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Sahajeevan Shikshan Sanstha's

Estd.-1990

**SHRIMATI INDIRA MAHADEV BEHARAY COLLEGE OF ARTS  
SHRIMAN CHANDULAL SHETH COLLEGE OF COMMERCE &  
SHRIMATI SHOBHANATAI CHANDULAL SHETH COLLEGE OF SCIENCE**

**KHED, Dist. RATNAGIRI (M.S.) - 415 709.**

*(Permanently Affiliated to University of Mumbai)*

**NAAC Re- Accredited B<sup>++</sup> Grade (CGPA-02.83)**

*(As Per Revised Accreditation Process July - 2017)*

**Mumbai University "BEST COLLEGE AWARD"( 2017-18)**

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Ref. No.: ICS/

Date :

## Gender Policy

We are committed to providing a secure and enabling work environment to our employees, a place of work that is gender sensitive and recognizes the role of men and women as equal players, agents, and leaders of change in their families, communities, and society.

The objectives of this gender policy are:

- To espouse the cause of the right to gender equality and right to dignified livelihood.
- To foster a social, physical, and psychological environment that will enable employees to work productively.
- To strive for gender justice at both institutional and programmatic level.

Organization defines gender policy guidelines at two levels: Institutional and programmatic.


### 1. Institutional Level

- Staff Policies:** All staff policies, rules and regulations shall be gender sensitive and will be reviewed periodically.
- Recruitment:** Organization seeks gender balance in staffing. Women candidates will be encouraged to apply for all vacancies including management and leadership positions both at the field and head office. There will be adequate representation of women in recruitment and interview panels.
- Performance reviews:** Gender sensitivity will be one of the performance indicators for assessing employees.
- Capacity building for gender sensitization:** We will organize workshops, training programs and discussions for promoting and enabling a gender sensitive work culture. Also, regular trainings will be conducted on awareness and confidence building of field staff, with special focus on women staff.

e) **Harassment:** Our Anti Sexual Harassment policy is gender neutral and is following the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013.

**Date of policy developed-** 20/06/2023

**Date of policy Revised-** 11/08/2025

  
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