

INTERNAL QUALITY ASSURANCE CELL
DAYANAND ANGLO-VEDIC (PG) COLLEGE, KANPUR
QUALITY POLICY MANUAL
GENDER POLICY

Introduction

“नारीशक्ति शक्तिशाली समाजस्य निर्माणं करोति”

अर्थात् - नारी सशक्तिकरण ही किसी समाज को शक्तिशाली बना सकता है।

(English Translation: A powerful woman builds a strong society)

The primary goal of the gender policy at Dayanand Anglo-Vedic (PG) College, Kanpur is to ensure equal opportunities for all genders by promoting gender-sensitive policies at all levels, including workplace practices, research, innovation, and decision-making bodies. Gender equality is a central concern for the college, requiring everyone involved to actively support and contribute to the implementation of the policy.

As education is a key tool for social change, the college has a responsibility to educate students about gender issues. It aims to foster an appreciation for different gender perspectives and promote a positive attitude of mutual respect between people of different genders. Instilling respect for oneself and others is a primary objective for all stakeholders in the college.

The college is prepared to address and resolve any concerns related to gender discrimination, ensuring a safe and respectful environment where all members can collaborate with a sense of dignity. A fair gender policy is in place to guarantee equal opportunities and treatment in the workplace. Empowered committees will oversee the proper implementation of the gender policy within the college.

Objectives of the Gender Policy:

- To promote equal opportunities for all genders, ensuring fair and open expression for everyone.
- To ensure no gender-based discrimination in any form within the college.
- To implement effective safeguards to ensure the safety and well-being of all.
- To ensure that teaching staff, non-teaching staff, and students are fully aware of the institutional facilities and benefits available to them.
- The college will reject any beliefs, customs, or behaviors that hinder the progress of gender equality.
- To educate students through workshops and activities to promote gender awareness.
- To encourage gender sensitization campaigns and build partnerships

POLICY DOCUMENT FOR THE DISABLED FRIENDLY ENVIRONMENT

Dayanand Anglo-Vedic (PG) College, Kanpur's policy on creating a Disabled-Friendly Environment aligns with the Right of Persons with Disabilities Act, 2016, which prohibits discrimination against individuals with physical or mental disabilities. The college opposes any form of discrimination, including on the basis of disability, and is committed to fostering a comprehensive and inclusive educational environment. It ensures that students and staff with disabilities are not marginalized or treated unfairly. The college is dedicated to making its programs, administration, and activities accessible to everyone, always extending support to those who are differently abled.

Objectives of the Policy:

1. To foster an inclusive culture that prevents discrimination, exploitation, and exclusion of disabled students and staff across all areas of work and education.
2. To establish an appropriate regulatory framework for the efficient delivery of services to disabled students and staff.
3. To ensure the enforcement of all laws related to the rights of persons with disabilities.
4. To offer education that is both accessible and inclusive.
5. To guarantee the full participation of individuals with disabilities and provide them with equal opportunities for growth and development.

The terms in this policy are defined in Chapter I of the Rights of Persons with Disabilities Act, 2016.

Disability: The term "disability" encompasses motor and sensory impairments (e.g., mobility, vision, or hearing limitations). It also includes disabilities arising from chronic illnesses and syndromes, as well as invisible disabilities like psychological and emotional disorders, learning disabilities, heart disease, diabetes, asthma, arthritis, epilepsy, Acquired Brain Injuries (ABI), and Acquired Immune Deficiency Syndrome (AIDS). Disabilities vary in severity and type, so accommodations must be individualized to meet each person's specific needs.

Qualified Person with Disability: A "qualified individual with a disability" refers to a person with a disability who is eligible to participate in any undergraduate, postgraduate, or research program or activity.

1. For enrollment, a qualified individual must meet the academic standards required for admission and fulfill the academic requirements of any given course, degree, or certificate program.
2. For employment, training, work assignments, or promotion, a qualified individual must be able to perform the essential functions of the job.
3. Relaxations will be granted as per government regulations.

College Responsibilities:

The college is committed to providing the following support for differently-abled students:

- Offering counseling to students with disabilities on suitable higher education courses.

- Ensuring the admission of as many students with disabilities as possible through the open quota.
- Collecting and implementing orders related to fee concessions, examination procedures, reservation policies, etc., in line with current government policies for persons with disabilities.
- Evaluating the educational needs of students with disabilities enrolled in higher education.
- Conducting awareness programs for teachers on teaching methods and evaluation procedures tailored for students with disabilities.
- Assisting students with disabilities in finding suitable employment after their studies.
- Organizing regular remedial coaching classes for students with disabilities.
- Encouraging differently-abled students to participate in sports and games.
- Motivating visually-challenged students to utilize the 'Special Section for the Visually-Challenged' for e-learning opportunities.

Accessibility Policy:

Ensuring accessibility means making all services, activities, and their benefits fully available to qualified individuals with disabilities. The college must implement provisions to create a disabled-friendly campus. Management and faculty are responsible for providing appropriate or reasonable accommodations for each person with a disability and for addressing any access-related challenges. The campus should be barrier-free and accessible for persons with disabilities, with ramps and railings constructed in necessary areas.

The following accessibility principles will be strictly followed:

- All undergraduate and postgraduate programs and activities must be accessible.
- Accessible textbooks and study materials will be provided to all students with disabilities.
- Awareness programs for teachers and non-teaching staff regarding accessibility issues will be conducted.

Examination Policy:

The college provides reasonable accommodations to meet the needs of students with disabilities. In accordance with University guidelines, separate seating arrangements and the use of a scribe during exams are allowed.