

# **Dr. Bhim Rao Ambedkar Government College Sri Ganganagar**



## **Gender Sensitization Policy**

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**Dr Bhim Rao Ambedkar Government College** is dedicated to generating an environment where all its stakeholders such as students, teachers and non-teaching staff can work in an ambience free from gender prejudices and stereotypes in tune with the vision and mission statement of the College. As an institution, we have a zero-tolerance standpoint towards all forms of gender discrimination and atrocities. We also aim to empower our female students as torchbearers of gender equality in society and to create an institutional environment that sustains and promotes gender parity.

### **GUIDING PRINCIPLES**

Articles 14, 15, 19(1) (g) and 21 of the Constitution of India firmly establish the principle of Gender Equity. These ideals and the guidelines by the national level bodies such as **Saksham** and **Vishakha** are the cornerstones of the gender policy of the institution.

Guidelines/Regulation for Sexual Harassment and gender champion:

1. Vishaka Guidelines against Sexual Harassment at Workplace
2. University Grants Commission (Prevention, prohibition and Redressal of sexual harassment of women employees and students in higher educational institutions) Regulation, 2015.
3. Saksham Report (Measures for Ensuring the safety of Women and Programme for Gender Sensitization on Campuses).

### **OBJECTIVES OF THE POLICY**

- a) To accomplish the institutional commitment for gender equality in institution and society.
- b) To ensure fair treatment and opportunities to all genders at the institutional level.
- c) To create a gender-sensitive atmosphere in the institution that respects gender diversity.
- d) To ensure comprehensive development and empowerment of-women in the institution
- e) To evolve mechanisms for the prevention and redressal of gender-based discrimination, including sexual harassment at the college.

## **INSTITUTIONAL MECHANISM TO ENSURE GENDER SENSITIVITY AND GENDER PARITY**

Institutional Mechanism to ensure gender sensitivity and gender parity operates at the following two levels:

1. Committees/Cells & Grievance Redressal
  - a. Women Cell
  - b. Internal Complaints Committee
  - c. Grievance Redressal Cell
  - d. Anti-Ragging Committee
2. Activities to Promote Gender Sensitivity

Activities undertaken by the Committees/Cells to achieve Gender Sensitivity and Gender Parity in the institution and beyond, include:

- a. Organising lectures, webinars, conferences, seminars, competitions.
- b. Promoting comprehensive learning and meaning of gender sensitivity during class lectures.
- c. Providing counselling and guidance during mentoring sessions to the students to adequately handle the gender-related issues.
- d. Promotion of gender awareness and parity within and beyond the campus through NSS, Women Cell, and Red Ribbon club.
- e. Inclusion of students in important committees of the College.
- f. Empowering women by inculcating leadership qualities and organisational skills through student elections and involving them in organising events and fests.
- g. Construction and maintenance of quality infrastructure including girl's common room with facilities for the safety and security of the female students.
- h. Promotion of Gender-based research beyond the campus and across the disciplines to constructively contribute to the policy formation for gender parity in the society.

- i. Promotion of innovation and entrepreneur skills among students to enable them to break the gender barriers.
- j. Developing team spirit and sports orientation among students giving incentives and encouraging participation at regional, national and by encouraging and sponsoring sports participation at various levels.