



SIDDHINATH MAHAVIDYALAYA

(Govt. Aided)

Estd. - 2013

SHYAMSUNDARPUR PATNA • PANSKURA • PURBA MEDINIPUR • PIN - 721139 • Phone - 03228-255030
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Gender policy

Introduction

“A powerful woman builds a strong society”

The main goal of gender policy at Siddhinath Mahavidyalaya shall be to ensure equal opportunities for women and men by encouraging more gender-competent management in research, innovation, and decision-making bodies.

In terms of gender relations, education has the innate ability to spark social transformation. Gender equality shall remain a cross-cutting issue, at Siddhinath Mahavidyalaya everyone who works there must be committed to, involved in, and contributing to the implementation of the gender policy.

The importance of an educational institution in educating students about gender issues cannot be overstated. It should be important to alter students' attitudes about people of the opposite sex. In total, 67% of the students and 28% of the personnel at the college are female. Respect for one another shall be instilled in students by the teachers of Siddhinath Mahavidyalaya.

The college shall be equipped to handle and address any concerns including discrimination based on gender and to provide a setting where men and women can collaborate with a sense of personal security and dignity. The college should support the incorporation of a fair gender policy to ensure equal opportunities and treatment at the workplace. Our main goal is to develop a gender policy, which shall necessitate the dedication, involvement, and input of all stakeholders. The empowered committees for proper implementation of gender policy in the college shall be

- Women Cell
- Internal complaints committee
- Grievance redressal committee

Gender issues shall be addressed at two levels- institutional level and program level:

Objectives of Gender Policy

- The college shall advocate equal opportunities to all genders and freedom for everyone to express an honest, unbiased opinion.
- There shall not be any form of gender-based discrimination within the college.
- The institute shall put in place efficient safeguards for the safety and welfare of all the sexes.
- The organization should ensure awareness of institutional amenities and benefits to be known to teaching staff, non-teaching staff and students.
- **PDF SIGNER DEMO VERSION** For more information, visit www.pdfsigner.com and build partnerships and connections with organizations working for women's rights and trans rights.



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Institutional level

1. The college shall promote equality of opportunity for all, regardless of gender. The college must conduct activities to promote higher admissions of girl students.
2. The presence of women on various college committees shall remain.
3. Full time and Part time employees of college shall be being granted with Maternal and Paternal benefits as per rules. Ladies staff shall be entitled to get 180days paid maternity leave.
4. Regardless of whether a student is transgender, female, or male, college should maintain an impartial approach when evaluating their application for admission.
5. Both male and female students shall have an equal chance to participate in the College's co-curricular and extracurricular activities.
6. The College should offer scholarships and extra library services to all applicants, regardless of gender. Policy should encourage the promotion of talent in academic, co-curricular, and extracurricular activities.
7. The Central Library of College's Knowledge Resource Centre shall offer students comfortable on-campus sitting for reading, learning, and conversation.
8. Emergency phone numbers, including the Women Helpline, shall be posted in strategic places across the campus for employees and students to see.
9. College shall take measures to enrol more girls in NSS, and the NSS unit should regularly encourage girls to fulfil their social responsibilities.
10. The college should provide gender-specific common rooms and washrooms in the appropriate locations for male and female students. The female staff members and girl students shall have access to sanitary napkin vending machines. Padcare bins shall be installed for safe and ecologically responsible disposal of sanitary napkins in the ladies and girl's washrooms.
11. A lady peon shall be assigned to each floor for safety and discipline.
12. The college shall initiate and execute an annual gender sensitization plan to promote gender equity.
- 13.

Program level Policy

1. The college should regularly hold orientation programmes, seminars, and workshops to increase staff and student awareness of gender issues and promote gender equity.
2. A variety of committees, units, cells, and departments, including NSS shall organize inspirational workshops on women empowerment.
3. The Women Cell in association with ICC shall organize programmes and talks on sexual harassment, cyber security, legal awareness, eve teasing, mental health awareness, management of sexual harassment, and more.
4. International Women's Day shall be celebrated with great enthusiasm by WDC and WSC every year. Various special programs shall be organized in association with other units like NSS. In addition, NSS volunteers shall congratulate and felicitate female police officers, teachers, medical professionals, lawyers and other powerful women on this occasion.