



**M.L.B ARTS AND COMMERCE COLLEGE
GWALIOR (MP)**



GENDER EQUITY POLICY



कार्यालय प्राचार्य, महारानी लक्ष्मीबाई कला एवं वाणिज्य महाविद्यालय, ग्वालियर (म. प्र.)
(शासकीय स्वशासी उत्कृष्ट महाविद्यालय)

NAAC द्वारा मूल्यांकित 'A' ग्रेड, दिसम्बर 2014

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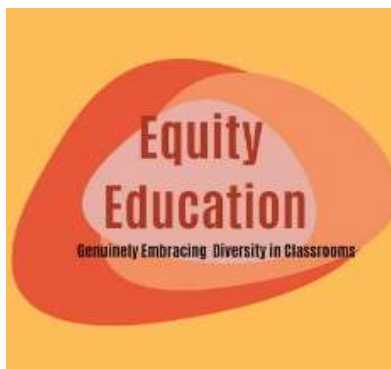
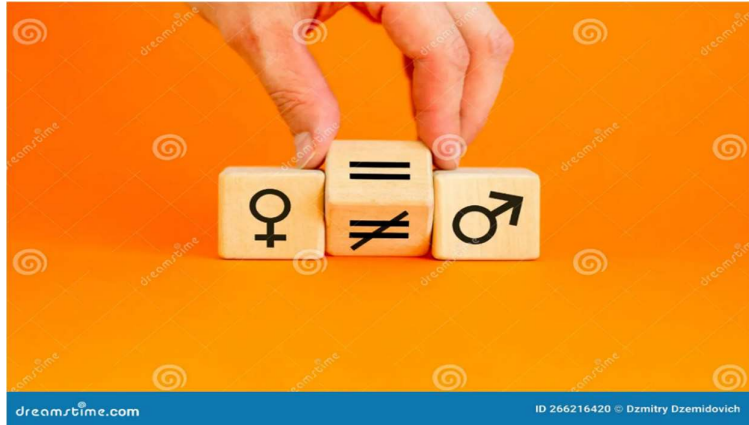


Equality

Equity



5 GENDER EQUALITY



EDUCATIONAL EQUITY



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GENDER EQUITY POLICY

INTRODUCTION:

Throughout the world great focus has been given on gender-equity. We dream of a society where women and men participate as equals in all aspects of social, economic, cultural and political life. Higher education campuses have a special role to play in promoting gender equity between women and men. The college campus is responsible for ensuring that lessons taught contribute positively to the lives of both girls and boys. As intellectuals and educators, it is our primary duty to ensure that female and male students have equal access to knowledge and skills that are institutions can provide. The gender equity policy provides a framework of principles and practices that will give equal opportunities to both male and female, and no discrimination can be made on the basis of gender.

Our college having a history of around 135 years is committed to gender equity. We work on Gender-Equity with following aims:

OBJECTIVES:

- To establish a supportive environment for individuals of all genders.
- To advocate for gender equity, fairness and justice.
- To ensure compliance of relevant laws and regulations issued by governmental bodies at the state, national and other levels concerning gender equality and justice.
- To establish a mechanism for safeguarding the well-being of those, who experience gender based injustice.

IMPLEMENTATION:

- Our college has established a comprehensive management framework to implement gender policy which includes coordinating, monitoring and evaluating policy implementation.
- College is committed to maintain a zero-tolerance policy towards gender based discrimination.
- College takes all measures to safeguard the rights of employees and students.
- Eradicates all forms of discrimination or harassment directed towards them.



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- College also prevents and prohibits gender discrimination and participate in eliminating such practices when identified and reported.
- College is committed to promote gender equity among students and staff and ensures that any employee engaged in gender biases is subjected to disciplinary action accordingly.
- The staff, students and administrative officers are responsible for promptly reporting any accusation of discrimination or harassment made by anyone, so that appropriate action is taken according to rules and regulations, and anyone causing delay in reporting such cases is subjected to disciplinary actions.
- There is a Women Cell against sexual harassment of women within the college which actively listens to complaints and ensures speedy action to such complaints.
- Our institution values high quality education, and so:
- All employees are treated with respect and dignity.
- Providing a curriculum to the students which meets the educational needs of all the genders. Respect positive cultural values and individual differences.
- Challenge unfair cultural practices and recognize contribution of women to the society.
- Providing learning environment socially and culturally supportive and physically comfortable for all genders.
- Campus is free from harassment and violence.
- Realizing the capabilities of all gender, irrespective of their gender.
- Effective changes and implementation have been made to make the campus aware to gender equity. An effort has been made to involve students, parents, faculty, support staff and management in tackling such issues and making our campus healthy, happy and vibrant.
- Online complaints are registered and for offline complaint, there are Complaint-Box for girls students and women in the college (Beti Ki Peti)where confidentiality is respected.



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Complaint Box





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Coordinator of Women Welfare and Sexual Harassment Prevention Committee:

Women Welfare and Sexual Harassment Prevention Committee:

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|----|---------------------|-------------|
| 1. | Dr. Nandini Katju | Coordinator |
| 2. | Dr. Neerja Verma | Member |
| 3. | Dr. Usha Srivastava | Member |
| 4. | Dr. Indra Narve | Member |
| 5. | Dr. Anjuli Sharma | Member |
| 6. | Dr. Pushplata Singh | Member |

Professor R.C. Gupta

Principal