

**GOVT. RAJEEV LOCHAN PG COLLEGE, RAJIM,  
GARIYABAND, C.G.**



संस्थापित सन् 1972

## **GENDER POLICY**

**Internal Quality Assurance Cell (IQAC)**



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**GOVT. RAJEEV LOCHAN PG  
COLLEGE, RAJIM, GARIYABAND  
(CHHATTISGARH)**



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**Gender Policies and Guidelines**



Office of the Principal, Govt. Rajeev Lochan P.G. College,  
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## GENDER POLICY

*“Gender equality is more than a goal in itself. It is a precondition for meeting the challenge for reducing poverty; promoting sustainable development and building good governance.”- Kofi Annan*

The gender policy of Govt. Rajeev Lochan PG College, Rajim, Gariyaband, CG is conceived as a strategy and pursued as a systematic and planned process to promote equal opportunity and treatment for all men, women and transgenders working and studying at the college or applying to do so and to ensure equality of access to all services provided by the college. It aims to integrate gender equality into the regular rules, procedures and practices of the College.

### **Constitutional Gender Policy Statement:**

The principle of gender equality is enshrined in the Indian Constitution, in its Preamble, Fundamental Rights, Fundamental Duties and Directive Principles. The Constitution not only grants equality to women, but also empowers the State to adopt measures of positive discrimination in favor of women. Within the framework of a democratic polity, our laws, development policies, plans and programs have aimed at women’s advancement in different spheres. The Constitution of India not only grants equality to women but also empowers the State to adopt measures of positive discrimination in favor of women for neutralizing the cumulative socio economic, education and political disadvantages faced by them. To uphold the Constitutional mandate, the State has enacted various legislative measures intended to ensure equal rights, to counter social discrimination and various forms of violence and atrocities and to provide support services specially to working women.



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## Policy of the College:

The concept of equality is central to the College's ethos of academic and service excellence. The college aims to provide an inclusive environment which promotes equality, values diversity and is committed to maintaining an environment of dignity and respect where all staff and students can develop their full potential. This policy outlines the college's formal commitment to recognize and support an individual's gender identity and gender expression so that all members of the college community experience a positive and tolerant environment where every member is treated with dignity and respect.

- I. C.G. prohibits Govt. Rajeev Lochan PG College, Rajim, Gariyaband, participation in, support for, or sanction of activities that discriminate on the basis of sex, when in fact, no exception can be allowed except on the basis of a bona fide physical dichotomy.
- II. The college system has an Equal Opportunity Cell which ensures that all opportunities with the college are provided equally to both boys, girls and transgenders.
- III. The college has succeeded in setting up a mechanism for gender equality and empowerment of women in college premises. The Women's cell and Grievances against Sexual Harassment Cell are constructed to ensure the implementation of POSH and Vishakha guidelines. They will be responsible for coordinating the efforts to eliminate gender discrimination affecting students. The identification and solution of problems of discriminatory practices will be affected through the cooperative effort of students, faculty/staff and administration. To this extend the College will conduct gender analysis, implement gender mainstreaming and bring out gender audit report.
- IV. Gender analysis is an essential first step of collecting and analyzing sex disaggregated information in order to understand gender differences and how these differences may have an effect on policies' effectiveness. Gender mainstreaming promises to bring a gender dimension into all higher education policies. **Gender mainstreaming** is a systematic inclusion of both women's and men's concerns, experiences and needs. It is a process of consistently incorporating sensitivity to gender differences in governance, decision-making,



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policy, needs analysis, offices and mechanisms, planning, budgeting, implementation, monitoring and evaluation in colleges so as to create an organization that is gender equitable. **Gender audit** is an evaluation process aimed at figuring out whether set policies or interventions are doing that which they are meant to be doing. It is college's self-assessment, monitoring and evaluation of interventions with the broad aim diagnosis and transformation.

V. The college is committed to equality between women, men and third genders, and the right of all members of our community to be treated equally regardless of gender identity.

