



# MODERN COLLEGE OF PROFESSIONAL STUDIES

(Approved by NCTE Affiliated to C.C.S. University, Meerut)

431, ANAND INDUSTRIAL ESTATE, MOHAN NAGAR, GHAZIABAD-201007 (U.P.)

E-mail : [info@moderncollege.org](mailto:info@moderncollege.org) | Website : [www.moderncollege.org](http://www.moderncollege.org)

Ref. No. MCPS/011/21

Date 11-Jan-21

## GENDER POLICY

Modern College of Professional Studies values the diverse skills and perspectives that people bring to the institution as a result of their gender, age, language, ethnicity, cultural background, disability, educational level, professional skills, work and life experiences, marital status, or family situation. The college treats every individual with respect and concern regardless of the gender and provides opportunities to grow in their field without gender discrimination. Gender sensitivity is important with respect to both students and staff.

The Gender policy of the institution aims:

- To make a conscious effort to have sufficient representation of women on various academic panels.
- To have representation of women staff and students in academic bodies.
- To sensitize the staff to the gender specific needs of colleagues and students by discussing gender issues.
- To promote healthy work and learning environment for the women staff and women students of the college, thus providing conducive environment.
- To conduct gender sensitization programmes for all its staff members and students in order to develop a culture of collaboration and a peaceful environment.
- To encourage all the students to participate in all the extra-curricular and co-curricular activities irrespective of their gender, in a positive, respectful and constructive manner.
- To ensure all employees have an equal opportunity to engage and contribute at all levels of the college and their participation and contribution will be appropriately acknowledged and fairly compensated.)
- To ensure safety of women by providing round-the clock security.
- To conduct events and programmes on self-defense for training women staff and students.
- To overcome gender equality barriers such as gender biases and gender-based stereotypes in the college.
- To ensure availability of human and financial resources required for monitoring and evaluation of gender needs and women's empowerment.

This policy applies to all the staff members and students. We provide equal pay and benefits to both male and female employees of the college. The salary is determined solely on merit and experience. Hygiene is critical to the health of an organization so the college provides clean and sanitary facilities for both staff and students. Restrooms are also maintained properly.

The college reviews its gender policy every two years to align it with prevailing conditions.

PRINCIPAL

**Modern College of Professional Studies**  
431, Anand Indl. Area,  
Mohan Nagar, Ghaziabad