



Nallamuthu Gounder Mahalingam College

Accredited with A++ Grade(4th Cycle) by NAAC and ISO 9001:2015 Certified Institution
An Autonomous Institution, Affiliated to Bharathiar University,
90, Palghat Road, Pollachi -642001, Tamilnadu, INDIA, Coimbatore

7.1.1 Measures initiated by the institution for the promotion of gender equity during 2023 - 2024

GENDER POLICY OF THE INSTITUTION



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POLLACHI - 642 001.

Estd : 1957

Phone : 04259 - 234868, 234870
Mobile : 99429 06687

Fax : 04259 - 234869

E-Mail : ngm@ngmc.org

DATE :

Gender Policy

Nallamuthu Gounder Mahalingam College envisions a gender equal working/learning environment by giving high priority to gender equity alongside academics. The Gender policy of the College is designed to promote gender equity and combat discrimination based on sex, gender, identity and gender expression.

Policy Statements

The College strives to

- Provide equal access to education, safety and security.
- Provide gender responsive education, training and research and sports facilities that inculcate values of equality, inclusion and diversity.
- Foster safe spaces on campus and provide gender responsive mentorship and counseling to students.
- Ensure disciplinary procedures against any instance of harassment




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or discrimination reported in good faith.

- Ensure gender equal environment where employees of all genders have equal opportunity to contribute and achieve their full potential throughout the trajectory of their career.
- Ensure equal pay benefits and award recognition.
- Promote gender-inclusive language and communication within the campus.

Scope of the policy

The Gender policy applies to the administrative and management personnel, all the employees and students in the areas of

1. Education working/learning environment and utilization of infrastructural facilities.
2. Recruitment, professional development and promotion of employees.
3. Governance and Management.
4. Grievance redressal and disciplinary action.




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