

SMT KESHARBAI LAHOTI MAHAVIDYALAYA, AMRAVATI



# GENDER EQUITY POLICY



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In today's competitive world, an educational institute is not only responsible for providing the education of highest standards, but, it is also responsible for ensuring safety and mutual respect among its students for one another irrespective of their gender. In order to fully prepare graduates for their careers and their social and personal lives, the college has launched initiatives such as the gender sensitization Programmes, Legal awareness programmes, self –defense workshops and women empowerment programmes. The main objective is to ensure that our students have the personality, exposure, skills, and self-confidence to take on the most urgent challenges and assignments in their personal as well as professional lives. The College has planned strategy for the gender equity and gender sensitization.

- **Curriculum**-The SGBA university, in its curriculum of B.A I, B.A II and B.A III has incorporated the topics related to women empowerment and gender sensitization in the syllabi of subject 'Sociology'.
- **Formation of ICC and Counseling of the students**- The Institute has formed Internal Complaint Committee (ICC) as per the norms of the government with an objective to review from time to time the existing provisions of the constitution and other laws affecting women and recommend amendments so as to suggest remedial legislative measures and also to aware boys and girls about Sexual Harassment. **The ICC** of the college conducts the regular meetings of the girl students to know about their problems and difficulties while taking education on the campus. **Regular counseling** is done through the cell.

- **Safety and Security:-**The college campus and Girls Hostel are secured with the aid of surveillance under CCTV for 24 hrs. The security guard at the gate of the college takes care of the girls as well as the boys on the campus, **Common rooms** are provided for both boys and Girls in the premises. The grievance cell has provided **a complaint box** wherein the girls can drop their written complaints if any. The cases are attended promptly on receipt of written grievances from the students. **Fire Extinguishers** have been installed at different places in the college for safety and security against any fire mishaps. The college conducts **Medical and Physical Checkup Camp** for girls and boys students.
  
- **An Anti -ragging Committee** is formed as per the instructions given by Joint Director, Higher Education. The names of the Office bearers of the committee are displayed in the campus and are also sent to the J.D. office and District Collector for their information. The Institution takes proper care of mental and physical health of its female students and staff members. There is **well equipped Gym, Zumba, Aerobics and Yoga hall with a lady trainer** at the women hostel. The **vending machines** have also been installed at the women hostel and in the college ladies washroom.

In addition to all these measures the college conducts a number of programmes related to gender equity and sensitization.