

NO.MRDCW/Policy/APR-2018/04

GENDER SENSITIZATION POLICY

SCOPE

The Gender Sensitization Policy at MRDCW (Malla Reddy Dental College for Women) encompasses all members of the academic community, including students, faculty, staff and administrators. Its objective is to cultivate an atmosphere of respect, equity and inclusion by fostering awareness and comprehension of gender-related matters.

Policy of Statement

MRDCW is committed to establishing a secure, nurturing and inclusive environment wherein individuals of all gender identities and expressions feel valued, respected and empowered. Our Gender Sensitization Policy is grounded in the following principles:

- 1. Zero Tolerance for Discrimination:** MRDCW vehemently opposes all forms of gender-based discrimination, harassment or violence. This prohibition extends to gender identity, expression, sexual orientation and associated stereotypes, with a firm commitment to upholding the dignity and safety of all individuals.
- 2. Equal Opportunities:** MRDCW advocates for equal opportunities across academic, professional and extracurricular domains, striving to dismantle gender-based barriers and biases in recruitment, admissions, promotions and related processes. Special attention is given to fostering parity and inclusivity for underrepresented genders across all facets of campus life.
- 3. Awareness and Education:** MRDCW is dedicated to heightening awareness and education on gender-related issues. We conduct routine gender sensitization workshops, seminars and training sessions to enhance awareness, understanding and sensitivity towards gender diversity equality. These initiatives are designed to challenge stereotypes, foster empathy and promote respectful dialogue and behavior.

4. **Support and Resources:** MRDCW offers comprehensive support services, counseling and resources to individuals affected by gender-based discrimination, harassment or violence. Trained personnel, including counselors and gender equity officers are available to address gender-related concerns sensitively and confidentially. Additionally, workshops and support groups are provided for survivors of gender-based adversity.
5. **Inclusive Policies and Practices:** MRDCW actively develops and implements inclusive policies, practices and curricula that champion gender equality, diversity and inclusivity. This encompasses inclusive language and imagery in official communications, gender-neutral facilities and accommodations for diverse gender expressions. Stakeholder engagement is encouraged to foster an inclusive and gender-sensitive campus environment.

Objectives

1. Heighten awareness and understanding of gender-related issues within the MRDCW community.
2. Eliminate instances of gender-based discrimination, harassment and violence.
3. Promote equal opportunities and inclusivity for all genders particularly underrepresented groups.
4. Offer comprehensive support, resources and counseling to individuals impacted by gender-based challenges.
5. Develop and implement gender-sensitive policies, practices and curricula that nurture a culture of respect, equality and inclusion.

Implementation Strategies

1. Conduct regular gender sensitization workshops, seminars and training sessions facilitated by external experts to enhance awareness and sensitivity.
2. Organize awareness campaigns, seminars, panel discussions and screenings to promote dialogue on gender equality.



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DENTAL COLLEGE FOR WOMEN

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Affiliated to Kaloji Narayanarao University of Health Sciences, Warangal, Telangana.

3. Provide confidential support services, counseling and resources accessible to individuals affected by gender-based adversity.
4. Engage stakeholders, including student organizations and advocacy groups in policy review and development processes.
5. Establish clear and confidential reporting mechanisms for gender-based incidents, ensuring prompt and appropriate responses.
6. Integrate gender-sensitive content and perspectives into academic curricula, research and teaching materials.

MRDCW remains steadfast in its commitment to fostering a gender-sensitive campus where every individual is afforded respect, value and empowerment to excel academically, professionally and personally. The promotion of gender equality and inclusivity serves as a cornerstone for cultivating a vibrant and diverse academic community.

