

---

## **Gender Policy**

The Synthetic & Art Silk Mills' Research Association (SASMIRA) Linked to the Ministry of Textile, Govt. of India was established on 12th January 1950 under Registration No. 2505 of 1949-1950 granted under Societies Act XXI of 1860 and is a cooperative venture set up by the Man-Made Textile industry of India after independence as a multi-functional institute to serve its scientific and technological needs.

SASMIRA entered into its golden jubilee in the year 2000 AD, coinciding with the new millennium. The land mark building of SASMIRA at Worli is in the heart of the city of Mumbai, the imposing building covering nearly 12,000 sq.mts. Of area was conceived as far back as in 1950, and completed in 1958.

Sasmira Institute of Commerce & Science (SICS) as an initiative to impart quality education in the field of Commerce and Science, Sasmira's Institute of Commerce and Science (SICS) started in the year 2016 under the guidance of their parent body SASMIRA, SICS vision for empowering women continues to be the key thrust of the College. The college remains committed to building leadership, conscious citizenry and active participation of women for furthering national developmental goals. At the college, we ensure that students are trained to respect all genders, support inclusion and sustainable development. SICS considers gender equity and an environment free from discrimination as treasured values. The college's responsibility is to develop future generations of strong, competent women. Knowing one's own rights, strengths, and barriers is necessary for this.

Being educated and sensitive also means being aware of the needs and challenges of people of all sexes, genders, and overall social classes. The college empowers women students to go out and work in the field with all ages and all communities and further empower them, thus helping in nation building. SICS aims to train pupils to become tomorrow's compassionate citizens and leaders.

The gender policy of SICS delineates a set of guidelines and principles established by the institution to ensure a safe, inclusive, and equitable environment for all individuals, regardless of their gender identity or expression. It aims to promote gender equality, prevent discrimination, and support the rights and well-being of all members of the college community.

## **For its Students**

### **As a policy, the college-**

- Is committed to promoting gender equality and women's empowerment. This is achieved through inclusive curricula, leadership development programs, scholarships, and opportunities for women to engage in research, sports, and other co-curricular activities.
- Ensures an environment that fosters women's empowerment and provides educational opportunities specifically tailored to women's needs.
- Ensure that campus facilities, such as washrooms, canteen, and classrooms, are all designed to meet the specific needs of women. Safety measures are in place to create a secure environment for students, including well-lit pathways, security personnel, and emergency response protocol, sources for personal and professional development.
- Is committed to offer support services that address the unique needs and concerns of women. This includes counselling, mentorship programs, and health services.
- Is committed to preventing and addressing gender-based violence, including sexual harassment, assault, and discrimination. It provides mechanisms such as Internal Complaints Committee and Grievance Redressal Committee, for reporting incidents, conducting investigations, and offering support to survivors.
- Is committed to provide opportunities emphasize leadership development and provide ample opportunities for female students to take on leadership roles in student organizations, clubs, and academic societies.

### **For its Employees, SICS:**

- Celebrates a diverse workforce to ensure fair treatment.
- Promote a working environment where all employees are treated with respect and dignity. Harassment and discrimination based on gender are prohibited and there is zero tolerance towards these.
- Is committed to provide mechanism such as Internal Complaints Committee to deal with any incident of harassment. The committee responds swiftly and sensitively to any incidences of discrimination and violations of the policy will be dealt with strict action.
- Is committed to providing equal opportunities, irrespective of gender. It strictly prohibits discrimination, harassment, or retaliation based on gender identity or expression
- Will ensure that employees receive equal pay for equal work, regardless of gender. Is committed to address and rectify any pay disparities based on gender
- Recognizes and respects the gender identity and expression of all employees. It has provisions for separate restroom for all employees consistent with their gender identity.
- Will provide parental leave, including maternity, paternity, and adoption leave, and ensure that it is available to all employees on an equal basis, regardless of gender.
- Will make provisions for training programs and educational resources aimed at promoting awareness and understanding of gender-related issues and fostering an inclusive workplace.