



POLICY DOCUMENT



**JWALA DEVI VIDYA MANDIR P.G.
COLLEGE KANPUR**



Affiliated to
C.S.J.M. UNIVERSITY, KANPUR



GENDER SENSTIZATION & EQUALITY POLICY

**JWALA DEVI VIDYA MANDIR,
P.G. COLLEGE,
KANPUR**

AFFILIATED TO
C.S.J.M. UNIVERSITY, KANPUR

**Created by IQAC on:
Approved by Principal on:
Approved by Board of Management:**

FOREWARD

Jwala Devi Vidya Mandir P.G. College has a long-standing tradition of nurturing young women and empowering them to become leaders in their chosen fields. We believe that education is the key to unlocking their full potential and contributing meaningfully to society. However, achieving true educational excellence requires a commitment to fostering an environment free from discrimination and harassment.

This Gender Equity Policy marks a significant step forward on that journey. It unequivocally affirms JDVMPG College's commitment to providing a safe, respectful, and inclusive learning environment for all students. This policy outlines concrete measures to prevent and address any form of gender-based discrimination or harassment.

We recognize that creating a truly equitable space necessitates continuous awareness, education, and support. This policy serves as a roadmap to achieve these goals. Through workshops, campaigns, and a robust reporting system, we aim to empower both students and staff to be active participants in fostering a culture of respect.

We firmly believe that a level playing field allows women to thrive academically and personally. This policy is not just about addressing issues; it's about creating an environment where women can excel, feel valued, and become confident leaders.

We invite all stakeholders - students, faculty, staff, and parents - to embrace this policy and join us in making JDVMPG College a vibrant hub for learning and personal growth where every woman has the opportunity to flourish.

PRINCIPAL
DR. GEETA ASTHANA
JDVM PG College

PREFACE

Jwala Devi Vidya Mandir P.G. College, a beacon of education for women, has always strived to provide a nurturing environment that fosters academic excellence and personal growth. Yet, true empowerment necessitates a commitment to gender equality and a space free from discrimination.

This Gender Sensitization & Equity Policy serves as a testament to that commitment. It outlines a comprehensive framework to foster a culture of respect, inclusivity, and equity for all students.

This policy is more than just words on a page. It's a call to action. It equips students and faculty with the knowledge to recognize and address gender bias. It empowers victims to report incidents with confidence and access essential support services. It establishes robust procedures for investigation and ensures fair and effective redressal.

Ultimately, this policy aspires to cultivate an environment where women can flourish. A space where they are valued not just for their academic achievements but also for their unique perspectives and voices. We believe that fostering gender equity is not just the right thing to do, but also essential for creating a vibrant learning community where every woman can reach her full potential.

Through this policy, we embark on a shared journey towards a more just and equitable educational experience. We invite all members of the Jwala Devi Vidya Mandir P.G. College community to actively engage with this policy and contribute to creating a truly inclusive learning environment.

Together, let us empower women and enrich the educational experience for all.

**IQAC
Co-Ordinator**

Principal

GENDER SENSITIZATION & EQUALITY POLICY

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INTRODUCTION

India, through its constitution, demonstrates a strong commitment to gender equality. This extends beyond the legal framework and embraces the concept of human development. Here, individuals are encouraged to actively break free from limitations and societal pressures, fostering the potential of every person to flourish as a whole.

India's dedication to this ideal extends to the international stage. The country actively supports and adheres to various international conventions like the Universal Declaration of Human Rights(1962), the United Nations Convention on the Rights of the Child (1989), the Education for All(United Nations Declaration 1990) initiative, and the Beijing Declaration (1995) which called for the mainstreaming of gender issues. These agreements all emphasize the importance of mainstreaming gender equality, particularly in education.

Therefore, it becomes essential to translate these declarations into tangible actions within our daily lives, especially within the educational system.

Understanding gender equity in education enables students and educators to recognize and remedy the constraints and inequalities that may result from not understanding constructions of gender. The Gender Equity in campus Policy aims to develop every individual to her or his full potential

Jwala Devi Vidya Mandir P.G. College, a pillar of women's education, has consistently fostered academic excellence and empowered young women to become leaders. Yet, true empowerment necessitates fostering a learning environment that is not only enriching but also free from discrimination and harassment. This Gender Sensitization & Equity Policy serves as a powerful step towards that goal. We recognize that creating a truly equitable space requires continual awareness, education, and support. This policy functions as a roadmap towards achieving these goals. Through interactive workshops, impactful awareness campaigns, and a robust reporting system, we aim to empower both students and staff to become active participants in fostering a culture of respect.

GENDER SENSITIZATION & EQUITY POLICY

“Gender equality is more than a goal in itself. It is a precondition for meeting the challenge of reducing poverty, promoting sustainable development and building good governance.”

-Kofi Annan

Jwala Devi Vidya Mandir P.G. College, guided by the vision of "Excellence in academics and perfection in human values and ideals," takes a pivotal step forward with its Gender Sensitization & Equity Policy. This policy recognizes that true holistic development, as envisioned by the college, requires fostering an environment where all genders, particularly the underprivileged gender (women), can thrive and reach their full potential.

This policy addresses the historical imbalances that have often disadvantaged women in educational settings. By promoting gender equity, we strive to create a space where women feel safe, respected, and empowered to excel academically while developing strong human values and ideals.

