



GENDER EQUITY POLICY



POLICY STATEMENT



IQAC Department

Janata Shikhan Prasarak Mandal's

Marturaoji Ghule Patil Art's, Commerce And Science College

Ahmednagar Maharashtra India 414111



Bahujan Hitay , Bahujan Sukhay!

Janata Shikshan Prasarak Mandal's

**MARUTRAOJI GHULE PATIL ART'S,
COMMERCE AND SCIENCE COLLEGE**

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Online College Code No-C02430

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GENDER EQUITY POLICY

Preamble

UNICEF says **gender equality** "means that **women** and men, girls and boys, enjoy the same rights, resources, opportunities and protections. It does not require that girls and boys, or **women** and men, be the same, or that they be treated exactly alike."

The main goal of this policy is to ensure equal opportunities for women and men by encouraging a more **gender**-competent management in education.

Gender Equity POLICY

Marutraoji Ghule Patil Arts, Commerce & Science college, rooted in the Indian tradition and culture. It is committed to uphold the principle of gender Equity as enshrined in the Indian Constitution, in its Preamble, Fundamental Rights, Fundamental Duties, respecting the dignity of the human individual and the centrality of human person in the scheme of things, without any discrimination to any gender, providing equal opportunity to all.

Objectives

- To provide equal educational opportunities for men and women.
- To provide equal career opportunities for women and men
- Fair distribution of unpaid and paid work among women and men, wages and salaries that women and men can live on independently.
- Equality of women and men with regard to political representation and participation.
- To provide equal opportunity in selection processes of recruitment, promotion and progression for man and women.
- To develop processes to strengthen the presence of women in academic/research sector.
- To raise gender equality awareness in academic sector.
- To provide sustainability of the culture change which will support gender equality and needs of women academics in the organizations.

Roles and Responsibilities

- Promote communications that represent unbiased representations of gender equity.
- Conduct regular awareness-raising activities among students and staff
- In classes, faculty members could promote working together, fair representations for leadership roles, facilitate impartial participation, gender balance in team work, when possible, promote students meeting with faculty, having open and closed sessions with faculty members for the appropriate discussion on various problems, complaints and counselling during and after class hours.
- The code of conduct for students promotes gender parity at the governance level.
 - Conduct gender sensitization programmes
 - various programs organized for the personality development of women students.
 - Conduct women Empowerment programs for women who needs help
 - Formation of Women cell and Anti-sexual harassment committee continuously offer various programs on gender sensitization.

Action Plan

Encourage -The celebration of international women's day every year with a message for women safety and etiquettes.

- The women cell / counsellors should interact with students on various gender problems and personal distress, so as to develop the sensitization of students and solve the social issues.
- Ladies common room facility made available in college building.
- An awareness program on the rights of women and rules under the prevention of workplace harassment act, notified by the Government to the student community.
- Guest lectures and rangoli competition on the occasion of women's day.
- Training program on Women's Safety and Security.
