



**Government of Maharashtra**  
**Government College of Arts & Science,**  
NAAC Reaccredited with A grade (2016)  
**Kile Ark Near Subhedari Guest House,**  
**Aurangabad 431001**



**Annual Gender Sensitization Plan**  
**And Gender Sensitization Programs organized by the**  
**Institution**

**Internal Quality Assurance Cell**  
**2020-21**



## Policy for Gender Equity and Sensitization

Government college of Arts & Science ensures a gender-sensitive and congenial democratic working environment for students, faculty and staff of the college across all the programmes. The policy has been developed on the basis of policies of University Grants commission, state government and affiliating university.

To facilitate a gender-sensitive environment, the college follows the policy as following:

1. The college have Internal complaint committee to look after the complaints of students, teachers and staff in college campus.
2. The Committee plays a proactive role towards sensitization of the college community towards gender issues in order to provide a friendly working atmosphere to all its students, faculty and staff.
3. The college have Anti ragging and Grievance redressal committee to look after the complaints of harassment of students in college campus.
4. These committees are formed as per UGC guidelines and VISHAKHA Act.
5. The college have Vidyarthini Manch (Girls student Forum) The college will arrange programmes and workshops for training girl students for their safety.
6. The college will arrange programmes and lectures for girl student and women staff about laws and regulations regarding women.
7. The college will arrange activities and programmes of Gender sensitization to increase the sensitivity of people at large towards women and their problems.
8. The college will provide Maternity Leave on full pay to woman employee as per state government guidelines.
9. The college will provide safety environment in the college free from any external elements.

### Internal Complaint Committee

Internal Complaint committee has been established in the college according to the guidelines of Supreme court, UGC and State Government guidelines based on Sexual Harassment of Women at workplace (Prevention, Prohibition& Redressal) Act 2013

The objectives of the internal complaint committee

- 1.To develop a policy against sexual harassment of women at the institute to evolve a permanent mechanism for the prevention and addresses of sexual harassment cases and other acts of gender-based violence at the institute
- 2.To ensure the implementation of the policy in better and spirit through proper reporting of the complaints and their follow up procedure
- 3.To uphold the commitment of the institute to provide an environment free of gender-based discrimination
- 4.To promote a social and psychological environment to raise awareness on sexual harassment in its various forms.

### **Anti-Ragging committee**

Anti ragging sale is one of the important parts of college mechanism as per the guidelines of UGC.

Objectives of anti-ragging committee are-

- 1.To aware the students of the humanizing effect of ragging inherent in its perversity
- 2.To keep a continuous watch and whistle over ragging so as to prevent it's occurrence and recurrence
3. Promptly and stringently deal with the incidence of ragging brought to our notice

### **Students grievance redressal committee**

According to the regulations by UGC regarding redressal of grievances of student's regulations 2019 college has established student's redressal committee ,Students can make complaint to the committee-

1. Regarding opportunities for redress of grievances of students
2. Regarding student admission process
- 3.Regarding Examination and result related issues
- 4.Regarding Unfair practices by the institution
- 5.Regarding Complaints against discrimination of students
- 6.Regarding denial of quality education as promised at the time of

admission

7. Dehumanization and victimization of a student

These are important committees which help to create and sustain fair and non-discriminatory atmosphere in the campus.

### Gender sensitizing Activities conducted by the college since 2017-

1. State Level Seminar on Towards Gender sensitization 2017, Financial Assistance by Maharashtra State Women's Commission, Mumbai
2. National workshop on Gender sensitization 2018, Financial Assistance by Maharashtra State Women's Commission, Mumbai
3. National Conference on Adolescent Girls 2019, Financial Assistance by Maharashtra State Women's Commission, Mumbai
4. State Level workshop on Digital Literacy Amongst Women, 2020, Financial Assistance by Maharashtra State Women's Commission, Mumbai
5. Guest lecture for students on Sexual harassment Act at workplace by Advocate Pratibha Bharad, High court, Aurangabad, 2019
6. Online lecture by Dr. Manjusha Molwane on the Role of State commission for women
7. Programme for students on Gender matters
8. NSS Extension activities to create gender sensitivity in the society through street plays, poster presentations and Village surveys.
9. Many students conducted survey and Prepare projects on gender issues. Some of the projects are- Mahila Bachat Gat-Role in empowerment, Financial Literacy among Muslim Women, Awareness of working women in financial matters etc.
10. Research Project has been completed by the faculty from the Economics department on Financial Literacy Amongst Women In Marathwada Region, under the financial Assistance by State commission for Women, Mumbai

### Infrastructure support as per Gender Sensitization policy

1. Separate Ladies room for girl's student
2. Sanitary Napkin Vending Machine in Ladies room of the college and in Ladies Hostel.
3. Napkin Disposal Machine in the Ladies Hostel
4. Separate Reading room for girl's student in the Library
5. Equal representation for girls in various student's committee's