

No. MRIDS/ Policy/ 2018-19/GSP/ 01

GENDER SENSITIZATION POLICY

Scope

The Gender Sensitization Policy at MRIDS (Malla Reddy Institute of Dental Sciences) 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 Statement

MRIDS 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:** MRIDS 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:** MRIDS 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:** MRIDS 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.

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Principal / Dean
Malla Reddy Institute of Dental Sciences

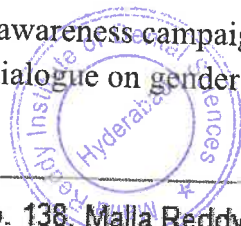
4. **Support and Resources:** MRIDS offers comprehensive support services, counseling, and resources to individuals affected by gender-based discrimination, harassment, or violence. Trained personnel, including counselors and gender equity officers, are available to address gender-related concerns sensitively and confidentially. Additionally, workshops and support groups are provided for survivors of gender-based adversity.
5. **Inclusive Policies and Practices:** MRIDS 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 MRIDS 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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MALLA REDDY INSTITUTE OF DENTAL SCIENCES

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Recognised by Dental Council of India, New Delhi.

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.

MRIDS 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.




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