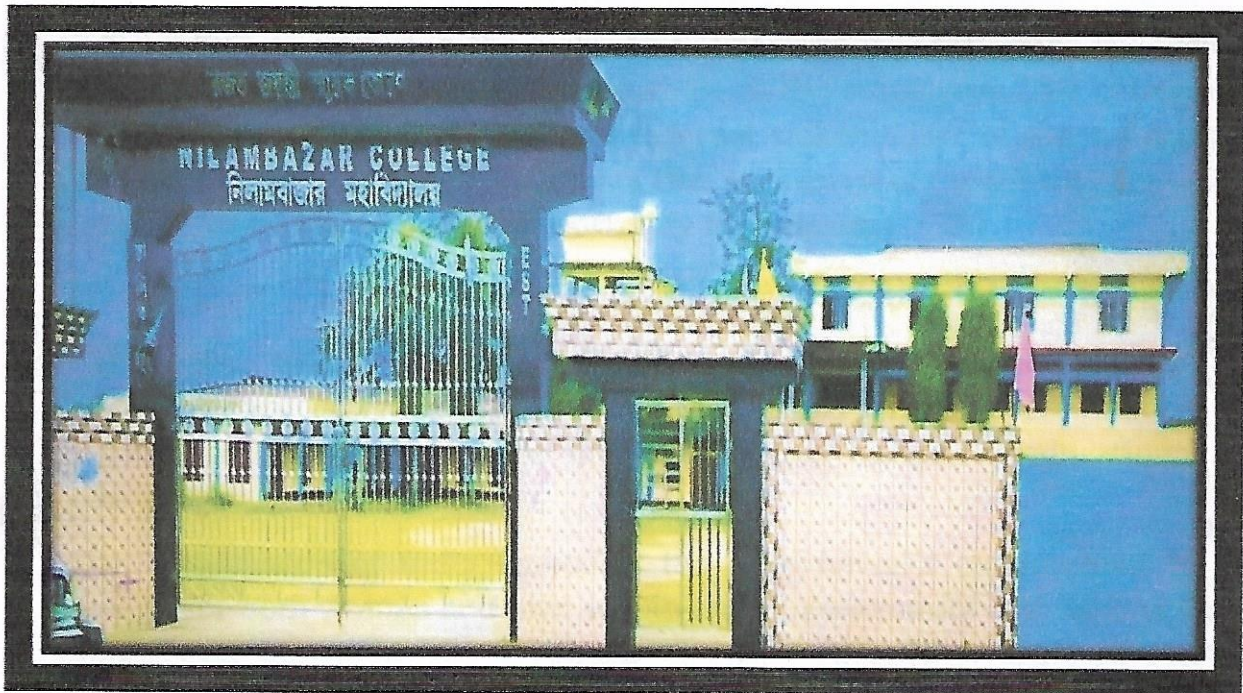




GENDER EQUITY AND SENSITIVITY POLICY OF NILAMBAZAR COLLEGE

ESTABLISHED: 1994



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INTRODUCTION:

Throughout the country, the main concern is on the status of women and the necessary conditions to improve their lives and also to focus the benefit of a society where the women and men participate as equals in all aspects of social, economic and political field. Higher education campuses thus have a special role in promoting gender equity between women and men. As educator, one must ensure that female and male students have equal access to the knowledge and skills that the institution provides. The gender equity policy depicts a frame work of principles and practices that may improve the life chances and opportunities of all students regardless of whether they are females or males. The stakeholders in the higher education system must ensure for equal participation of female and male students in all spheres of academic life. Thus for achieving the vision of gender equity Nilambazar college has always been sensitive towards this issues of gender equity. The college developed a Gender Equity Policy so that no students in the college campus are discriminated on the basis of gender or on any other means. The college encourages members of the Student's Union, faculties and administrative staff members irrespective of gender to participate in all the activities related to the institution. The gender policy of the college ensures a gender sensitive work culture to all the employees. The gender policy encompasses all internal and external stakeholders of the college. The college may identify departments that will carry out work on gender equality, sensitivity and equal opportunity for women.

THE GENDER EQUITY VISION OF NILAMBAZAR COLLEGE:

"The college trusts on the principles of providing equal opportunity for all on campus irrespective of Gender, which forbids any form of discrimination in job opportunities, resource distribution and access to educational benefits."

