

File Name	Gender Sensitivity Policy - The SOBHA Academy
Reference	SKT - TSA POLICY - V - 002
Date	13-05-2025

1. Policy Statement

The SOBHA Academy (TSA) is committed to creating a safe, respectful, and inclusive learning environment that actively promotes gender equality, dignity, and non-discrimination. The school rejects all forms of gender-based bias, stereotyping, harassment, or exclusion. This policy affirms our collective responsibility to ensure that students and staff of all gender identities are respected, valued, and empowered.

2. Objectives

- Promote awareness and understanding of gender equality.
- Prevent and address gender-based bullying, harassment, and stereotyping.
- Integrate gender-sensitive teaching practices across curriculum and activities.
- Ensure equal participation in academics, leadership, sports, and co-curriculars for all genders.
- Establish a clear mechanism for redressal and accountability in gender-related issues.

3. Scope

This policy is applicable to:

- All students, including those identifying beyond the binary
- All teaching and non-teaching staff
- Parents, guardians, and caregivers
- Visitors, vendors, and volunteers involved in school activities

4. Guiding Principles

Principle	Implementation
Equality	Equal rights, access, and treatment irrespective of gender identity.
Respect	Foster a culture of mutual respect in words, actions, and expectations.
Safety	Provide a secure, non-threatening environment for self-expression.
Inclusivity	Ensure curriculum, events, and school spaces are gender-inclusive and neutral.

5. Prohibited Conduct

- Gender-based verbal or physical harassment
- Use of gender-insensitive language or slurs

- Exclusion, stereotyping, or mocking based on gender identity or expression
- Denial of equal opportunity in academics, leadership, or representation

6. Roles and Responsibilities

Role	Responsibility
School Management	Implement policy, monitor effectiveness, and review annually
Principal	Act as the Gender Sensitivity Officer; ensure compliance and response mechanisms
Teachers	Integrate gender-sensitive practices; report violations
Students	Uphold respectful conduct; report concerns
Parents	Reinforce gender equality and respectful behavior at home

7. Legal Framework Alignment

This policy aligns with:

- The Indian Constitution (Articles 14, 15 & 21A)
- CBSE Gender Sensitization Guidelines
- NEP 2020 (Equity and Inclusion)
- The Protection of Children from Sexual Offences (POCSO) Act
- The POSH Act, 2013 for adult employees and workplace conduct

8. Vision

TSA envisions a learning space where:

- All genders are respected, empowered, and represented.
- Gender awareness is embedded in pedagogy, language, infrastructure, and daily practices.
- A proactive gender-equal culture leads to safe, healthy relationships and inclusive growth.

8. Document Control

VERSION	DATE	DESCRIPTION	APPROVED BY
1.0	13-05-2025	Initial Formalisation	Trustee Board