



Estd.: 1989

JANSEVA SHIKSHAN MANDAL'S
SHANTARAMBHAU GHOLAP ARTS, SCIENCE
AND GOTIRAMBHAU PAWAR COMMERCE
COLLEGE, SHIVLE

AT - POST SHIVLE, TAL. MURBAD, DIST. THANE 421 401

(Permanently Affiliated to the University of Mumbai)

NAAC RE-ACCREDITATION 3RD CYCLE

GRADE 'B' (C.G.P.A. 2.29)

Best College Award 2008-09 University of Mumbai



Gender Policy



The Gender Policy of JSM's Shantarambhai Gholap Arts, Science and Gotirambhai Pawar Commerce college Shivale Murbad is built as a strategy and pursued as a systematic and planned process to promote equal opportunity and treatment for all men, women and transgenders working and studying at the college or applying to do so and to ensure equality of access to all services provided by the college. There is no any gender based discrimination in the institution. It aims to integrate gender equality in the regular rules, procedures and practices of the College. It also ensures gender equality and equity in the college.

Objectives:

- To observe the gender equality at all levels - faculty, staff and all students.
- To implement the strategies of the college towards satisfying needs in the campus.
- To provide equal opportunities and roles in decision making processes in all areas of the college activities.
- To suggest measures for bridging the gender gap, if any
- To promote harmony through gender equality in all aspects
- To sensitize the students and the staff for prevention and prohibition of sexual harassment at work place as per UGC guidelines
- To provide a candid stress-free college environment for all.
- To identify gaps and challenges in the policy and to recommend suggestions for addressing them.



Gender Policy

Vision

This Gender policy is based on women and men who are able to utilize their knowledge, skills and potential and participate as equal partners in creating a centre of excellence for this institution, nation and for the world community. The Institution will, therefore, adhere to a vision that focuses on gender equality, equity and women empowerment

Mission

The mission is to create an affective and enabling framework to guide the transformation programs in terms of developing policy guidelines, regulations, procedures and practices that will serve to ensure equal rights and opportunities for women and men in all atmospheres and structures of the Institution.

Gender Policy of the college

The Principal and Vice-Principal has realized that the gender policy should work out to make the college campus gender bias free and safe to all genders. The practices which promote gender equality are to be followed consciously and efforts are to be made to understand the gaps between what ideally thought for gender equality and the reality on college campus. The college campus should be safe and free to all genders. And hence, it is necessary to understand the attitude of the college campus towards students of all the genders.



Gender equality is a systematic inclusion of all students and college staff to experience equality in all spheres. It is a process of incorporating gender just approach in all the levels such as governance, decision-making, policies, analysis, institutional offices and operating mechanisms, planning, implementation, monitoring and evaluation in institutions so as to create an organization that is gender equitable. Gender analysis is an essential first step of collecting and analysing sex-disaggregated information in order to understand gender differences and how these differences may have an effect on different college policies

Gender audit is an evaluation process aimed at figuring out whether set policies or interventions are working in good way. It is an institution's self-assessment, monitoring and evaluation of college structural facilities and educational facilities. In the planning of the audit, an analysis is conducted to identify, evaluate the Gender issues. The analysis is based upon an examination of the policies, manuals, and standards that govern the gender sustainability, on data analysis, and on the results of google form based on gender equality questionnaire.

+ **GENDER SENSITIVE FEATURES IN COLLEGE**

Activities for Gender Sensitization are carefully observed. Gender equality has been kept updated by forming the committees like WDC, ICC, Anti-ragging, Grievance Cell etc. for Women at work place and providing adequate facilities for girls and boys.

1) Safety Facilities: A) **Entrance:** For safety measurements for all students and to avoid chaotic situation a security is made available. B) **Parking facility:** A well observed separate parking for two wheelers and bicycles for all is one of the



disciplines in our college. **C] Study Room:** Separate study (reading) room compartments in the library for girls and boys. **D] Book issuing schedules** are laid down for issuing which marks discipline. **E] Ladies' Common Room and Wash Rooms:** Ladies' Common Room provision is made for girls. A notice board is placed in Ladies Common Room which displays notices specific for female students. Clean and hygiene Wash Rooms are available with ample water supply. Women faculty members take care of girls wherever necessary. Women faculty provides sanitary napkins if necessary and a Sanitary Napkin Vending Machine is also installed in ladies room, **F] Drinking Water:** A separate drinking Water facility is there for girls. **G] Canteen:** Canteen facility is available in campus. **H] Health Camp:** Every year Health camps & Blood donation camps are arranged by NSS & WDC.

2) Anti-Ragging and Discipline Committee: The College publishes its regulations in prospectus as well as in college campus. Ragging is criminal offence and UGC has notified Regulations on curbing the means of Ragging in higher educational institutions in order to prohibit, prevent and eliminate the scourge of ragging. The college has its Anti-Ragging and Discipline committee, as per the University guidelines. These committees are having female and male members.

3) NSS Unit: NSS unit has 150 volunteers, they are actively participating on various activities. Every year a Special Winter Camp is organized to inculcate students with the importance of nature in rural areas. A Lady teacher accompanies students on field visits and NSS residential camp.

4) Students' Council and Mentoring: These are responsible for spreading awareness among students regarding life values and learning various life skills.

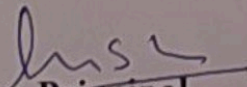


Counselling of students is done whenever required by teachers and professional counsellors. 'Mentor-Mentee' system has been introduced. Mentors motivate students to approach them for help and support of all kinds. In few instances, complicated cases have been referred to psychiatrists. Counsellors include lady teachers, which makes it easier for girls to express themselves freely. Students' Council ample representation of girls.

5) **Internal Complaint Committee (ICC)** - ICC addresses the grievances received from the ladies staff and students.

6) **Women Development Cell-** Women Development Cell (WDC) works to build gender sensitise atmosphere in campus. Programme like self-defence technique, Life Education Sessions, Legal and Sex Education are conducted by WDC. They are made aware about issues like sexual harassment at working place.

The Gender Policy envisions healthy, academic and unbiased atmosphere in the campus. This policy will definitely help the college administration to achieve the aims and objectives.


Vice-Principal

Dr. G. R. Vishe
VICE PRINCIPAL

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Principal

Dr. S. M. Patil
PRINCIPAL

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