VI. The college protects all its members (Students, faculty members, staff members and others) from discrimination, bullying and harassment; this includes discrimination, bullying and/or harassment relating to gender.

### **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





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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.

**Confidentiality and Privacy:** College is committed to respecting the right to privacy. All information disclosed relating to a person's gender identity and expression will be treated as confidential. Confidential information will only be disclosed with the person's prior consent.

**Activities:** The college shall promote activities that sensitize the student's faculty and staff towards gender equity.

**Policy Review Procedures:** This policy shall be subject to continuous assessment and evaluation, and shall be reviewed at least once every three years.

The College also committed to do a gender audit every year to ensure the compliance of the policies.

Objectives of the Gender Audit:

- 1) To evaluate if gender concerns are mainstreamed in all areas of the College's activities.
- 2) To identify areas where imbalance exists in mainstreaming the concerns of women.
- 3) To identify, equity measures that can lead to gender equality.
- 4) To address both men and women, girls and youth in gender-responsive interventions.
- 5) To recommend ideas to implement in the future strategy of the College

**Statement of Compliance:** This policy document complies with the requirements for the legal provisions related to sexual misconduct of the laws of Government of India and rules and regulations of Govt. Rajeev Lochan PG College, Rajim, Gariyaband, CG.

**Checked By**  
(Co-Ordinator IQAC)

**Approved By**  
Principal



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## Annual Gender Sensitization Action



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## ACTION PLAN –

The Action Plan identifies five broad areas for focused attention that will enable strategic, sustainable and meaningful change at our institute. The Action Plan will help us, over the next years, to navigate and accelerate the gender equality journey that Sathyabama must take to improve the engagement, retention and advancement of female staff and students. Our Institute commits to embedding this Plan, devoting appropriate resources to its implementation, monitoring, reporting, and evaluation, and supporting leaders to develop and implement operational plans. We will continue to pursue and report on statistics of the participation and experience of our staff. In adopting and implementing this Gender Sensitization Action Plan, our Institution demonstrates how it values the richness of diversity amongst its staff, and recognizes its responsibilities to take Institution-wide transformative actions to enhance inclusion for all.

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## At Our College Facilities

Educational institute deals with formation of habits of human beings. If so, we need education seriously to focus on promoting the equal participation of women and men in making decisions; reducing enrolment gap between women's and men's access; giving equality in learning process, educational outcomes and external results; and providing equal benefits for both sexes. Gender equity in education means that males and females have equal opportunities in terms of economic, social, cultural, and political developments. If gender equity is exactly achieved this will contribute to future of girls and boys more than approaches men-centered, and girls will get benefits from public and domestic life as much as boy. Our college Shows gender sensitivity through various initiatives and actions for creating safe, Secure and healthy atmosphere in the campus. Sensitization of the students is done through special lectures and functions. Specific initiatives with respect to key areas are as follows:

- 1. Safety and security-** Safety of girls is a top priority at every college campus. Nowadays, safe and supportive campus community is both an obligation and a challenge for college administrators and students. Institute should provide a comprehensive range of security amenities especially for girls within the premises. **CCTV Camera 24 hour CCTV surveillance** is maintained in our college. It helps to keep a check on antisocial activities. Students and other employees in the college too remain cautious about the surveillance.

Photo: CCTV camera in corridor outside classroom

Photo: CCTV facilities in the entrance of college

- 2. Common Rooms** - The common room facilities for female students are available in our college.
- 3. Anti Sexual Harassment Committee** Anti Sexual Harassment Committee is also active in the college. It organizes various events on awareness issues. College has appointed counsellors to guide the students and attend to the issues of the students. They motivate them regularly and guide them to lead a good life.

### **Foto of register**

Photo: Constitution of Anti Sexual Harassment Committee

- 4. Awareness program** - Awareness programs, International Women's Day, webinar and workshops on gender sensitivity are regularly organized in the campus by the faculty members to make them aware towards women issues in order to enhance women empowerment. The female faculty members, staff and students are informed to attend the programs on gender sensitization. This year a slogan writing competition was organized for the students to aware about gender equity.