

## N. S. S. R'S

### Navgan Arts, Commerce and Science College Parali V.

#### Gender Policy of the Institution

##### 1. Introduction

The Navgan Arts, Commerce & Science College Parali (V.) is committed to promoting gender equality, inclusiveness, and respect for human dignity. The Gender Policy aims to create a safe, supportive, and gender-sensitive environment for all students and staff. The college ensures that no discrimination occurs on the basis of gender in academic, administrative, or social activities.

##### 2. Objectives

- To promote gender equality and inclusiveness in our college.
- To ensure equal opportunities for all genders in education and employment.
- To prevent sexual harassment and gender discrimination on campus.
- To create awareness about gender sensitivity and women empowerment.
- To maintain a safe and secure environment for students and staff.

##### 3. Scope

This policy applies to:

Students

Teaching staff

Non-teaching staff

Contract employees and visitors within the campus.

##### 4. Institutional Mechanism for Gender Equity

To ensure the implementation of gender equality, the college has established:

- Internal Complaints Committee (ICC) to address issues related to sexual harassment.
- Women Development Cell / Gender Sensitization Cell to organize awareness programs.
- Counselling support for students and staff.

##### 5. Gender Sensitization Initiatives

The college regularly organizes programs such as:

- Workshops and seminars on gender equality.
- Awareness programs on women's rights and legal provisions.

- Celebrations of important events like International Women's Day.
- Guest lectures and training sessions on gender sensitivity.

#### **6. Safety and Security Measures**

To ensure the safety of women students and staff, the institution provides:

- CCTV surveillance on campus
- Adequate lighting and security personnel
- Complaint and grievance redresser mechanism

#### **7. Monitoring and Implementation**

The Gender Policy is monitored by the concerned committees, and periodic reviews are conducted to ensure effective implementation and continuous improvement.

#### **8. Conclusion**

The college is committed to fostering a gender-sensitive and inclusive campus culture, ensuring dignity, equality, and safety for all members of the academic community.

  
**PRINCIPAL**  
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