



GENDER EQUALITY AND SENSITIVITY

**GOVERNMENT COLLEGE JAITHARI,
DISTRICT- ANUPPUR (M.P.) INDIA**

POLICY

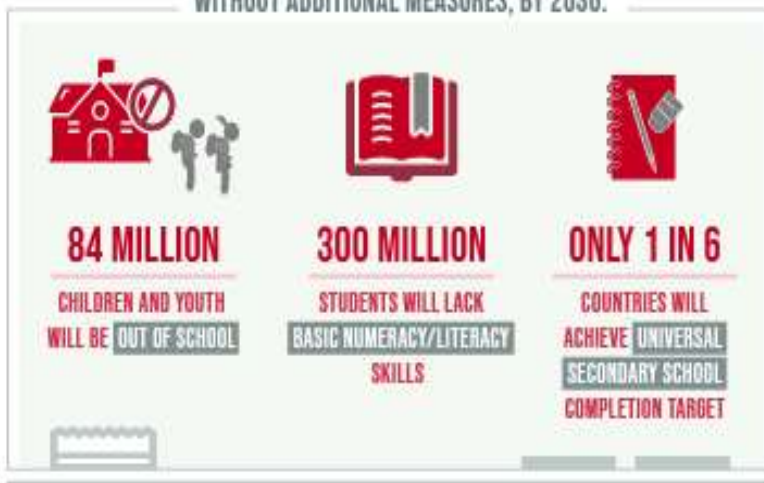


ENSURE INCLUSIVE AND EQUITABLE QUALITY EDUCATION AND PROMOTE LIFELONG LEARNING OPPORTUNITIES FOR ALL

DESPITE SLOW PROGRESS,

THE WORLD IS FALLING FAR BEHIND IN ACHIEVING QUALITY EDUCATION

WITHOUT ADDITIONAL MEASURES, BY 2030:

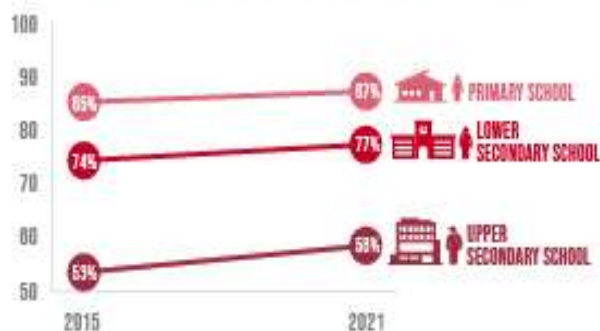


THE PANDEMIC

CAUSED LEARNING LOSSES IN **4 IN 5** OF 104 COUNTRIES STUDIED

PRIMARY AND SECONDARY SCHOOL COMPLETION RATES ARE **RIISING**, BUT THE PACE IS SLOW AND UNEVEN

COMPLETION RATES



LOW- AND LOWER-MIDDLE-INCOME COUNTRIES FACE A NEARLY

\$100 BILLION

ANNUAL FINANCING GAP TO REACH THEIR EDUCATION TARGETS



Mr. Ashok Kumar Rathour

Adhyaksh

Janbhagidari Samiti Govt. College Jaithari, Anuppur (M.P.)

Forward



Dear Esteemed Members of Government College Jaithari,

As the Adhyaksh of the Janbhagidari Samiti of Government College Jaithari, District Anuppur, Madhya Pradesh, it gives me immense pleasure to present this foreword to our comprehensive College Policy. Since our institution's establishment in 2012, we have been on a journey of growth, learning, and community engagement. This policy document marks another significant milestone in our college's development.

The Janbhagidari Samiti, or Public Participation Committee, plays a crucial role in bridging the gap between the college and the community. Our committee's vision aligns perfectly with the college's mission to provide quality education while fostering a sense of social responsibility among our students.

This College Policy is a testament to our collective efforts to create an institution that not only excels in academics but also prepares students to be responsible citizens. It encompasses various aspects of college life, from academic standards to community outreach programs, reflecting our commitment to holistic education.

I urge all stakeholders - students, faculty, staff, and community members - to embrace this policy wholeheartedly. It is through your active participation and adherence to these guidelines that we can truly realize the potential of our institution.

As we move forward, let us remember that the strength of our college lies in the spirit of 'Janbhagidari' - public participation. This policy is not just a document, but a shared vision for our college's future. Together, we can build an educational institution that serves as a beacon of knowledge and social progress in our region.

I look forward to your continued support and cooperation in implementing this policy and in furthering the growth of Government College Jaithari.

Sincerely,

**Mr. Ashok Kumar Rathour
Adhyaksh- Janbhagidari Samiti
Govt. College Jaithari
District Anuppur, (M.P.)**



Dr. Ramesh Singh Wate

Principal

Govt. College Jaithari, Anuppur (M.P.)

Forward



Dear Students, Faculty, and Staff,

As the Principal of Government College Jaithari, District Anuppur, Madhya Pradesh, it is my privilege to present our comprehensive College Policy. This document serves as a cornerstone for our institution, outlining our vision, mission, and the guiding principles that shape our academic environment.

