

Gender Policy

+ Introduction-

Community engagement is a significant aspect of liberal education and experiential learning in institutions. It provides the critical connection with the real world. Gender equity and equality is accepted in the overall development process of students. Gender equality means equal outcomes for women, men and gender- diverse people. Gender equality is the process to achieve gender equality. The college follows principles and measures of gender equality to empower women students by contributing to their psychological, social and intellectual growth. It engages students, through workshops, guest lectures, counselling, lectures on legal rights, helps them understand and protect rights of women according to the provisions in the acts of constitution of India. As, higher education campuses have a special role in promoting gender equality between women and men. They are responsible for ensuring that what is taught and learned contributes in a positive way to the lives of both boys and girls. The gender equality in campus policy provides a frame work of principles and practices that will improve the life chances and opportunities of all students regardless of whether they are males or females.

+ AIMS-

1. To ensure the healthy atmosphere for the student to achieve their full potential, being either male or female does not determine the capacity to learn.
2. To ensure equality of all opportunities between men and women so that development of efforts has an equal impact on all gender.

+ OBJECTIVES OF THE POLICY-

1. To create gender sensitive environment.
2. Fairness and justice in the distribution of benefits and responsibilities between women and men.
3. To develop every individual to her or his full potential.
4. To ensure freedom for all genders to express free and fair opinions.
5. To enable students, understand women's role in society to develop multidisciplinary approach for the overall personality development.



6. To spread awareness about the requirements of girl's hygiene, health, nutrition, education and safety among society.

✦ **IMPLEMENTING GUIDELINES-**

Shankarrao Pail Mahavidyalaya, Bhoom established necessary committees such as women Grievance Redressal Cell, Sexual Harassment Committee, Anti-Ragging committee that will look into implementation of the aims and objectives of this policy. The implementation mechanism will include prevention, prohibition and Redressal mechanism.

✦ **The implementing guidelines are-**

1. Special focus will be given to improve women's participation and representation in activities where women are underrepresented.
2. Participation of women students in the activities to build a sense of self confidence.
3. Gender sensitive approaches are practiced in the process of teaching and learning.
4. Policy of fair treatment of male and female students alike will be deployed in evaluating process.
5. Discrimination or bias against women will not be tolerated in any activity and process.
6. Constant monitoring of campus through CCTVs.
7. Cleaning of washrooms exclusively by female housekeeping.
8. Self- defence training.
9. Interactive speech/ session with eminent specialist, doctors, lawyers.
10. Opportunity to girl students to share their views and thoughts in the college annual magazine "Allamprabhu."
11. College organizes gender awareness and sensitization along with International Women's Day.

✦ **Gender -Equality Monitoring Review and Evaluation-**

- A steering committee of the college will oversee the implementation of the policy and the evaluation of any grievances.
- Grievances received by the anti-sexual Harassment Committee should be reported to the principal and referred to the relevant body for redress at earliest.
- Education of female and male students for a satisfying responsible and productive life including work inside and outside the home.
- Encouragement and development of positive attitudes and behaviours in male and women students which promote social responsibility, empathy and sensitive equal and non-violent relationships.



- Preparing female and male students for their rights to personal respect and safety from all forms of harassment and violence.

1.1 Facilities provided for women safety in campus-

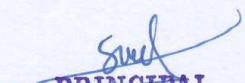
Following facilities are provided for women: -

1. Safety and security:

1. Institute has women harassment prevention cell with the help of this cell problem of female and students are solved properly.
2. Extensive surveillance network with 24 X 7 monitored at principal office.
3. Awareness Campaigns on women safety and gender sensitivity through street plays, rallies and camps of NSS.
4. Health awareness program for women was arranged.
5. The college ensures social security through anti-ragging and grievance redressal committee/ Mahila Dakshta Kaksha.
6. Emergency contact are displayed in the campus.
7. Program organized on legal rights of women and its awareness.

✚ **Common room**- for female student's institute has established common room with adequate facilities.

✚ **Counselling** - Faculty counsel the students during mentoring regarding academic performance, career plans, personal issues, health, stress, gender sensitization issues etc.


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