

Government General Degree College, Mangalkote
[Affiliated to the University of Burdwan]

Gender Policy



Proposed by
Women's Cell, Visakha Cell, and Anti-ragging Cell
In collaboration
With
IQAC, GGDC Mangalkote

Gender Policy of Government General Degree College, Mangalkote

Introduction:

Government General Degree College, Mangalkote, embraces the motto 'Educate, Empower, Emancipate.' Our institution is dedicated to fostering an inclusive, equitable, and safe educational environment for all students, faculty, and staff. Our Gender Policy is aligned with national guidelines to ensure zero tolerance for ragging, sexual harassment, and any form of discrimination. Through this policy, we aim to create a campus culture that respects and values diversity, supports gender equality, and promotes the holistic development of every individual.

Gender Policy:

1. Inclusivity through Education:

We arrange our curriculum to incorporate diverse gender perspectives and experiences. Regular awareness programs and workshops will be conducted to promote gender equality and challenge stereotypes, ensuring an inclusive educational environment for all.

2. Safe Spaces and Support Systems:

The college has established safe spaces and support systems, including the Women's Cell, gender resource centres, and accessible counseling services. These facilities address issues such as sexual harassment, discrimination, and violence, ensuring a secure environment for all students, faculty, and staff.

3. Equal Opportunities and Representation:

Our policy advocates for equal opportunities and representation in all aspects of college life, including admissions, scholarships, leadership positions, and extracurricular activities. We strive for gender balance in decision-making bodies and encourage the participation of women and gender minorities in all fields.

4. Sensitization and Training:

Regular sensitization programs and training sessions are organized for staff and students to raise awareness about gender issues, foster empathy, and promote respectful behavior and communication. These initiatives aim to challenge harmful attitudes and create a culture of respect and inclusivity.

5. Community Engagement and Outreach:

We actively engage with the local community, collaborating with leaders, NGOs, and local authorities to address gender-related challenges. Outreach programs raise awareness about the importance of education, empower women and girls, and encourage community support for gender-inclusive practices within and beyond the college.

6. Policy for the Prevention of Ragging and Sexual Harassment:

Adhering to the National Anti-Ragging Guidelines and mechanisms for redressal, we pledge zero tolerance for ragging, sexual abuse, and any form of physical or mental harassment. This includes strict compliance with UGC regulations and the Sexual Harassment of Women at Workplace Act, 2013.

7. Anti-Ragging Measures:

In compliance with UGC Regulations on 'Curbing the Menace of Ragging in Higher Educational Institutions, 2009,' we enforce a zero-tolerance policy towards ragging. All incidents are addressed promptly, with severe consequences for those found guilty.

8. Internal Complaints Committee (ICC):

The ICC addresses complaints of sexual harassment from women employees and girl students. The committee ensures confidentiality and follows a fair investigation process to uphold justice and gender equality.

9. CCTV Surveillance:

The campus is monitored by a CCTV surveillance system to ensure safety and prevent incidents of harassment or violence. This measure is part of our commitment to providing a secure working environment for all.

10. Grievance Redressal Mechanism:

A transparent mechanism for timely redressal of grievances related to ragging and sexual harassment is in place. Complaints can be submitted directly to the Head of the Institution, the Anti-Ragging Committee, or the ICC, ensuring confidentiality and prompt action. The committee will investigate and address complaints guided by principles of natural justice and empathy.



Scope of the Gender Policy:

The Gender Policy of Government General Degree College, Mangalkote, aims to establish a comprehensive framework to promote gender equality and ensure a safe, inclusive, and equitable environment for all students, faculty, and staff. The policy encompasses multiple dimensions including education, support systems, representation, sensitization, community engagement, prevention of harassment, and grievance redressal. It emphasizes the integration of diverse gender perspectives in the curriculum, the creation of safe spaces, equal opportunities, regular training, and community outreach. The policy enforces strict measures against ragging and sexual harassment in compliance with national guidelines, and it ensures effective redressal mechanisms for grievances. The overarching goal is to create a campus culture that respects and values diversity, supports gender equality, and promotes the holistic development of every individual, in alignment with the college's motto: 'Educate, Empower, Emancipate.'

Responsibilities to of Faculty Members, Students, and Non-Teaching Staff:

1. Educational Integration: Incorporate diverse gender perspectives into teaching, curriculum, and activities.
2. Training and Sensitization: Participate in and promote gender sensitization and training programs.
3. Equality and Inclusivity: Actively support gender equality and inclusivity principles in all college activities.
4. Role Models: Serve as role models for respectful and inclusive behavior.
5. Monitoring and Reporting: Monitor, report, and address incidents of ragging, discrimination, or harassment.
6. Leadership and Participation: Encourage and support the involvement of women and gender minorities in leadership roles and extracurricular activities.
7. Collaboration: Collaborate with the Women's Cell, Visakha Cell, Anti-Ragging Cell, and ICC for awareness, support, and addressing grievances.
8. Respectful Environment: Ensure a respectful, safe, and inclusive environment for all within the college.



9. Community Engagement: Engage actively in community outreach programs to promote gender equality.

10. Compliance and Support: Comply with anti-ragging and harassment prevention policies, and support their enforcement.

Conclusion:

At Government General Degree College, Mangalkote, we believe that education is a powerful tool for empowerment and emancipation. Our Gender Policy reflects our commitment to creating a respectful, supportive, and equitable environment for everyone. By promoting gender equality and inclusivity, we strive to nurture a community where all individuals can thrive and achieve their full potential.

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