



Sahyadri Shikshan Sanstha's

# SAHYADRI COLLEGE OF HOTEL MANAGEMENT & TOURISM

Near Hotel Pacific, Mumbai-Goa Highway, A/P-Agave (Sawarde), Tal. Chiplun, Dist. Ratnagiri 415 606 (MS)

Affiliated to University of Mumbai

## “Equality, Dignity and Opportunity for All”

### Purpose of the Policy

The purpose of this policy is to promote gender equality, ensure safety and dignity, and provide equal opportunities to all genders in the institution. It aims to create a discrimination-free, respectful, and inclusive academic and work environment.

### Scope and Applicability

This policy applies to all students, teaching staff, non-teaching staff, management, contractual staff, and visitors. It covers all academic, administrative, and co-curricular activities within the campus.

### Policy Statement

The institution is committed to maintaining a safe, inclusive, and respectful environment. Any form of discrimination, harassment, or bias on the basis of gender is strictly prohibited. Equal access to education, employment, and facilities is ensured for all.

### 1. Legal and Regulatory Framework

This policy is framed in accordance with the Constitution of India, the Sexual Harassment of Women at Workplace Act, 2013, and UGC and NAAC guidelines on gender equity.

### 2. Definitions

Gender refers to socially constructed roles and identities.

Gender equality means equal rights, opportunities, and responsibilities.

Sexual harassment means any unwelcome conduct of a sexual nature affecting dignity.

### 3. Accessibility Features

The institution ensures equal access to academic and administrative services for all genders, including persons with disabilities, through supportive facilities and services.

### 4. Built Environment Guideline

The campus provides safe and separate washrooms, well-lit pathways, CCTV surveillance, security support, and barrier-free access to ensure safety and comfort for all.

### 5. Training and Awareness

The institution conducts gender sensitization and awareness programs, orientation sessions, workshops, and observes Women's Day and related activities.

### 6. Feedback and Continuous Improvement

Feedback is collected through surveys, suggestion boxes, and meetings to improve gender-inclusive practices.

### 7. Implementation and Monitoring

The policy is implemented through the Internal Complaints Committee and Women Empowerment Committee. Regular monitoring and periodic review are carried out to ensure effectiveness.

DATE OF POLICY DEVELOPED- 16/01/2023



  
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Sahyadri College of Hotel Management  
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