



ST XAVIER'S COLLEGE OF MANAGEMENT & TECHNOLOGY

NAAC Accredited with B++ Grade (1st Cycle)

(Affiliated to Aryabhata Knowledge University)

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GENDER EQUITY POLICY

Introduction:

In the global context, with a particular focus on Patna, Bihar, significant attention is directed towards enhancing the status and livelihoods of women while emphasizing the importance of a society where gender equality prevails across academic, social, economic, and political domains. St. Xavier's College of Management & Technology is duty-bound to ensure that educational offerings positively impact the lives of both male and female students, providing equal access to knowledge and skills without discrimination based on gender. The Gender Equity Policy has been crafted to ensure a gender-neutral environment at St. Xavier's College of Management & Technology, Patna, where no student faces discrimination due to gender.

Gender Equity Vision:

St. Xavier's College of Management & Technology, Patna is committed to offering equal opportunities without gender bias, ensuring fair allocation of resources, benefits, and access to educational services for all individuals on campus.

Guiding Principles:

1. Gender encompasses culturally accepted behaviors and attitudes defining femininity and masculinity.
2. Equity signifies fairness and impartiality, reflecting principles of justice and equality.
3. Gender equity aims to redress imbalances in the distribution of benefits and responsibilities between men and women, recognizing and addressing their differing needs and power dynamics.

Objectives of the Policy:

1. Uphold gender equality commitments at SXCMT, Patna.
2. Prevent and redress gender-based injustices and violations of gender rights.
3. Foster a gender-sensitive environment promoting diversity and equal opportunities for all.
4. Implement measures to prevent and address gender-based discrimination and violence, including sexual harassment.
5. Ensure effective implementation of the policy to promote gender equality.

Implementing Guidelines:

1. Prohibition of gender stereotyping and all forms of bias and discrimination.
2. Utilization of gender sensitivity in recruitment, promotions, and leadership opportunities for equitable representation.
3. Elimination of gender-based discrimination in staff selection for professional development and training.
4. Mandatory representation of women and men in committees.
5. Admission without gender-based discrimination.
6. Fair treatment of female and male students in evaluations.
7. Gender-sensitive approach in event organization, respecting and involving women staff and students.

8. Gender awareness and sensitivity training for employees and students, alongside the provision of women-specific infrastructure facilities on campus.

Expected Outcomes:

1. Education of students for responsible and fulfilling lives on and off-campus.
2. Curriculum tailored to meet the educational needs and rights of all students.
3. Recognition and respect for cultural values and individual gender differences.
4. Promotion of positive attitudes and behaviors fostering social responsibility, empathy, and nonviolent relationships.
5. Ensuring personal respect, safety, and harassment-free environments for all individuals.
6. Encouragement of a culture that values diversity, gender equality, and mutual respect.

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