



Nandurbar Taluka Vidhayak Samiti's
G. T. PATIL ARTS COMMERCE AND SCIENCE COLLEGE,
NANDURBAR – 425412
NAAC ACCREDITED 'A' GRADE
(Affiliated to KBC, North Maharashtra University, Jalgaon)

Prof. V. S. Shrivastava
Principal

Email: gtpcollege@rediffmail.com
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GENDER POLICY

NTVS's G. T. P. Arts, Science and Commerce College, Nandurbar committed for gender equality and equity. Institute believes that there should be no discrimination at all its services. This Gender policy has been framed to ensure that there is no gender-based discrimination in the institution. This also ensures gender equality and equity both at organizational as well as program level. The foundation for integrating a gender perspective in the activities of the college lies in the mandate of constitution of our country.

Scope

- A gender perspective incorporates the specific needs of individuals, vulnerabilities and capacities are recognised and issues are addressed at proper forums.

Objectives

- Reflecting the organisational commitment towards gender,
- Provide a framework for integrating gender concerns into the organisational agenda and policy domain,
- Creating equal opportunities and friendly atmosphere for all genders,
- Promoting equal representation of all genders,
- The gender policy is an integral part of the organisation in order to build a harmonious culture in the institute that understands the issues and policies which respect gender related concerns and diversity, and the gender issues are addressed at two levels :
 - Organisational level
 - Program level





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ORGANISATIONAL LEVEL

Prevention of sexual harassment:

An internal complaint committee is formed as per UGC guidelines which are in conformity with the verdict of Hon'ble Supreme court of India on Vishaka V State of Rajasthan and the special legislation on sexual harassment titled sexual harassment of women at workplace (Prevention, Prohibition, and redressal) Act, 2013. The committee shall function as provided in the guidelines of University Grants Commission (Prevention, Prohibition, and redressal of sexual harassment of women employees and students in higher educational institutions Regulation-2015), notification dated 2 May 2016.

Maternity and Paternity Benefit

Female staff members are entitled for 120 days paid maternity leave. Paternity leave (15 days) is paid leave given to male employee when a child is born.

Gender sensitive infrastructure

- Our institution makes all possible effort to have a gender sensitive infrastructure for all genders. There are separate washrooms for men and women. Separate girl's common room. College has installed sanitary napkin vending machines in girl's common room. CCTV surveillance for safety and security. Girls common room in the ground floor next to the staff room for safety.
- Equal opportunity for all to participate in all activities both intra and inter collegiate viz. co-curricular, extracurricular, sports etc.,
- Capacity building special measures shall be undertaken to facilitate staff capacity building processes and trainings to enhance clarity on gender issues, and
- Counselling Centre available over the first floor of the Administrative building with full time counsellor for personal counselling.





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PROGRAMME LEVEL

Academic program will address issues of gender in a responsible manner, and All Programmes of the organisation shall integrate the efforts for ensuring that all voices are heard at various forums.

Activities

The College conducts orientation programs, seminars, and workshops for gender sensitisation,

The gender equity cell conducts programs and identifies a student as a gender champion every year,

The college women development cell will conduct programs to address issues related to gender, like menstrual hygiene, premarital counselling, and legal rights of women. They will also organise programs to commemorate special days like Smt. Savitri bai Phule birth anniversary, international women's day,

The students as a part of extension activity will conduct street play to promote gender equity, Beti Padhao, Beti Bahao Abhiyan, No Dowry,

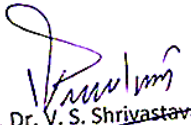
The college will associate with NGOS for gender sensitisation programs, and

Programs organised by counsellor on stress related issues, anger management, mental health.

Gender Audit

- The college will conduct gender audit to achieve the following objectives
- To find out areas where gender imbalance exists and factors behind it,
- To establish a robust gender balance in decision making processes in all areas of the college activities,
- Suggest corrective measures for bridging the gender gap,
- To foster gender equality in college campus, and
- To prevent sexual harassment in the premises.
- Empowered committees for proper implementation of gender policy
- Internal Complaint Committee (ICC),
- College women development cell,
- Vigilance squad, and
- Grievance redressal committees




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