






<b>GENDER EQUITY POLICY</b>		
<b>Policy No</b>	NPC/IQAC/POLICY/013	
<b>Date</b>	08/09/2023	
<b>Next Revision</b>	2026	
<b>Issue No</b>	02	
<b>Rev No</b>	02	
		
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PRINCIPAL  
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## I. PURPOSE

In today's world, the status of women and the importance of gender equity are paramount. Higher education institutions play a critical role in promoting gender equity, ensuring that both women and men participate equally in all aspects of academic, social, and professional life. At Narayana Pharmacy College, we recognize our responsibility to create an inclusive environment that fosters equitable access to knowledge and skills for all students.

The Gender Equity Policy (GEP) establishes a framework of principles and practices aimed at enhancing opportunities for all students, irrespective of gender. Our goal is to ensure that no student at Narayana Pharmacy College is disadvantaged based on gender. By adopting gender equity measures, we move toward the ultimate goal of gender equality.

Understanding gender equity in education allows both students and educators to identify and address constraints that may arise from gender biases. This policy aims to empower every individual to reach their full potential.

The Constitution of India reflects the commitment to equality for all, supporting the idea of human development that allows every person to liberate themselves from oppression and fully engage with their community. Furthermore, India's endorsement of international conventions, including:

1. The United Nations Declaration of Human Rights (1962)
2. The United Nations Convention on the Rights of the Child (1989)
3. Education for All (1990)
4. The Beijing Declaration (1995)

Reinforces the need to integrate these principles into our educational system.





## II. OBJECTIVES

- Foster a gender-sensitive and equitable work environment.
- Ensure equal opportunities for all individuals, including students, faculty, and staff, across diverse gender identities.
- Promote an inclusive atmosphere that grants equal access to all resources and facilities at Narayana Pharmacy College.
- Encourage mutual respect and equality for all genders.
- Cultivate a culture of safety that eliminates gender discrimination and harassment.
- Ensure equal representation of all genders in decision-making processes.

## III. COVERAGE OF THE POLICY

The Gender Equity Policy at Narayana Pharmacy College applies to the following areas:

- Working environment
- Admission processes
- Teaching, Learning & Assessment
- Recruitment and selection
- Promotions
- Grievances
- Job placement
- Professional development
- Wages and salaries
- Utilization of infrastructural facilities

## IV. EDUCATIONAL PRINCIPLES AND VALUES

Narayana Pharmacy College promotes the following principles and values essential for a quality educational experience for all students:





## PRINCIPLES

- All students, regardless of gender, possess the ability to achieve their full potential.
- Achieving equality of opportunity may require temporary preferential treatment for underrepresented genders.
- Strategies to enhance education for all genders should recognize diverse needs arising from different socio-economic and cultural backgrounds.

## VALUES

- Students of all genders should respect and value each other equally.
- Providing high-quality education is a shared professional responsibility of all educators.
- Campus life should reflect the rights of all individuals to personal safety, economic security, and participation in decision-making.

## V. EXPECTED OUTCOMES

The expected outcomes of the Gender Equity Policy include:

- Establishing a gender-sensitive and supportive work environment.
- Ensuring equality and non-discrimination among all genders regarding rights, responsibilities, and opportunities.
- Promoting gender equality and the rights of women.
- Creating a comfortable and supportive atmosphere for all students and staff.
- Encouraging positive cultural values and respect for all genders, especially for underrepresented groups.
- Guaranteeing equal access to all facilities at Narayana Pharmacy College for all stakeholders.
- Providing a safe environment for all individuals on campus.
- Enhancing the capacity of staff and students to engage in gender analysis and advocacy.

