation and enforcement of this Gender Sensitization Policy. They must provide resources and support for gender sensitization programs and take appropriate action in response to reported incidents.

3.2 Faculty and Staff: Faculty and staff are responsible for creating a gender-sensitive classroom and workplace environment. They must actively participate in gender sensitization





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programs and promptly report any incidents of gender-based harassment or discrimination that come to their attention.

3.3 Students: Students are expected to treat all individuals with respect and dignity, regardless of their gender identity or expression. They should report any incidents of gender-based harassment or discrimination they witness or experience.

4. Reporting and Complaint Mechanism

4.1 Any member of the college community who experiences or witnesses gender-based harassment or discrimination should report it to the designated authority [Dean, Student Affairs].

4.2 Reports may be submitted in writing or through a confidential online reporting system. All reports will be kept confidential to the extent permitted by law.

4.3 The college will conduct a fair and impartial investigation into all reports and take appropriate action, which may include disciplinary measures, as necessary.

5. Education and Awareness

5.1 The college will conduct regular gender sensitization workshops, seminars, and awareness campaigns to foster a culture of respect and inclusivity.

5.2 Educational materials on gender sensitivity and equality will be made available to all members of the college community.

6. Compliance and Review

Any necessary revisions to the policy will be made in consultation with relevant stakeholders, including students, faculty, and staff.

7. Conclusion

We, at Dr. D. Y. Patil Pratishthan's College of Engineering, Salokhenagar, are committed to creating a gender-sensitive and inclusive college environment. This Gender Sensitization Policy reflects our dedication to gender equality, prevention of harassment and discrimination, and the well-being of all members of our college community.

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