



Policy on Gender Equity & Sensitivity

Gondia Education Society's
Shri Narendra Tidke College of Arts & Commerce, Gondia
Ambala Road, Ramtek-441106, Dist- Nagpur (MH)
Accredited 'C+' by NAAC, Bengaluru | College with Potential for Excellence since 1979 | Affiliated to Rashtrasant Tukadoji
Maharaj Nagpur University

What is Gender and Gender Equity? :

The term gender refers biological term in science and cultural attitude in society. The present policy has come in existence against the attitudes which are culturally accepted as appropriate ways of being a woman (femininity) and ways of being man (masculinity). The cultural term is socially constructed, reinforced and maintained in which females have been assigned the inferior role in every sphere of life. It believes that women are not born; they are made women in cultural sense. Hence, the college is determined to fight against this inferiority complex of the society. The second term Equity refers fairness without any prejudice. It encompasses justice, equality and freedom.

Goals and Objectives:

The College promotes a culture where everyone can live without the feeling of inferiority and discrimination, and highly values equity and inclusiveness for the holistic development. Being a part of society and associated with the surrounding community, it feels obliged to do something for the society by bringing the empowerment of all the stakeholders. The social sense leads it towards the responsibility to bring transformation in the traditional views against women. It also strives to provide a vibrant and inclusive intellectual community, including a safe and supportive working and learning environment for the female. To realise these objectives, a wide range of measures have been undertaken to prevent gender-based discrimination and adopts flexible provisions for all the stakeholders. The college is dedicated to improving and promoting gender equality and diversity in the workplace through organising various activities.

The goal of this Policy is to bring about the advancement, development and empowerment of women. The Policy will be widely disseminated so as to encourage active participation of all stakeholders for achieving its goals. We have adopted the objective of the National Policy for the Empowerment of Women (2001)

1. Creating an environment through positive economic and social policies for full development of women to enable them to realize their full potential
2. The de-jure and de-facto enjoyment of all human rights and fundamental freedom by women on equal basis with men in all spheres – political, economic, social, cultural and civil

3. Equal access to participation and decision making of women in social, political and economic life of the nation
- 4.. Equal access to women to health care, quality education at all levels, career and vocational guidance, employment, equal remuneration, occupational health and safety, social security and public office etc.
5. Strengthening legal systems aimed at elimination of all forms of discrimination against women
6. Changing societal attitudes and community practices by active participation and involvement of both men and women.
7. Mainstreaming a gender perspective in the development process.
8. Elimination of discrimination and all forms of violence against women and the girl child; and 9. Building and strengthening partnerships with civil society, particularly women's organizations. 10. To ensure achievement of the enlarged gender equality objectives under the future Sustainable Development Goals, India should ensure wider gender equality objectives such as elimination of sex-selection before birth, universal access to sexual and reproductive health and elimination of all forms of violence.

Policy Statements

1. Defining the role and position of major stakeholders within the community in relation to the Gender Policy.
2. Establishing a framework for coordinating, monitoring, and evaluating the implementation of the policy.
3. Reviewing and setting up of an enabling legislative and institutional arrangement.

Conclusion:

The objectives, goals, principles, values, strategies and college arrangements outlined in this document stand for the pursuit of the appreciation of the equality and natural right of all people by the Constitution of India and the respect of the human rights provided for in the Universal Declaration of Human Rights that all institutions provide equal opportunity for both men and women citizens. The successful execution of these policy objectives will depend on the determined collective effort, willingness, and accountability by all stakeholders within the college. To note the progress and monitor impact of the gender policy, it will periodically assess the percentage of female employment and female student community to move toward reaching an most advantageous level of participation from diverse members of the community and create a gender balance in higher education environment.

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