The Constitution of India embodies the government's commitment to equality for both women and men within family, community and society. It supports the idea of human development, which encourages every person to be dynamically involved in the process of liberating himself or herself from every form of domination and oppression so that each man or woman will have the opportunity to develop as a whole person in relation to others. The government of India also subscribes to and has endorsed a range of international Conventions such as the United Nations Declaration of Human Rights (1962), the United Nations Convention on the Rights of the Child(1989), and Education for all (United Nation Declaration 1990)

and the Beijing Declaration (1995) which called for the mainstreaming of gender issues. Hence, it is imperative that the essence and spirit of these declarations become part of day to day life particularly in the educational system.

OBJECTIVES OF THE POLICY:

- To create a gender sensitive work environment in and outside college campus.
- To fulfill the National commitment to gender equality.
- To provide equal opportunities to all students and employees irrespective of Gender, Caste and Religion.
- To provide equal access and opportunities to the resources, responses and services of the college irrespective of gender.
- To evolve mechanisms for the prevention and redressal of gender-based violence and discrimination including sexual harassment at the college.
- To allow all the students to participate freely in all the educational and co-curricular activities organized by the College irrespective of Gender.
- Providing counseling, guidance and life skill education to girl students.
- Promote the spirit of entrepreneurship among female students.
- Instill a sense of self confidence among female students.
- To create awareness on women related issues through extension services.
- To ensure the implementation of this policy in letter and spirit.

EDUCATIONAL PRINCIPLES AND VALUES:

The higher education system India encourages, supports and promotes the following values and principles as being essential to the development and implementation of quality curriculum and educational experiences for male and female students.

PRINCIPLES:

- All students have the ability to achieve their full potential; being either male or females does not determine the capacity of learning.
- Equality of opportunity and outcomes in higher education for female and male students may require that girls and boys get some preferential treatment at least for a period of time.

- Strategies to improve the quality of education for female students should be based on an understanding that neither men nor women are the same individual or as a group, having different needs to coming from different socio-economic and cultural backgrounds.

VALUES:

- Both female and male students should value each other and be valued equally in all aspects of campus life.
- High quality education for female students as well as for male students is a professional responsibility for all the educators in the system.
- Campus life for girls and boys should reflect the entitlements of all women, in their own right, to personal respect and personal safety, economic security and participation in and influence over decisions making which affect their lives.

EXPECTED OUTCOMES:

The Gender Equity Policy in campus is expected to result in:

- Education of female and male students for a satisfying, responsible and productive life.
- The provision of a curriculum that, in terms of its language, methodology and content, satisfies the rights and needs of both male and female students with regard to education.
- Acknowledgement and respect of positive cultural values and individual differences.
- Provision of a curriculum that challenges unfair cultural norms and acknowledges both the full range of women's contributions to society and the contributions of various groups of males.
- To Encourage the development of positive attitudes and behaviors in male and female students which may increase social responsibility, empathy and sensitive to words equal and others non-violent relationships.
- Provision of a challenging learning environment which is socially and culturally supportive and physically comfortable for female as well as male students.
- Preparing female and male students for their rights to personal respect and safety and provision of an environment that is safe and free from all forms of harassment and violence.
- Provision of finances and personnel resources to ensure that the capacities of male and female students are fully and equally realized.

- Acknowledgement and effective changes and lasting improvements in campus and an high degree of awareness, understanding and acceptance of the educational needs of female students on the part of students, parents, teachers, management and all stakeholders

MONITORING AND REVIEW:

1. Internal Complaint Committee (ICC) & Equal Opportunity Cell (EOC) are set up at the college to oversee the implementation of the policy and the evaluation of any grievance.
2. The Internal Complaint Committee and Equal Opportunity Cell will have equal representation of female and male employees and students.
3. grievances received by the Internal Complaint Committee and Equal Opportunity Cell should be reported to the Head of the institution and referred to the relevant body for redress within one month.

AMMENDMENT OF THE POLICY:

Amendment of this policy can be made based on the Government order. UGC's order and Affiliating University's Circular from time to time.

[Signature]
10.6.2022

Co-ordinator,
IQAC
Nilambazar College

Co-Ordinator
I.Q.A.C.
Nilambazar College

[Signature]
10/06/22

Principal
Nilambazar College

Principal
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