



GENDER POLICY

RPS Group of Institutions is committed to creating a safe, inclusive, and respectful academic environment that fosters equal opportunities and promotes gender equity. This Gender Policy aims to establish guidelines for the prevention of gender-based discrimination, harassment, and to ensure the overall well-being of all members of the institute community.

1. Non-Discrimination: RPS Group of Institutions prohibits discrimination on the basis of gender, and all members of the institute community, including students, faculty, and staff, are expected to treat each other with respect, irrespective of gender identity or expression.

2. Prevention of Harassment: The institute is committed to maintaining a work and study environment free from all forms of gender-based harassment, including but not limited to sexual harassment, bullying, and verbal or written abuse. Any act of harassment will be treated with zero tolerance, and appropriate action will be taken against the perpetrators.

3. Equal Opportunities: RPS Group of Institutions ensures equal opportunities for all students, faculty, and staff, regardless of gender. Admission procedures, hiring processes, and opportunities for professional development are designed to be fair and impartial.

4. Gender-Sensitive Curriculum: The institute endeavors to incorporate gender-sensitive content in its curriculum, ensuring that educational materials and teaching methodologies promote understanding and awareness of gender-related issues. This will contribute to the creation of an inclusive learning environment.

5. Gender Sensitization Programs: Regular workshops, seminars, and awareness campaigns are organized to sensitize the institute community about gender-related issues, stereotypes, and the importance of gender equality. These programs aim to create a culture of understanding and empathy.

6. Grievance Redressal Mechanism: A Gender Sensitization and Complaints Committee (GSCC) is established to address complaints related to gender-based discrimination or harassment. The committee will ensure confidentiality and conduct fair investigations, taking appropriate action based on the findings.

7. Support Services: The institute provides support services, including counseling and guidance, to individuals who may have experienced gender-based discrimination or harassment. The well-being of the affected individuals is a priority, and efforts will be made to assist them in coping with the situation.

8. Flexibility in Policies: RPS Group of Institutions recognizes the diverse needs and responsibilities of its students and employees. Flexible policies, such as leave options, are implemented to accommodate different life stages and circumstances.



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9. Inclusive Facilities: The institute ensures that all facilities, including hostels, restrooms, and recreational areas, are designed to be inclusive and accessible to individuals of all genders.

10. Regular Audits and Reviews: The institute commits to regularly auditing and reviewing its policies and practices to assess the effectiveness of the Gender Policy. Feedback from the institute community is welcomed and considered in the ongoing efforts to enhance gender equity.

This Gender Policy is a reflection of RPS Group of Institutions' commitment to fostering a gender-sensitive and inclusive environment. All members of the institute community are expected to uphold these principles and contribute to the creation of a campus that values diversity and respects the rights and dignity of every individual.

Dr. Mahesh Kumar Yadav

Director

RPS Group of Institutions