Our college policy is designed to foster an atmosphere of academic excellence, personal growth, and social responsibility. It reflects our commitment to providing quality education while nurturing the diverse talents of our students. The policy encompasses various aspects of college life, including academic standards, code of conduct, extracurricular activities, and community engagement.

I encourage all members of our college community to familiarize themselves with this policy. It is not merely a set of rules, but a roadmap for our collective success. By adhering to these guidelines, we create a harmonious and productive learning environment that benefits everyone.

As we move forward, let us embrace these policies with enthusiasm and dedication. Together, we can build a college that not only imparts knowledge but also shapes responsible citizens who will contribute positively to society.

I look forward to working with all of you in upholding the high standards set forth in this policy and in continually striving for excellence in all our endeavors.

Sincerely,

Dr. Ramesh Singh Wate
Principal
Govt. College Jaithari
District-Anuppur (M.P.)

Govt. College Jaithari, Anuppur M.P.

Department of Higher Education M.P.

Gender Equality and Sensitivity Policy

Introduction

Government College Jaithari is committed to promoting gender equality and sensitivity in all aspects of the institution. Recognizing the importance of gender equality as a crucial Sustainable Development Goal and understanding that gender-based discrimination, violence, and inequality are considered human rights violations, we seek to create an environment that aligns with the principles outlined in the Constitution of India (Articles 14, 15, 19(1)(g), and 21).

Education plays a vital role in fostering the principles of equality and justice, as expressed in the Constitution of India. Therefore, it is the responsibility of every educational institution to create an environment that not only treats students without gender bias but also promotes safety and supports them physically, emotionally, and intellectually in achieving their higher education goals.

This policy aims to create a nurturing environment that enables students, teachers, and non-teaching staff to work together without fear of gender-based violence, harassment, exploitation, intimidation, or discrimination. To achieve this, we will ensure that the policy is visible in the activities of the institution and experienced by all participants.

Policy Framework and Definitions

This policy is guided by international and national provisions, such as the UGC Saksham Measures for Ensuring the Safety of Women and Programmes for Gender Sensitization in Campuses. To avoid confusion, the policy defines and clarifies key terms, including gender, employee, student, and equity.

Gender: In a broader context, 'gender' refers to the social constructions of attributes, relationships, and opportunities associated with being male and female.

Employee: The term 'employee' includes any person who is currently employed by the institute. This encompasses permanent, full-time, part-time, and contracted staff.

Student: A 'student' is defined as any person currently registered in the institute for academic purposes.

Equity: 'Equity' refers to the fair and equal treatment for all individuals based on their specific needs. In the context of this policy, ensuring equity means providing rights, benefits, obligations, and opportunities without any gender bias.

Objectives

The objectives of Government College Jaithari's Gender Equality and Sensitivity Policy are:

- a) Fulfilling the national commitment to gender equality.
- b) Preventing violations of national acts prohibiting gender injustice and working toward women's empowerment.
- c) Creating a gender-sensitive environment that respects gender diversity.
- d) Ensuring equal opportunities for all women without discrimination.
- e) Establishing mechanisms for prevention and redress of gender-based violence and discrimination.
- f) Ensuring proper implementation of this policy in letter and spirit.

Policy Scope -

This policy covers acts of injustice, violence, discrimination, and insensitivity toward any female employee or student in the institute in relation to:

- Membership in committees
- Leave sanction
- Admission process and enrollment
- Curriculum
- Evaluation
- Participation in events and programs
- Research
- Use of facilities and resources
- Training

Policy Implementation -

To achieve the goals of this policy, the institute will:

- a) Constitute a Gender Equality and Sensitivity Committee, appointed by the Director, consisting of faculty members, administrative representatives, and student

representatives, with proper representation of women. This committee will meet quarterly and review the policy's effectiveness annually, updating it as necessary.

b) Establish a women's cell in the institute to address the safety and interests of women students and employees.

c) Organize mandatory training programs on gender awareness and sensitivity for all employees and students.

d) Employ gender-sensitive approaches in teaching and learning processes across disciplines.

e) Ensure no gender-based discrimination in staff selection for professional development opportunities and training.

f) Mandate women's representation in any committee formation.

g) Grant women-specific leave in accordance with national policies.

h) Guarantee fair treatment for all students in evaluations and admissions, regardless of gender.

i) Adopt a gender-sensitive approach in organizing events, programs, meetings, and conferences, ensuring due respect and representation for women staff and students.

j) Provide women-specific infrastructure facilities on campus and address women's needs in the development and renovation of existing infrastructure and resources.

k) Adhere to UGC's Saksham Measures for Ensuring the Safety of Women and Programmes for Gender Sensitization on Campuses.

l) Annually celebrate International Women's Day (March 8) and organize at least one gender awareness.

Prepared By:- Dr. Khushboo Khan

Verified By:- Dr. Ramesh Singh Wate

In charge
Gender Equality Committee

Coordinator IQAC
Govt. College Jaithari

Principal
Govt. College Jaithari
Anuppur (M.P.) 484330