



Loknete Dr. Balasaheb Vikhe Patil (Padma Bhushan Awardee)

Pravara Rural Education Society's

ARTS, COMMERCE AND SCIENCE COLLEGE, SATRAL

Tal. Rahuri, Dist. Ahmednagar (MS) Pin - 413711

POLICY ON GENDER EQUITY

Prepared by

Internal Quality Assurance Cell

Policy on Gender Equity

Introduction

The college is committed to foster an environment of gender equity and inclusivity. This policy outlines our commitment to promote equal opportunities and ensuring a safe and supportive campus for all students and staff.

1. Commitment to Gender Equity

The college acknowledges the importance of gender equity in creating a conducive learning and working environment. We are committed to promoting gender equity in all aspects of life.

2. Institutional Framework

2.1 Women Empowerment Cell (WEC)

- The WEC is established to address gender-related issues and promote the empowerment of female students and staff.
- Responsibilities include organizing awareness programs, counseling sessions and ensuring a supportive environment free from discrimination and harassment.

2.2 Committees

- **Anti-Ragging Committee:** Ensures the prevention of ragging and monitors any incidents related to it.
- **Vishakha Committee (Prevention of Sexual Harassment):** Responsible for addressing complaints related to sexual harassment and ensuring a safe environment through proactive measures.
- **Grievance Redressal Cell:** Handles grievances related to gender bias, discrimination, or any other gender-related issues.

3. Campus Safety and Infrastructure

- **Security Measures:** 24x7 security personnel and CCTV surveillance to ensure the safety of all students and staff.
- **Infrastructure:** Adequate facilities including separate washrooms, rest-rooms, common rooms and automated sanitary napkin vending machines to promote hygiene and comfort.

4. Curriculum and Co-curricular Activities

- **Curriculum:** Integration of gender studies and related topics to raise awareness and promote understanding among students.

- **Co-curricular Activities:** Encouragement of equal participation of female students in cultural, sports, NSS activities, workshops etc. aimed at skill development and leadership.

5. Awareness and Sensitization

- Regular awareness programs, workshops and seminars on gender equity, sensitivity and related issues for students and staff.
- Sensitization programs conducted by WEC to foster a respectful and inclusive campus culture.

6. Support Services

- Provision of personal, academic and social counseling services through WEC to support the holistic development of female students.
- Special initiatives such as self-defense training and health awareness programs under the *Nirbhay Kanya Abhiyan* to empower female students.

7. Monitoring and Evaluation

- Continuous monitoring of gender equity initiatives and policies through periodic gender audits and feedback mechanisms.
- Regular review and enhancement of policies to address emerging gender related challenges and ensure effectiveness.

8. Implementation

This policy shall be disseminated to all stakeholders and implemented effectively under the guidance of the college administration and relevant committees.



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