



Gender Equity Policy

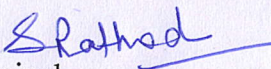
Gender equity policy means a very basic tenet that holds fair play and equality for all humans, irrespective of their identity in terms of gender. Oriental College of Pharmacy aims at not only providing but also maintaining a supportive and Inclusive environment wherein all faculty, staff, and students move with respect and are offered equal opportunities to succeed. The following is the Gender Equity Policy that expresses our commitment to promoting gender equity in college and ensuring that all students, faculty, and staff feel valued and supported in their academic and professional endeavours.

Policy Directives:

1. **Equal Opportunities:** Oriental College of Pharmacy is dedicated to providing equal opportunities for all individuals, regardless of their gender. This includes access to education, training, professional development, leadership roles, and other opportunities within the college.
2. **Non-Discrimination:** The College prohibits discrimination on the basis of gender, including in recruitment, hiring, promotion, compensation, and other employment practices. Any form of gender-based discrimination will not be tolerated.
3. **Gender-Based Violence Prevention:** The College is committed to preventing and addressing gender-based violence, including sexual harassment, assault, and other forms of violence. We provide support services and resources for individuals who have experienced gender-based violence.
4. **Inclusive Policies and Practices:** Oriental College of Pharmacy will review and update its policies and practices to ensure they are inclusive and supportive of individuals of all genders. This includes implementing gender-neutral language, restroom facilities, and other accommodations.
5. **Training and Education:** The College will provide training and education on gender equity, diversity, and inclusion for faculty, staff, and students. This will help raise awareness and promote a culture of respect and understanding within the college community.
6. **Reporting Mechanisms:** Oriental College of Pharmacy will establish clear reporting mechanisms for individuals to report instances of gender-based discrimination or harassment. Reports will be taken seriously and addressed promptly and confidentially.

Explanation:

The Gender Equity Policy at Oriental College of Pharmacy is designed to create a safe, inclusive, and supportive environment for all individuals, regardless of their gender identity. By promoting equal opportunities, preventing discrimination and violence, implementing inclusive policies and practices, providing training and education, and establishing reporting mechanisms, the college is taking proactive steps to ensure gender equity within its community. Through these policy directives, Oriental College of Pharmacy aims to foster a culture of respect, equality, and empowerment for all members of its community.


Principal

