



Gender Sensitization Policy Document

Introduction:

This policy document outlines the commitment of 'Annasaheb Dange College of Engineering and Technology, Ashta' (ADCET) for promoting gender equality and prevent gender-based discrimination and harassment. The policy applies to all members of the ADCET's community, including students, faculty, staff, and visitors.

Purpose:

The purpose of this policy is to create a safe, respectful and inclusive environment for all members of the ADCET community, regardless of gender, gender identity and sexual orientation. The policy aims to promote gender equality and to prevent and address instances of gender-based discrimination and harassment.

Policy Statement:

ADCET is committed to promote gender equality and prevent gender-based discrimination and harassment. All members of the ADCET community are expected to conduct themselves in a manner that is respectful, inclusive and free from discrimination and harassment based on gender, gender identity and sexual orientation.

Definition of Gender-Based Discrimination and Harassment:

Gender-based discrimination is any unfair treatment or bias towards a person based on their gender, gender identity or sexual orientation. This includes, but is not limited to, unequal access to education and employment opportunities, unequal pay for the same work and gender-based harassment.

Gender-based harassment is any unwanted conduct of a sexual nature, or any conduct based on gender, gender identity or sexual orientation that is severe or pervasive and has the purpose or effect of creating a hostile, offensive, or intimidating environment.

Prohibited Conduct:

The following types of conduct are prohibited under this policy:

- ✓ Discrimination based on gender, gender identity or sexual orientation
- ✓ Harassment based on gender, gender identity or sexual orientation
- ✓ Retaliation against individuals who report instances of gender-based discrimination or harassment, or who participate in an investigation of such reports

Responsibility:

All members of the ADCET community are responsible for upholding this policy and for conducting themselves in a manner that is consistent with its principles.





Reporting and Investigation:

Individuals who experience or witness instances of gender-based discrimination or harassment are encouraged to report the incident to 'Grievance Redressal Cell.' ADCET will promptly and fairly investigate all reports of gender-based discrimination or harassment and will take appropriate action to address the situation.

Confidentiality:

ADCET will maintain the confidentiality of individuals who report incidents of gender-based discrimination or harassment, to the extent possible and consistent with its obligation to conduct a fair and thorough investigation.

Training and Education:

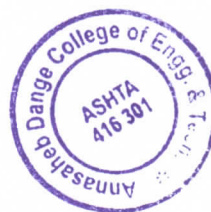
ADCET will provide regular training and education to all members of the community on the importance of promoting gender equality and preventing gender-based discrimination and harassment.


Enforcement:

ADCET will take appropriate action to enforce this policy, including disciplinary action, up to and including termination of employment or expulsion from the institution, for individuals who violate this policy.

This policy represents ADCET's commitment to promoting gender equality and preventing gender-based discrimination and harassment. The policy applies to all members of the ADCET community and is intended to create a safe, respectful, and inclusive environment for everyone.

This policy will in effect from year 2017 – 18 till further modification.




Director
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