



# Shri Gujarati Samaj B.Ed. College, Indore

## Gender Sensitization And Equality Policy



### Introduction

Shri Gujarati Samaj B. Ed. College demonstrates a commitment to gender equality through its policies, practices, and dedicated structures, ensuring fair access, treatment, and opportunities for all genders in academic and campus life. College promotes gender equality through various measures, including dedicated committees for gender harassment redresser and women's safety.

The college works towards identifying and developing areas that contribute to the empowerment of women at economic, social, political, and intellectual level through research, evaluation, documentation, extension activities like gender sensitization programs . The college is involved in gender related knowledge production and dissemination with in the higher education system.

### Integration With Broader Policy

These initiatives are in alignment with national educational policies, such as the National Education Policy (NEP) 2020 and UGC directives, which emphasize equitable access, gender-sensitive curricula, support for women's higher education, and establishment of Women's Studies Centre for research, training, and empowerment.

### Objectives of Gender Equality

- Promote Gender Sensitization:**  
To create awareness among students and staff about gender equality, rights, and responsibilities.
- Ensure Equal Opportunities:**  
To provide equal access to education, employment, and leadership opportunities for all genders.
- Prevent Gender Discrimination:**  
To identify and eliminate gender-based biases or discriminatory practices within the college environment.
- Empower Women Students and Staff:**  
To motivate and support women to achieve personal and professional growth through workshops, seminars, and mentorship programs.
- Create a Safe and Respectful Environment:**  
To ensure safety and dignity of all individuals on campus, free from harassment or gender-based violence.

6. **Encourage Participation and Leadership:**  
To promote active participation of students—irrespective of gender—in academic, cultural, and decision-making activities.
7. **Promote Legal Awareness:**  
To educate students about laws and rights related to gender equality, sexual harassment, and workplace safety.
8. **Collaborate for Social Change:**  
To partner with NGOs and government agencies to conduct awareness drives and community outreach on gender issues.

## **Measures for promoting gender equality**

### **Dedicated Committees:**

- The college has an Anti Sexual Harassment Committee (Internal Complaints Committee) and an Anti-Ragging Committee to address related issues.

### **Safety and Security:**

- Building confidence in impartiality during grievance handling.
- Accepting and investigating complaints from female staff and students in a confidential and timely manner.
- Camera facility available everywhere in our college campus.

### **Campus Facilities:**

- Sports, yoga, library, and medical facilities are accessible to all students.
- There are separate common rooms facilities for boys and girls.

### **Academic and Outreach Activities:**

- The college strictly follows government reservation policies during admissions, which promote equal opportunity and merit-based selection irrespective of gender.
- The college contributes to gender issues through teaching, and extension activities.
- In the 2 year curriculum, a paper titled Gender, School and Society based on Gender equality and Sensitization, is a compulsory paper in the fourth semester.
- Seminar / conferences, Workshops, Special lectures, Curriculum development, Film Screening and discussion, Study tours, Theme based Poster Competitions.

## **Conclusion**

Shri Gujarati Samaj B. Ed. College's gender equality policy report reflects a systematic approach to promote equity, prevent discrimination, and empower all members of its community through institutional structures and educational practices.

