

Gender Equality Policy

Dr S. C. Gulhane Prerna College of Commerce, Science & Arts, Reshimbag, Nagpur is committed to fostering a gender-equitable, inclusive, safe, and respectful academic environment. This Gender Equality Policy aligns with UGC Guidelines on Gender Sensitization (2015), NAAC assessment criteria on inclusivity, and the Prevention of Sexual Harassment (PoSH) Act, 2013. The policy ensures equal opportunities and protection for all genders within the institution.

Objectives of the Gender Equality Policy

- To provide equal rights and opportunities for all genders.
- To ensure equal access to education, resources, and opportunities for all genders.
- To prevent discrimination, harassment, and gender-based violence.
- To promote gender sensitivity and awareness through training and programs.
- To establish mechanisms for reporting, addressing, and resolving gender-related grievances.
- To encourage representation and participation of all genders in academic, administrative, and leadership roles.

Scope of the Gender Equality Policy

This policy applies to all:

- Students
- Teaching and non-teaching staff
- Visitors, contractors, and affiliated personnel
- All academic, administrative, co-curricular, and extracurricular activities of the College

Policy Statements of Gender Equality Policy

Commitment to Equality

The College is committed to promoting gender equality and ensuring that all students, faculty, and staff—regardless of gender—have equal access to opportunities, resources, and support.

Zero Tolerance for Discrimination

The College adopts a zero-tolerance approach to all forms of gender-based discrimination, bias, stereotyping, harassment, or violence within the campus.

Safe and Inclusive Environment

The College ensures a safe, inclusive, and respectful campus environment where individuals of all genders feel valued, protected, and empowered.

Compliance with Legal and Regulatory Standards

The College shall comply with all relevant national laws and guidelines related to gender equality, including UGC Regulations, the POSH Act (2013), and other statutory requirements.

Prevention of Sexual Harassment

The College is committed to preventing sexual harassment through awareness, sensitization, training programs, and the functioning of an Internal Complaints Committee (ICC).

Equal Opportunity in Admissions, Employment, and Participation

The College guarantees non-discriminatory practices in admissions, recruitment, promotions, and participation in academic, co-curricular, and extra-curricular activities.

Gender-Sensitive Infrastructure

The College ensures accessible and gender-sensitive facilities, including CCTV, lighting, safe, accessible, and gender-neutral campus signage, sufficient numbers of clean, accessible, and well-maintained washrooms for girls, boys, and staff and protection measures on campus.

Curriculum and Capacity Building

The College promotes gender sensitivity through curriculum integration, workshops, training sessions, and awareness drives to eliminate gender biases.

Grievance Redressal Mechanisms

The College provides efficient, confidential, and transparent grievance redressal mechanisms for all gender-related issues through dedicated committees.

Monitoring and Accountability

The College regularly reviews, monitors, and evaluates gender equality initiatives, ensuring accountability at all administrative and academic levels.

Empowerment and Leadership Opportunities

The College supports leadership roles for all genders and encourages representation in decision-making bodies to ensure gender-balanced governance.

Protection of Vulnerable Groups

The College recognizes and protects the rights of vulnerable groups, including transgender individuals, ensuring equal respect, dignity, and safety.

Roles and Responsibilities of the Institution to enhance Gender Equality Policy

College Administration

- Ensure implementation and regular review of the policy
- Allocate resources for training, awareness, and infrastructure

Head of Institution/Principal

- Appoint committees such as Equal Opportunity Committee, Internal Complaint Committee (POSH), Women Development Cell, and ensure their effective functioning

- Encourage gender-balanced representation in leadership, committees, and decision-making bodies.

Internal Committees (ICC/Women Cell/Equal Opportunity Cell)

- Address complaints related to sexual harassment in accordance with the POSH Act, 2013.
- Provide confidential, fair, and timely investigation and resolution of cases.
- Conduct awareness programs about sexual harassment, workplace ethics, and reporting mechanisms.
- Ensure that no complainant or witness faces retaliation or discrimination.
- Conduct regular self-defence and safety awareness programs

IQAC (Internal Quality Assurance Cell)

- Integrate gender equity indicators into institutional quality metrics and NAAC documentation.
- Review the effectiveness of gender equality initiatives and provide recommendations.
- Ensure gender-sensitive practices are reflected in academic planning, student support, and faculty development.

Faculty Members

- Promote gender-inclusive practices in classrooms and workplaces
- Act as role models for respectful behavior
- Participate actively in gender-sensitization programs and training sessions.

Supporting Staff

- Help create a respectful and inclusive administrative environment.
- Ensure courteous, unbiased service to students, faculty, and visitors regardless of gender.

Students

- Respect diversity and uphold gender equity principles
- Report violations through appropriate channels
- Follow the code of conduct and uphold institutional values related to equality and respect.

Reporting Mechanisms

- Complaints may be submitted in writing, online, or via designated reporting officers
- Anonymous reporting channels are provided to encourage safety
- Clear timelines for acknowledgment, investigation, and resolution
- Protecting the privacy of individuals involved in complaints

Training and Awareness of Gender Equality

- Mandatory gender-sensitization sessions are organized for the students
- Workshops, campaigns, and seminars are organized through the year
- Induction programs for new students and staff are organized

Monitoring and Evaluation of Gender Equality Policy

- Annual review of the policy is done by the Director, Principal, IQAC, Heads of all departments and Committee coordinators
- After Feedback mechanism, corrective actions are taken based on monitoring the outcomes

Policy Review

This policy is reviewed every three years or earlier if required by changes in law, institutional needs, or feedback.

Outcomes of Gender Equality Policy

- Improved campus security measures (CCTV, lighting, grievance redressal mechanisms).
- Strengthened implementation of **POSH Act** and robust Internal Complaints Committee (ICC).
- Increased reporting and timely resolution of gender-based issues.
- Higher enrollment and retention of female students.
- Increased participation in leadership roles, committees, and skill programs.
- Improved representation of women in faculty and administrative positions.
- Integration of gender sensitivity in co-curricular activities.
- Regular sensitization workshops, seminars, and campaigns for students and staff.
- Promotion of inclusive practices, language, and behaviour across campus.
- Greater access to scholarships, mentorship, and career guidance for women and gender-diverse students.
- Reduction in gender gaps in academic performance.
- Gender-friendly facilities such as separate common rooms, sanitary hygiene facilities.
- Accessibility improvements for diverse gender and disability needs.
- Clear roles and responsibilities for administrators, faculty, and student bodies.
- Transparent monitoring and evaluation through annual reports, audits, and feedback mechanisms.
- Data-driven decision-making using gender-disaggregated data.
- More respectful, equitable, and bias-free campus culture.
- Reduction in stereotypes, discriminatory practices, and gender-based harassment.
- Promotion of empathy, mutual respect, and inclusive social norms.
- Alignment with UGC, NAAC, and Government of India guidelines on gender equity.
- Strengthened reputation and accreditation scores due to policy implementation.

DIRECTOR