LATE BHAUSAHEB HIRAY S. S. TRUST'S
INSTITUTE OF COMPUTER APPLICATION
ISO 9001:2015 CERTIFIED

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LBH/ICA/29/2020
1/6/2020

Policy document

	Policy Title: Gender equity	
1.	Administrative Policy Number (APN): MCA/APN/12	Functional Area: equal opportunity for every person working and studying in the institute.
2.	Brief Description of the Policy:	Purpose: making organization gender neutral. Audience: all stakeholders of the organization.
3.	Policy Applies to:	All academic, administrative, and managerial processes in the organization
4.	Effective from the Date:	1st June 2020
5.	Approved by:	Core Committee
6.	Responsible Authority	IQAC Coordinator
7.	Superseding Authority	Dy. Director
8.	Last Reviewed/ Updated:	7th September 2021
9.	Reason for the policy	To achieve equal opportunities, protection of their rights and full participation in the academic environment.
10.	References for the policy	Council of Architecture, Directorate of technical education

Gender equity prevents violence against women and girls. It's essential for economic prosperity. Societies that value women and men as equal are safer and healthier. Gender equality in educational institutes means providing equal opportunities to both men and women.

Gender equity Policy: *L.B.H.S.S.T's Institute of computer application*

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Our institution takes conscious efforts in making place of work gender neutral. The Institute's policy recognizes that every person is valuable human resources for the Institution and seeks to create an environment that provides equal opportunities, protection of their rights and full participation in the academic environment. This gender policy has been framed to ensure that there is no gender-based discrimination in the institute.

The College provides different committees for women (including female students) to address various issues such as 'Mahila Takrar committee', 'Grievance Redressal Committee' and 'Anti-ragging committee'. Student council is formed every year for smooth coordination of students with faculties.

Infrastructure	Institute has a separate Girls' common room. It is equipped with a desktop, a changing room and toilet facility with a sanitary pad dispenser.
Security	Safety and security of the campus is closely monitored through CCTV cameras installed at various locations such as, staircases, passages, entry exits, etc. The college campus is guarded by security guards at the entrance. Security guards are bound to maintain a register of visitors with necessary information such as name, address, and mobile no.
Counselling	Counsellor is appointed in the college for students as well as faculties to tackle different work pressures, time management, family concerns. Counsellor is scheduled for the appointment for students/ faculties on a particular day at a particular time.

Prof. Vikram Patalbansi
Dy. Director
L.B.H.S.S.T's I.C.A

Managing Trustee
L.B.H.S.S.T's I.C.A