



Babu Jagjivan Ram Government Degree College

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(Established – 1974)

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GENDER POLICY

Babu Jagjivan Ram Government Degree College is committed to the vision of providing equitable access in education to the women students, thus contributing to national development. It is also committed to gender mainstreaming and women empowerment through the adoption of gender perspective in the functioning of the college. The college has formulated a gender policy to promote gender equity in all its endeavours.

Rationale:

Given the socio-cultural and economic milieu of the society, a strong supportive environment is needed in the college to ameliorate the conditions of the women students. As all human beings are born free and equal, in terms of dignity and rights, the institution should reflect the same theme in its structures and functioning, thus promoting gender equality.

Policy Statement:

The Gender Policy of the college provides a framework to realize and champion the cause of gender equality and women empowerment. The college strives to provide equal opportunities for empowerment of women, protect them against all forms of discrimination and violence. The Women Empowerment Cell, the Anti-Ragging Committee, and the Internal Complaints Committee, together, ensure the aforesaid objectives. In alignment with National Policy for Women 2016, priority is given to increased enrolment and retention of women students through provisions of gender friendly facilities and promotion of skill development for women students.

Aims:

- To ensure equal opportunities to the women students in academic, curricular and co-curricular activities.
- To build the capacities of women students by organizing skill development programmes.
- To sensitize all students on gender issues by organizing gender sensitization programmes.
- To prevent all forms of discrimination and violence against women through the committees like Grievance Redressal, Anti-Ragging, Women Empowerment Cell and Internal Complaints Committee.
- To empower the women students to face the challenges of life.
- To strictly adhere to gender laws and bring gender perspective in all the aspects.

Implementation:

- Awareness programmes on women empowerment were organized by inviting prominent women in different fields like Ms. Swathi Lakra, IPS.
- Awareness Programmes on nutrition and health for women are organized regularly to make women students and staff aware of the importance of women's health for a healthy society.
- Programmes on the importance of self-defence training are conducted exclusively for women students and staff
- Other initiatives like a certificate course on self-defence are also introduced.
- Gender Sensitization programmes are conducted to make the whole campus 'Gender Aware'.
- Awareness programmes against ragging and harassment are organized to make women students aware of the legislations provided for them.
- Awareness programmes against eve-teasing and sexual harassment at workplace are organized by the Internal Complaints Committee (ICC).
- Screening of inspirational films is taken up to provide innovative ways of introducing the concept of women empowerment

Policy Title	Gender Policy
Ratified by College Planning and Development Council	February 2020
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