



GOVERNMENT OF WEST BENGAL
GOVERNMENT GENERAL DEGREE COLLEGE, LALGARH
LALGARH :: JHARGRAM :: 721516

E-mail: principal@lalgargovtcollege.org, Website: www.lalgargovtcollege.org



Government General Degree College, Lalgarh

GENDER POLICY



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Throughout the nation, the predominant focus lies on the status of women and the requisite conditions for enhancing their lives. It is imperative to channel efforts towards cultivating a society where both women and men participate on equal footing across all facets of social, economic, and political realms. Within this context, higher education campuses assume a pivotal role in championing gender equity. As educators, our responsibility extends to ensuring that female and male students enjoy equitable access to the knowledge and skills provided by the institution.

The framework of the gender equity policy delineates principles and practices aimed at improving the life chances and opportunities for all students, irrespective of their gender. Stakeholders within the higher education system must actively facilitate equal participation of female and male students in every sphere of academic life. Government General Degree College, Lalgarh, in pursuit of the vision of gender equity, has consistently demonstrated sensitivity to gender-related issues. The institution has formulated a comprehensive Gender Equity Policy, explicitly designed to prevent discrimination based on gender or any other criteria within the college campus.

The college actively encourages members of the Student's Union, faculties, and administrative staff, regardless of gender, to engage in all activities associated with the institution. The gender policy ensures the cultivation of a work culture that is sensitive to gender across all levels of employment. Importantly, the policy extends its purview to encompass both internal and external stakeholders of the college. Departments may be identified to spearhead efforts on gender equality, sensitivity, and equal opportunities for women.

THE GENDER EQUITY VISION OF GOVERNMENT GENERAL DEGREE COLLEGE, LALGARH:

“The college places trust in the principles of providing equal opportunities for all on campus, irrespective of gender. This extends to forbidding any form of discrimination in job opportunities, resource distribution, and access to educational benefits.”



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The Constitution of India embodies the government's commitment to equality for both women and men within the family, community, and society. It aligns with the notion of human development, urging individuals to liberate themselves from all forms of domination and oppression. The government of India has endorsed International Conventions such as the United Nations Declaration of Human Rights (1962), the United Nations Convention on the Rights of the Child (1989), Education for All (United Nations Declaration 1990), and the Beijing Declaration (1995), emphasizing the integration of gender issues into various facets of life, particularly within the educational system.

OBJECTIVES OF THE POLICY:

- Foster a gender-sensitive work environment within and outside the college campus.
- Uphold the national commitment to gender equality.
- Ensure equal opportunities for all students and employees, irrespective of gender, caste, or religion.
- Facilitate equal access and opportunities to college resources, responses, and services, regardless of gender.
- Develop mechanisms for preventing and addressing gender-based violence and discrimination, including sexual harassment.
- Facilitate the unrestricted participation of all students in educational and co-curricular activities, regardless of gender.
- Provide counselling, guidance, and life skill education to female students.
- Promote entrepreneurship among female students.
- Install a sense of self-confidence among female students.
- Raise awareness on women-related issues through extension services.
- Ensure the effective implementation of the policy in both letter and spirit.

EDUCATIONAL PRINCIPLES AND VALUES:

The higher education system in India promotes the following values and principles as essential to developing and implementing a quality curriculum for both male and female students.



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PRINCIPLES:

- All students possess the ability to achieve their full potential; gender does not determine learning capacity.
- Achieving equality of opportunity and outcomes in higher education may necessitate preferential treatment for girls and boys, at least for a specific period.
- Strategies to improve the quality of education for female students should be based on an understanding of the diverse needs arising from different socio-economic and cultural backgrounds.

VALUES:

- Both female and male students should be equally valued in all aspects of campus life.
- Providing high-quality education is a professional responsibility for all educators.
- Campus life should reflect the entitlements of all women to personal respect, safety, economic security, and participation in decision-making.

EXPECTED OUTCOMES:

The implementation of the Gender Equity Policy is expected to result in:

- Educating female and male students for a fulfilling, responsible, and productive life.
- Providing a curriculum that satisfies the rights and needs of both male and female students.
- Acknowledging and respecting positive cultural values and individual differences.
- Challenging unfair cultural norms and recognizing women's contributions to society.
- Encouraging positive attitudes and behaviours in male and female students.
- Creating a supportive learning environment for both female and male students.
- Preparing students for personal respect, safety, and an environment free from harassment.



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- Allocating resources to ensure the full and equal realization of students' capacities.
- Effecting lasting improvements in campus culture and fostering awareness of the educational needs of female students among all stakeholders.

MONITORING AND REVIEW:

- Internal Complaints Committee (ICC), Women Redressal Cell (WRC), Anti-Ragging Cell (ARC), Students' Affairs Committee (SAC) including SC/ST/OBC & Minority Affairs and Teachers' Welfare committees were continuously monitoring different case against sexual harassment to oversee policy implementation and address grievances.
- All Committees include equal representation of female and male employees and students.
- Grievances received by these committees are reported to the Head of the institution and referred to the relevant body for redress within one month.

AMENDMENT OF THE POLICY:

Amendments to this policy can be made based on Government orders, UGC orders, and Affiliating University Circulars as per the prevailing circumstances.

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