



GOVERNMENT DEGREE COLLEGE

AVANIGADDA

(Affiliated to Krishna University, Machilipatnam)



GENDER EQUITY POLICY

2021-22

This gender equity in campus (GEC) policy provides a framework of principles and practices that will improve the opportunities of all students regardless of their gender. The education system has the responsibility to provide high quality equitable education that meets the needs of all genders.

GENDER POLICY:

"Develop enough courage so that you can stand up for yourself
and
then stand up for somebody else."

— Maya Angelou

College is conscious of its role in imparting education to today's youth to shoulder tomorrow's responsibility and of preparing the students to be responsible citizens of the world. Gender equality is one strong pillar of society and with this in Mind, College has deliberated and finalized a gender policy to ensure the goal and aim of creating gender sensitization, healthy relation between the sexes and equal opportunities for all. The Gender policy is integral part of all institutional policies and programmes. Gender equality and equity aims at ensuring both women and men including staff and students are considered equal and treated equally in terms of dignity and rights. It aims to empower the girl students. The atmosphere in the college is such that there is not any kind of discrimination particularly based on sex. The Gender policy provides guidelines and frameworks for promoting gender equality. The institute raises awareness regarding gender sensitization. The college has formed the Women Empowerment cell, Grievance Redressal cell. The Gender Equity Policy in the college provides a framework of principles and practices that will improve the opportunities to all the students regardless of whether they are males or females. The Gender Equity Policy has been developed so that no students in the college campus are disadvantaged on the basis of gender.

Objectives:

- 1) To provide equal opportunities to both male and female students and staff members & to create conducive environment for women and men at work place.
- 2) To create awareness amongst the students and staffs members about their social, cultural, economic, political and institutional rights.

- 3) To empower the girls with healthcare, physical, moral, cultural and skill development of students.
- 4) To promote Gender equality among students and staff members of the college by providing equal access and services of the institute.
- 5) To organize gender awareness programmes such as guest lectures, seminars, workshops on regular basis.
- 6) To abolish discrimination on the basis of gender.
- 7) To create awareness among girls about their health, nutrition and hygiene. To conduct health check up camps frequently for girl students.
- 8) To develop a sense self confidence and overall personality development.

Strategies:

- ✦ Ensuring equal opportunities for male and female staff for personal growth, in promotion benefits training and working conditions.
- ✦ Ensuring equitable representation & participation of men & women in various functional committees of the institution
- ✦ Providing a safe and secure workplace for women staff, free from sexual harassment with a Grievance Redressal
- ✦ Sensitizing the male students and staff and mobilizing their support towards gender balance in the campus.
- ✦ Making all career advancement systems and policies gender-sensitive and responsive, and integrating gender indicators into staff performance appraisal systems.


College strives to provide a safe environment to the students for the teaching learning experience and all other activities in college.

1. Infrastructure: There is a Girl's common-room and exclusive washroom for girls.
2. Security: Installation of security cameras and controlled access to college for outsiders.
3. Equal Opportunity for all is maintained for inculcating a healthy relationship between the sexes.

4. **Academic:** In exercising the choice of paper in the options available, care is taken to choose papers that provide the historical and social background to gender inequality.
5. **Co- curricular:** Girls are encouraged to take responsibility by accepting responsible posts in committees. Care is also be taken to provide support to train and hone their skills.
6. **Sports:** While planning sports events, girl students are encouraged to participate in competitions and play a game regularly.
7. **Entrepreneurship and Skill enhancement:** Training and motivation is imparted to Girl students to encourage them to become entrepreneurs.
8. **Guidance** is an absolute necessity to boys and girls as to how to behave with each other and also to mold their expectations from the opposite sex.
9. **Counseling:** made available
10. **Mentoring** Teachers play the role of mentors and engage with students to explain and allay fears arising out of changing gender relations.
11. **Redressal Mechanism:** Create awareness regarding government policy against sexual reassessment and set-in place a redressal mechanism.
12. **Awareness** towards the reasons for gender oppression and corrective steps initiated and created along with all the new legislation safeguarding the rights of women.
13. **Activities:** While planning college activities all attempts are made for equal participation of girls and in the choice of events.

Finally, Gender sensitization entails modifying one's conduct and instilling empathy in one's attitudes about one's own and other's sex. It introduces men and women to one another and helps to foster respect for all people, regardless of gender. This is closely monitored by the Principal, WEC and Grievance Redressal cell of the College.

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