



**SONOPANT DANDEKAR ARTS, V. S. APTE
COMMERCE AND M. H. MEHTA SCIENCE
COLLEGE, PALGHAR**

THOUGHT HAS NO GENDER



Last Revised Aug 2023

Gender Policy of the Institution

The Institution being gender responsive has gender concerns anchored in all its key processes including vision, mission, policies, plans, budgets, Programs, projects and activities. The guiding principles are as follows –

A. GUIDING PRINCIPLES

Gender equality is an international commitment and recognized as a prime Sustainable Development Goal. Gender inequality, violence and discrimination are condemned as a form of human rights violation, a transgression of common dignity and an infringement on life and liberty as defined by the Constitution of India and fundamental rights. India's support for gender equity, sensitivity and equal opportunity are expressed in Articles 14, 15, 19(1)(g), 21 of the Constitution of India. India's ratification of the International Covenant on Economic, Social and Cultural Rights (in 1979) and the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW, ratified in 1993), Resolutions of the Fourth World Conference on Women in Beijing in 1995 confirm the country's commitment to gender equity. This policy will be guided by the provisions in the following:

- **INTERNATIONAL INSTRUMENTS:**

1. Universal Declaration of Human Rights, 1948
2. International Covenant on Economic, Social and Cultural Rights (ICESCR), 1966
3. Convention on the Elimination of All Forms of Discrimination against Women, 1979
4. Convention on Rights of Persons with Disabilities, 2006

- **INDIAN LEGISLATION:**

1. The Sexual Harassment of Women at Workplace (PREVENTION, PROHIBITION and REDRESSAL) Act, 2013
2. The Transgender Act 2019
3. The Criminal Law (Amendment) Act, 2013
4. Protection of Women from Domestic Violence Act, 2005
5. The Indecent Representation of Women (Prohibition) Act, 1986
6. The Immoral Traffic (Prevention) Act, 1956

- **OTHERS**

1. UGC Saksham Measures for Ensuring the Safety of Women and Programmes for Gender Sensitization on Campuses
2. Internal Complaints Committee
3. Women Development Cell.
4. College Grievance Redressal Committee

B) POLICY OBJECTIVES

- a. To fulfil the National and International commitment to gender equality.
- b. To prevent violations of National Acts that prohibit gender injustices, aim to redress any violations of gender-based rights and to work towards the empowerment of women.
- c. To create a gender sensitive environment that respects gender diversity and the intersectionality of other marginalities.
- d. To ensure equal opportunity to all women without any discrimination.
- e. To ensure the implementation of this policy in letter and spirit.

C) DEFINITIONS

- **Gender:** While the term ‘Gender’ in a broader context refers to social constructions of attributes, relationships and opportunities associated with being male and female, for the purpose of this policy the term gender refers only to those who publicly identify with being female.
- **Employee** means any person who is a current employee of the Institution, and includes permanent, fulltime, part-time, and contracted staff.
- **Student** means any person registered at the institute currently for academic purposes.
- **Resources** include physical resources as well as resources in terms of guidance, online resources, academic resources.
- **Facilities** means all infrastructural facilities and educational facilities provided by the University.
- **Equity** means fair and equal treatment for all based on their needs. To ensure equity, treatment that is different, but which is considered equivalent in terms of rights, benefits, obligations and opportunities might be required.

D) SCOPE

This policy covers any act of injustice, violence, discrimination and insensitivity to any female employee or student in the institution. This policy in all its activities and functions of the institute including:

- a. Recruitment
- b. Promotions and Leadership
- c. Staff Development Opportunities
- d. Formation of Committees
- e. Leave
- f. Admission Process and Enrolment
- g. Evaluation
- h. Teacher-Student Relationship
- i. Events and Programmes
- j. Research and Teaching
- k. Facilities and Resources
- l. Training
- m. Participation

Not limited to the above.

E) IMPLEMENTING POLICY : GENERAL GUIDELINES

- a. Gender stereotyping will be prohibited.
- b. All forms of bias and discrimination including unconscious bias against women will not be tolerated.
- c. Gender sensitivity will be employed in all recruitment, promotions and opportunity for leadership, to uphold the policy of equal representation of men and women.
- d. In selection of staff for professional development opportunities and training, there will be no gender-based discrimination.
- e. In formation of any Committee, the representation of women is mandatory.
- f. In keeping with National policies, women specific leave will be granted.
- g. No student will be denied admission on the grounds of gender.

- h. Gender sensitivity will be employed in the design of certificate courses and wherever applicable a gender specific analysis will be included in all disciplines.
- i. In evaluating learners, a policy of fair treatment of male and female learners alike will be employed.
- j. In organizing any event or programme, including meetings and conferences, a gender sensitive approach will be undertaken, and women staff and learners will be given due respect and representation.
- k. UGC's 'Saksham' Measures for Ensuring the Safety of Women and Programmes for Gender Sensitization on Campuses will be followed.
- l. Proactive measures will be undertaken to facilitate and encourage active participation of women learners and employees in all activities of the Institution.

F) AMENDMENTS TO THE POLICY

- a. No amendment to this policy can be made without prior Consultation with all the stakeholders unless issued by competent authority. (Other than Institute)
- b. Any recommendation for amendment should be circulated and stakeholders given no less than a month to furnish their response.

D) REVIEW POLICY

The policy would be reviewed yearly.

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