



## Office-Principal

# Govt. Jagannath Munnalal Choudhary Mahila Mahavidyalaya, Mandla, Madhya Pradesh



Towards Excellence...

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AISHE Code: C-33429

College Code: 3502

## Gender Sensitization Policy

We believe in empowering its students and staff in a gender-inclusive manner to better achieve its aim of creating socially conscious and responsible citizens.

### Objectives:

1. To ensure safe and secure environment for all the students and staff by **'Zero-Tolerance'** towards any act of discrimination and sexual harassment.
2. To ensure equal access to curricular and co-curricular opportunities for girl students
3. To ensure that girl students and women staff get equal opportunities for skill enhancement and leadership.
4. To foster gender sensitization among all the stakeholders.
5. To ensure equal representation of girl students and women staff in decision-making bodies.

### Policy:

1. The College will follow the constitutional and fundamental rights for the protection and empowerment of women.
2. The College will facilitate safe and conducive environment through the functioning of various committees such as through the functioning of Internal Complaint Committee (Prevention of Sexual Harassment Committee), Grievance Redressal Committee and Anti-Ragging Committee.
3. The College will provide equal access to curricular and co-curricular opportunities to student's inter-disciplinary cells and clubs.
4. Equal representation of girl students and women staff will be ensured in various decision-making capacities at Student Council, Advisory and other College committees.
5. Staff and the students will be sensitized through various curricular and co-curricular activities/events on gender issues.
6. Counseling and guidance will be provided to the girl students through the Mentor-Mentee System and Placement Cell.

7. The College will facilitate its staff to avail special leaves following UGC, affiliating university and administrative rules such as child care leave, maternity leave, paternity leave etc.
8. The College will facilitate girl students with separate Girls Common Room including sanitary napkin vending machine and incinerator to maintain their hygiene.
9. Organize self-defense training programmes on regular basis for girl students.
10. Organize interactive sessions on health and hygiene of staff and students on regular basis.

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