



Thunchath Ezhuthachan
Malayalam University

Policy on Gender



Introduction

Thunchath Ezhuthachan Malayalam University, situated in Tirur, Malappuram, was established with a specific vision to elevate the status of the Malayalam language to a language of knowledge. Unique in its mission, the university conducts all its academic programs in Malayalam, thereby reinforcing and expanding the language's capacity as a medium for higher education and intellectual discourse. This initiative is part of the university's broader commitment to preserving and promoting Malayalam language, literature, and the rich cultural heritage of Kerala. The university's academic and administrative structures support this mission, ensuring a deep-rooted and sustained impact on the status and perception of the Malayalam language.

The administrative structure of the University is overseen by a General Council, the supreme authority, and an Executive Committee. The Chancellor of the University is the Governor of Kerala, and the Pro-Chancellor is the Minister of Higher Education of Kerala. The University aims to advance knowledge in various areas related to Malayalam language and literature, and it also collaborates with other institutions to further its objectives. Additionally, the University has established a Herman Gundert Chair at Tübingen University, Germany, to foster academic exchanges and collaboration.

Commitment to Gender Justice

Thunchath Ezhuthachan Malayalam University's commitment to gender justice is integral to its ethos and operations. The university pledges to eliminate all forms of discrimination, be it social, economic, or gender-based, ensuring an inclusive and equitable environment for all genders. This commitment translates into equal opportunities for personal and professional development, creating an atmosphere where every individual feels valued and confident.

Furthermore, the university embraces a critical pedagogical approach to its subjects. This method not only fosters pride in the rich local culture but also cultivates flexibility and adaptability to the evolving global knowledge system and democratic values. By integrating these principles, the university's gender policy would reflect its dedication to creating a space where gender justice is not just an ideal but a lived reality.

Equal Opportunities

"Equal Opportunities" as a component of Thunchath Ezhuthachan Malayalam University's gender policy emphasizes creating a fair and unbiased environment where every individual, regardless of

gender, has the same chance to access and benefit from all that the university has to offer. This includes equal access to educational programs, research opportunities, resources, career advancement, and participation in all aspects of university life. The goal is to ensure that no one is disadvantaged or privileged due to their gender. The policy aims to foster a culture of respect, inclusivity, and equality, enabling all members of the university community to reach their full potential.

Curriculum and Pedagogy

Thunchath Ezhuthachan Malayalam University focuses on integrating content that promotes inclusiveness and gender awareness across all disciplines. This approach ensures that each school within the university incorporates at least one paper or module dedicated to gender studies, encompassing diverse topics like intersectionality and transgender issues. The curriculum is designed not only to educate but also to encourage open discourse on these topics, both in academic settings and through co-curricular activities. This comprehensive educational strategy aims to foster a deep understanding and respect for gender diversity among students and faculty, thereby contributing to a more inclusive and empathetic academic environment. The university's approach in teaching is critical and progressive, aiming to strike a balance between pride in its rich culture and adaptability to global knowledge systems and democratic values.

Implementation of Gender Policy

The effective execution of the gender policy at Thunchath Ezhuthachan Malayalam University is primarily facilitated through the **Internal Complaints Committee (ICC)** and the **Gender Justice Forum**. Both entities are foundational in establishing and maintaining gender justice on campus. Their roles are crucial in advocating for gender equality, handling gender-related grievances, and promoting an inclusive campus environment.

a. Internal Complaints Committee (ICC) acts as a judicial entity, addressing crimes against women and gender minorities. It ensures a fair and prompt handling of complaints related to gender-based harassment or discrimination. The ICC's role is critical in maintaining a safe and respectful environment for all members of the university community. It operates as a crucial mechanism for addressing gender violence and harassment. Individuals who believe they have experienced gender-based violence through speech or actions can file a complaint. This can be done by contacting the registrar or any ICC member, either in writing or verbally, especially if they are not in a condition to write. The Gender Justice Forum can also assist in this process.

The ICC is accessible to students, staff, parents, or anyone associated with the university. It handles cases that occur within the university's geographical boundaries or during official outside engagements. Besides handling complaints, the ICC also conducts awareness sessions on sexual harassment against women and gender minorities.

The formation and operation of the ICC are in accordance with government rules and regulations, ensuring compliance with legal standards and promoting a safe and respectful educational environment.

b. The Gender Justice Forum is an active body focused on creating awareness and addressing any instances of injustice within the university. It extends its efforts to the wider society to propagate the philosophy of gender justice. The forum's activities include organizing events, workshops, and discussions that foster understanding and support for gender equity.

At Thunchath Ezhuthachan Malayalam University, "Awareness and Training" is a cornerstone in its endeavor to cultivate an ethos of gender justice. This facet of the university's mission is fundamental in nurturing a culture of equality and respect, reinforcing the institution's commitment to shaping a more inclusive and equitable academic sphere. The university organizes a wide range of programs and workshops aimed at creating a more gender-just society. These initiatives are designed to nurture gender ambassadors, individuals committed to promoting gender equality.

While the ICC addresses legal aspects of gender discrimination, the Gender Justice Forum focuses on preventing gender-based issues and discrimination on campus. The ultimate goal of the Gender Justice Forum is to create an environment where the ICC is no longer necessary, by establishing an equal, respectful, and inclusive society. The Gender Justice Forum operates independently, strategizing and implementing actions to realize this vision of a gender-just society.

Conclusion

In conclusion, Thunchath Ezhuthachan Malayalam University's gender policy, underscored by the establishment of the Gender Justice Forum and the Internal Complaints Committee (ICC), represents a comprehensive and proactive approach towards ensuring gender justice and equality on campus. This policy not only addresses issues of gender-based discrimination and violence but also actively promotes an educational and social environment where every individual, regardless of gender, is respected and given equal opportunities. The university's commitment to gender equality is not just a statutory obligation but a reflection of its dedication to fostering an inclusive, diverse, and equitable academic community.