



## **N.J.S.A. Government College, Kapurthala**

### **Gender Audit Policy**

The need of the hour is to bring the women into the mainstream for the development of the society as a whole. N.J.S.A Government College, Kapurthala has recognized the importance of women empowerment and established Anti- Sexual Harassment Committee. The Women Empowerment Policy the institution has been drafted in view of the National Policy for the Empowerment of Women (2001) and the 2030 Agenda for Sustainable Development formulated in the year 2015 adopted by all the United Nation Member States. The policy of our institute aims in developing a sustainable and inclusive environment by empowering the women and girls so that they can contribute to the development of the community.

#### **The Women Empowerment Policy of the institution states:**

- Fostering gender equality in all aspects of college life and throughout the college community.
- Empowering women with skills and self-confidence necessary for the participation in the development process of the nation.
- Maintaining a favorable and dignified atmosphere for women staff and girl students in the college by disallowing any act of harassment or exploitation. The Anti- Sexual Harassment Cell of the college caters to it.
- Developing and enhancing the leadership skills and organizational capabilities of female students and faculties.
- Promoting gender balance in various decision-making capacities.
- Building a conducive environment to ensure equal opportunities for women to take up leadership positions in both Academic and Administrative arenas.
- Raising awareness towards women's role in socio-economic development of the society and country as a whole.
- Creating awareness on women related issues through Extension Activities.
- Engaging various stakeholders from school, college, civil society organization, and women groups in gender mainstreaming activities.
- Creating consciousness and motivation towards gender equality in different sections of the society by organizing seminar/ workshops and special lectures.
- Providing counselling, guidance and life skill education to girl students.

## **Objectives**

The institution endeavors to establish an educational space free from harassment or gender-based discrimination. Anti-sexual harassment cell is actively working inside the campus to avoid any incident for the safety of girls. The committee has power to ask for information from any employee or student. In its approach to promote gender amity and manage issues related to interaction, relationships in professional space, the College is committed to address discrimination and harassment on the basis of gender with sensitivity and professionalism. Going beyond the domain of academic discourse, instilling humane values and awareness in students and staff alike shall remain a priority. The college ensures to fulfil the “mandatory requirements to end gender-based violence and harassment” by establishing provisions for safety of women students and employees on the campus. It has zero tolerance policy against any form of gender exploitation and takes preventive measures to ensure a respectful place for individuals across the gender spectrum. The harassment policy in the college is informative, preventive, corrective and rigorous. It is established with the intent of educating students and others about the presence of gender diversity in the campus. Through seminars and events on gender diversity the students are engaged in an open discussion on various issues like sexuality, hygiene, violence, laws and rights related to different genders. Through intersectional approach the students are made aware of social inequalities so that they can develop a holistic and socially aware outlook towards gender issues.

The institution works to make the young boys and girls gender sensitive and create positive values that supports the girls and their rights. It provides overall guidance to the peer group in integrating/mainstreaming gender in all activities of the Institution in the form of focused group discussions, debates, poster making competitions etc. it also provides an integrated and interdisciplinary approach to understand the social and cultural constructions of gender that shapes the experiences of women and men in society.

The institution ensures the best facilities for girls keeping in view their health like vending machine; separate common rooms etc. to give them free space. Time to time Seminars, Workshops and lectures are organized on menstrual hygiene and oral health.