



॥ विद्या विनयन शोभते ॥

Janardan Bhagat Shikshan Prasarak Sanstha's

CHANGU KANA THAKUR

**ARTS, COMMERCE AND SCIENCE COLLEGE, NEW PANVEL
(AUTONOMOUS)**

Re-accredited 'A+' Grade by NAAC (Third Cycle- 3.61 CGPA)

'College with Potential for Excellence' Status Awarded by University Grants Commission

'Best College Award' by University of Mumbai

Gender Sensitization Policy

Internal Quality Assurance Cell (IQAC)





Janardan Bhagat Shikshan Prasarak Sanstha's

CHANGU KANA THAKUR

Arts, Commerce and Science College, New Panvel (Autonomous)

Re-accredited A⁺ Grade by NAAC (Third Cycle-CGPA-3.61)
'College with Potential for Excellence' Status Awarded by UGC
'Best College Award' by University of Mumbai

Internal Quality Assurance Cell (IQAC)

Gender Sensitization Policy

Plot No. 01, Sector 11, Khanda Colony, New Panvel (W), Dist. Raigad,
Maharashtra, India- 410206

Phone: (022) 27464193, 27455760, 27461569 (Fax)

URL: www.ckthakurcollege.net



Janardan Bhagat Shikshan Prasarak Sanstha's

CHANGU KANA THAKUR

Arts, Commerce and Science College, New Panvel (Autonomous)

Re-accredited A⁺ Grade by NAAC (Third Cycle-CGPA-3.61)
'College with Potential for Excellence' Status Awarded by UGC
'Best College Award' by University of Mumbai

Gender Sensitization Policy

Approving authority	College Development Committee (CDC)
Responsible Officer	IQAC coordinator
Document Location	http://www.ckthakurcollege.net .
Custodian	Principal
Year of Implementation	2022
Year of next Revision	2024

Preface

Institute advocates the principles enshrined in the Indian Constitution related to gender equity. We at institute level create an inclusive space for students, staff and faculty as its principles have been percolated through management, administration, curricular, co-curricular, extra-curricular and extension cells. The college aims to encourage learners, teachers and non-teaching staff for behavioural modification and offers gender equity atmosphere for their personal growth and development. On the line of UGC regulations, the college positively responds to the need and interests of learners, staff and faculty and removes the barriers in realizing their potentials. In addition to that, we prioritize and provide high quality equitable learner-centric education that makes them socially sensitive towards various gender related issues. The strong and concrete institutional mechanism ensures campus free from harassment and gender based discrimination that is why the demographically and socially diverse students and faculty and enjoy their inclusive space. In true sense, it is the heart agenda of the college which encompasses students, faculty, support staff and administration of all sections.

Objectives of the Policy:

1. To spread an awareness about gender equality and prevent gender based violations of rights
2. To provide equal opportunities without any gender discrimination
3. To apply the committed mechanism to preserve and nurture the values of gender equity and to stop gender based discrimination, violence and harassment
4. To instil democratic values and civilized principles amongst students, staff and faculty
5. To recognize potentials of differently abled learners, staff and faculty to provide them an inclusive space
6. To promote gender equity through the domain of academic discourses and extension cells
7. To inject the knowledge about law and rights through domain of academic courses, grooming sessions, collaborations and social connect to develop a holistic and socially aware viewpoint towards gender issues
8. To execute Annual Gender Sensitization plan effectively.

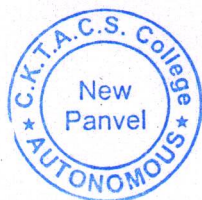
Scope of the Policy:

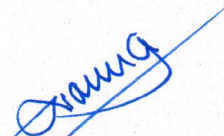
Institute nurture the basic ideals of equality through the effective implementation of gender sensitization policy. Additionally, we exhibit the national commitment and percolate egalitarian principles to address the gender related issues. This policy ensures the equal opportunities and participation to avoid injustice, discrimination, violence based on gender. The formation and effective implementation of different committees claim equality, human dignity, and create gender sensitive environment. The scope of the policy has been percolated through:

- **Academic Courses:** Integration of teaching modules on gender sensitization in the domain of academic discourses have been prepared and the series of academic exercises on gender issues, sexual harassment, rights, duties and law have been incorporated.
- **Admission Committee:** Provides a comfort and ease to the both boys and girls at entry level and ensures no denial of admission.
- **Administration:** Institute's administrative authorities based on legitimacy maintain and exhibit full confidentiality with respect to the matters pertaining to the gender issues. It extends all necessary and full assistance for the effective and speedy implementation of gender sensitization policy.
- **Staff Welfare Committee:** To meet the goal of gender equity, it organizes different mentoring sessions, workshops and seminars to empower staff and faculty about gender equity. Various initiatives brings behavioural modification amongst staff and faculty and make them abled to prevent violence and harassment in the campus.
- **Examination and Evaluation:** Provides ethical norms to the learners and offer guiding principles of gender sensitivity. It provides the fair chance of enquiry and complaint.
- **Mentor-Mentor scheme:** Mentor takes the special efforts and guides students on the ground of gender equity that prevents harms related to sexual harassment and violence. This scheme has brought considerable power and change so far as academic progress is concerned.
- **Women Development Cell:** It prepares the annual plan of gender sensitization and carry out programmes, guest sessions, and workshops for gender sensitization

with set of goals. It take special efforts for gender equality and sensitization measures on campus and even raises voice against harassment and violence in the institution.

- **Student's council and Welfare:** Programmes on Equality, non-discrimination, inculcation of Democratic and Civil Rights have been organized to combat the issues of gender disparity.
- **Grievance Redressal Cell:** It functions on the gender equity ground and fairly evaluate gender specific concerns and to suggest measures to strengthen the institutional policy.
- **Anti-ragging committee and Anti-sexual harassment Committee:** It disseminate non-ethical issues and sexual harassment. This committee shows accountability towards gender equity.
- **Infrastructural Physical Facilities:** Library, Makers Space, laboratories, Interactive Language laboratory, reading rooms (separate for boys and girls), common room, Skill Development Centre, Dr. C.D. Deshmukh Centre for Competitive Examination, Gymkhana, Digital infrastructure showcase gender balance environment of the college. Additionally, campus security, CCTV Surveillance, potable water supply, and canteen facilities provide all-encompassing space.
- **Extension Cells:** The extension cells of the college provide equal opportunities. Organization of different training sessions, training workshops, campaigns, camps and rallies on gender sensitization bridges the gap between males and females and even cultivates the values of justice and equality.
- **Counselling:** Institute provides counselling services, consultation and guidance to avoid mental distress.




Prof. Sanjay K. Patil
Principal
Changu Kana Thakur
Arts, Commerce and Science College,
New Panvel (Autonomous)



Janardan Bhagat Shikshan Prasarak Sanstha's
CHANGU KANA THAKUR
ARTS, COMMERCE AND SCIENCE COLLEGE, NEW PANVEL
(AUTONOMOUS)

Plot No.-1 and 4, Sector-11, Khanda Colony, New Panvel (W),
District- Raigad, Maharashtra, India, Pin-410 206
☎: (022) 2745 5760, 2746 4193, Fax: (022) 2746 1569
Super Fax: +91 9022933585
P.O. Box No.-133
Email: principal@ckthakurcollege.net
URL: www.ckthakurcollege.net