This policy outlines concrete measures to:

- **Combat gender stereotypes and bias.**
- **Provide a safe and inclusive learning environment.**
- **Empower women to participate actively in all aspects of college life.**
- **Ensure equal access to opportunities and resources.**

Through this policy, Jwala Devi Vidya Mandir P.G. College aims to transform the vision of holistic development into a tangible reality for all students, especially women. By fostering a culture of gender equality, we can cultivate a vibrant learning environment where every individual can flourish and contribute meaningfully to society.

OBJECTIVES

The objectives of this gender policy are to

- Create a conducive environment for the development of students appreciating and respecting the other gender.
- Establish an environment of equal opportunity for all sections of gender including men, women and transgender.
- Establish guidelines for the institution to take action in gender-based imbalances.

The college shall be equipped to handle and address any concerns including discrimination based on gender and to provide a setting where men and women can collaborate with a sense of personal security and dignity. The college should support the incorporation of a fair gender policy to ensure equal opportunities and treatment at the workplace. Our main goal is to develop a gender policy, which shall necessitate the dedication, involvement, and input of all stakeholders.

The empowered committees for proper implementation of gender policy in the college shall be:-

- Women Development Cell
- Internal complaints committee
- Grievance redressal committee Gender issues shall be addressed at two levels- institutional level and program level.

Women Cell:

Being the all-girls college, the advocacy of women empowerment and upliftment becomes imperative for us. Various committees and clubs formed as per the directives of Higher Education are used as platforms to leverage the objective of girl child enablement and gender parity. With this view, the Women Cell of the college was established. The Gender Equity Policy of the college has been drafted in view of the National Policy for the Empowerment of Women (2001) and the 2030 Agenda for Sustainable Development adopted by all the United Nation. The policy of our institute aims in developing a sustainable and inclusive environment by empowering the women and girls so that they can contribute to the development of the community.

Policy Application:

This policy applies to:

- All applicants for employment, employees and former employees.
- All student applicants, students and alumni.
- All other stakeholders of the College.

All members of the College community share the right to protection under this policy and a carry a responsibility for ensuring the policy is adhered to. In particular, this policy includes conduct that takes place on campus, on college property, at college functions and activities and where one is representing the college. This policy also pertains to usage of electronic technology and electronic communication that occurs in the above locations and situations.

Statement of Commitment:

College will treat all staff, students, alumni and service users with dignity and respect and seek to provide a work and learning environment free from discrimination, harassment or victimization.

The College:

- Is committed to non-discrimination (direct or indirect) on the grounds of gender identity and gender expression.
- Supports an inclusive environment of dignity and respect where everyone can develop their full potential.

The College does not tolerate harassment or bullying of staff, students or other members of the College community on the basis of gender identity and expression.

Dignity and Respect:

The College promotes, and is committed to supporting, a collegiate environment, which is free from bullying, sexual harassment and other forms of harassment. The College will not tolerate harassment or bullying of staff, students or other members of the College community.

THE POLICY:

- Any incidents of sexual harassment verbal, physical or emotional will be dealt with zero tolerance.
- Students and staff will be sensitized on gender-based issues by organizing workshops, talks and interaction with experts under the leadership of Women's Development Cell of the College.
- Gender specific counselling for empowerment shall be conducted for the needy under the Grievance Redressal & Counseling Cell.
- College shall take necessary steps to avoid any gender-based differentiation in College premises.
- The Internal complaints committee shall be responsible for receiving any gender related complaints from teaching and non-teaching staff of the College and should report any anonymity to Principal.
- The Grievance Redressal Cell for women will receive complaints from students regarding sexual harassment and recommends corrective actions.
- Specific infrastructure facilities shall be provided in the campus for women to have safe environment for rest and exercise.
- Gender audit shall be conducted under the leadership of Women's Development Cell every academic year and the report should be submitted to college council for corrective actions.
- Fostering gender equality in all aspects of curricular and co-curricular activities and throughout the college community.
- Promoting activities related to health, nutrition, self-defense and entrepreneurship among the female students.
- Providing for the safety and security of the girls through covered campus and CCTV surveillance.
- Empowering women with skills and self-confidence necessary for the participation in the development process of the nation.
- Maintaining a favourable and dignified atmosphere for women staff and girl students in the college by disallowing any act of harassment or exploitation. The College Code of Conduct caters to it.
- College has an active Equal Opportunity Cell that takes care of the requirements of the girls belonging to vulnerable communities.
- Developing and enhancing the leadership skills and organizational capabilities of female students and faculties by involving them in all the committees and policy making.
- Raising awareness towards women's role in socio-economic development of the society and country as a whole.

- Creating awareness on women related issues through extension services.
- Engaging various stakeholders from school, college, civil society organization, and women groups in gender mainstreaming activities.
- Creating consciousness and motivation towards gender equality in different sections of the society by organizing seminar/ workshops and special lectures.
- Providing counselling, guidance and life skill education to girl students.

COMPLAINT MECHANISM IN THE COLLEGE & PREVENTION OF SEXUAL HARASSMENT:

Complaints can be made in any of the following ways – -

- Orally to any of the member of the College Women Development Cell
- Register complaint through suggestion boxes which are installed in the college.

**NUMBER OF COMPLAINTS RECEIVED
TILL DATE**

: NIL

FEEDBACK SYSTEM

- JDVM PG College staff and students may provide feedback about this document by emailing iqac2022jdvm@gmail.com

APPROVAL AND REVIEW DETAILS

Approval Authority -- Governing c ouncil :

Administrator Principal Approved on :

Next Review Date

: th 2024



