



जनता कालेज, बकेवर (इटावा) २०६१२४

Janta College, Bakewar (Etawah)

(छत्रपति शाहू जी महाराज विश्वविद्यालय, कानपुर से सम्बद्ध)

(Affiliated to C.S.J.M. University, Kanpur)

पत्रांक

Ref No/2018-19

दिनांक

Date.../20/2019

Gender Sensitization and Women Empowerment Policy Objective and Vision

1. Promote a safe, inclusive, and respectful campus environment. Ensure gender equality and prevent all forms of violence or harassment. Provide a robust mechanism for addressing grievances and supporting affected individuals.
2. **Gender Sensitization**
Awareness Programs: Conduct regular workshops, seminars, and campaigns to educate students, staff, and faculty about gender equality, stereotypes, and the importance of mutual respect.
Curriculum Integration: Include topics related to gender sensitization, legal rights, and equality in the curriculum.
Leadership Training: Encourage female students to take up leadership roles to build confidence and visibility.
3. **Prevention of Violence Against Women**
Zero Tolerance Policy: Enforce strict measures against any form of violence, abuse, or harassment towards women.
Self-Defense Training: Organize self-defense and empowerment programs for female students.
Community Engagement: Collaborate with local authorities and NGOs to promote awareness about violence against women.
4. **Prevention of Sexual Harassment**
Internal Complaints Committee (ICC): Establish an ICC as per the guidelines of the Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013. Ensure the ICC includes representatives from students, faculty, and external experts.
Grievance Redressal Mechanism: Provide an anonymous complaint system to report incidents of harassment. Ensure timely and impartial investigation of complaints, maintaining confidentiality throughout the process.
Code of Conduct: Define clear guidelines on acceptable behavior and the consequences of violations. Display anti-sexual harassment policies prominently on campus and online platforms.
5. **Student Support**
Counseling Services: Offer professional counseling services for emotional and psychological support. Provide specialized counselors for issues related to harassment or violence.
Legal Aid: Assist victims with legal advice and support in filing complaints with law enforcement.
Helpline: Set up a 24/7 helpline or online portal for students to seek immediate assistance.
6. **Capacity Building and Training**
Train faculty, staff, and student leaders to handle gender-related issues effectively. Conduct regular sessions to educate all stakeholders on the legal framework related to harassment and violence.
7. **Monitoring and Evaluation**
Regular Audits: Conduct audits to assess the effectiveness of policies and initiatives.
Feedback Mechanism: Encourage students and staff to provide feedback on existing measures.
Annual Reports: Publish an annual report detailing actions taken, grievances addressed, and improvements made.
8. **Inclusivity and Non-Discrimination**
Ensure the policy benefits all genders, focusing on the safety and empowerment of marginalized groups. Promote diversity and inclusion through representation in committees and decision-making processes.
9. **Penalties and Disciplinary Actions**
Establish clear guidelines for disciplinary action against individuals found guilty of harassment or violence. Ensure transparency and fairness in handling such cases while protecting the complainant.
10. **Collaboration and Outreach**
Partner with governmental and non-governmental organizations to strengthen initiatives against gender-based violence. Promote community outreach programs to address broader societal issues related to gender discrimination.

This comprehensive policy ensures a proactive approach to gender sensitization, prevention of violence and harassment, and robust support for students, fostering a safe and equitable college environment

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JANTA COLLEGE, BAKEWAR
ETAWAH

Principal
Janta College
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12-01-2019