



Knowledge is Supreme

Tolani College of Commerce (Autonomous)

तोलानी वाणिज्य महाविद्यालय (स्वायत्त)

(Sponsored and Managed by Tolani Education Society, Mumbai - 400 021)
(Recognised Linguistic (Sindhi) Minority Institution, Affiliated to University of Mumbai)

Re-Accredited (3rd Cycle) by N.A.A.C. with 'A' Grade (CGPA 3.03)

150-151, SHER-E-PUNJAB SOCIETY,
GURU GOBIND SINGH ROAD,
ANDHERI (EAST), MUMBAI-400 093.

Tel. : (022) 6153 5455
Fax : (022) 6153 5456
E-mail : tcc@tolani.edu
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GENDER EQUITY POLICY

1. Policy Statement

Tolani College of Commerce (Autonomous) is committed to providing a campus free from gender-based discrimination, harassment, and stereotyping. This Policy upholds the dignity and equal rights of every student, faculty member, and staff regardless of gender.

This Policy complies with the UGC Equity Regulations 2026, the POSH Act 2013, the Vishakha Guidelines 1997, and the Transgender Persons (Protection of Rights) Act 2019, as well as the directives of the University of Mumbai.

2. Definitions

Gender

Gender refers to the social roles, behaviours, and expectations assigned to women and men in a society, which are shaped by political, economic, ideological, and cultural factors. These roles create unequal power relations and give men and women different values, opportunities, and life chances. The biological concept of sex is distinct from gender. It involves socially built distinctions between masculine and feminine traits that dictate appropriate behavior. These characteristics are malleable and subject to change.

Policy

Guiding rules or principles that decision-makers use to handle a specific issue or set of issues.

Sex

The biological condition of being male or female. Sex is different from gender.

Empowerment

The process of “conscientisation” that builds critical thinking and self-confidence, enabling a person to take control of their own life. Women’s empowerment is an essential step in changing gender relations because it tackles the deep-rooted causes of subordination and discrimination.





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Gender Awareness

Understanding the different roles and relations between women and men and how these create differences in power, status, privileges, and needs. It also means recognizing the interests, needs, and roles of women and men in society and spotting problems caused by gender unfairness and discrimination.

Gender Discrimination

Treating people differently just because of their gender.

Gender Equity

Giving women and men a fair and just share of all opportunities and resources.

Gender Gap

The difference in the socio-economic status of women and men that comes from the different social roles' society gives them.

Gender Issues

Problems that appear when the relationships, roles, privileges, status, and positions between women and men are examined, showing inequalities based purely on being female or male.

Gender Perspective

An approach that aims to create fairness and equality between women and men. It has tools and guidelines to see how development of women's and men's relations and roles is affected.

Gender Policy

An organisation's policy that brings gender into the main part of its programme activities. It also sets institutional arrangements, responsibilities, management functions and tools/guidelines for doing this.

Gender Responsive

A planning process where programmes and policy actions are made to deal with and fix problems that come from socially created differences between women and men.

Gender Sensitive





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Knowing the social differences between women and men, including their different needs. Using this knowledge to spot and understand problems caused by these differences and to act to solve them.

Gender Stereotyping

Always showing women and men in certain roles in media, press or education, based on social ideas about gender division of work and behaviour expectations.

Gender Training

Providing formal learning experiences and skills to improve gender analysis and awareness. The goal is to recognise and address gender issues in programming. Training can include three dimensions:

- Introducing gender concepts and analysis.
- Giving staff practical "how-to" skills.
- Challenging an individual's gender attitudes and stereotypes.

3. Objectives & Strategies

- a) Equal access to admissions, scholarships, committees, resources, and leadership opportunities for all genders.
- b) Safe, well-maintained facilities including washrooms for all genders including transgender persons.
- c) Annual gender sensitisation workshops and training for faculty and staff.
- d) Integration of gender equity themes into the curriculum and extension activities.
- e) Accessible counselling and support services for those affected by gender-based distress.

4. Prohibited Conduct

The following are strictly prohibited:

- a) Sexual harassment verbal, non-verbal, physical, or digital.





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- b) Gender-based discrimination in any academic or administrative process.
- c) Derogatory remarks, stereotyping on grounds of gender or sexual orientation.

5. Internal Complaints Committee (ICC)

The College has constituted an ICC as mandated under the POSH Act 2013 and UGC Equity Regulations 2026. The Composition is as follows:

Presiding Officer
Internal Members – 04
Student Undergraduate Representative
Student Postgraduate Representative
External Member - SNEHA (Society for Nutrition, Education and Health Action)




Prof. (Dr.) Sadhana Venkatesh
PRINCIPAL
Tolani College of Commerce (Autonomous)
Andheri (East), Mumbai-400 093