



VIVEK EDUCATION SOCIETY'S VIVEK COLLEGE OF COMMERCE

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PERMANENTLY AFFILIATED TO THE UNIVERSITY OF MUMBAI, ACCREDITED BY NAAC

Policy Document for Gender

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GENDER POLICY

'Awake, arise and educate'

Vision:

"A gender-neutral environment that facilitates independence, safety, well-being and dignity of womenfolk; empowering them with rights and equitable opportunities ensuring enrichment of their future."

Introduction:

The Indian Constitution provides for gender equality to all citizens. However, several gender related issues and problems, obstructing realization of this right are observed. Vivek Education Society and its College, Vivek College of Commerce, has always been aware and sensitive about gender issues, for which purpose the objectives related to deal with such issues are being enshrined in a gender Policy that has been put in place as envisioned in the University of Mumbai Guidelines. While the College encourages all students, faculty, and staff to freely participate in all the activities of the institution, this Policy envisages to support efforts of the institution towards ensuring a gender sensitive work culture for all. It not only covers the students, employees, and staff of the institution, but also embraces the larger community around by promoting gender equity.

Objectives of the Policy:

- Ensuring visibility and representation of invisible and under-represented gender(s) in Education, Teaching, Research and Administration.*
- To provide an equal opportunity to both male and female students (including specially abled, underprivileged, marginalised, trans-gender and employees (teaching, support*

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staff, and contractual employees) and create a gender sensitive work environment, allowing them to reach their full potential.

- To ensure building a gender sensitive and inclusive campus.
- To undertake awareness programmes on gender sensitization, women's rights, and women empowerment in the College.
- To promote and ensure gender equality by providing equal access to the resources, responses, and services of the institute to all stakeholders.
- To prevent gender discrimination and harassment at the workplace and sensitize the students towards the special needs of all genders.
- To ensure equity of treatment as a right for all equally providing equitable opportunities for educational avenues for all.
- To conduct gender audit on regular basis.

Major elements of the Policy:

Addressing special needs of minority and disadvantaged staff & students by providing opportunities to all for their special needs in terms of infrastructure and other related facilities. At College level, the Policy envisages to continuously upgrade in accordance with the guidance provided by the Women Development Cell at Centre and State.

1. Equal access to Education: Education as a tool for raising consciousness, particularly of the most vulnerable sections of society, a dire need to adopt an inclusive policy and dismantle all the hurdles in the education of women and the third gender, have been kept in view.

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2. *Gender Just Policy of Recruitment: A pro-active policy of recruitment for all genders, especially those under-represented, in teaching and non-teaching posts to make the Service Rules & career advancement gender friendly.*
3. *Facilitating workplace: Providing a gender just infrastructure, including clean toilet blocks, ladies rooms and other sports and recreational facilities.*
4. *Enabling Environment: Providing a healthy and secure environment is a pre-condition of access to education. Zero tolerance policy towards any violations in terms of unwanted behaviour must be in place.*
5. *Mechanism for addressing grievance: A Grievance Redressal Committee be constituted. Need for impartiality to gain trust of all stakeholders have to be a hallmark.*
6. *Increasing participation in extension activities: Encouraging participation of students especially girl students, in NSS, NCC and other similar programmes, where also gender issues need to be highlighted to ensure equitable participation.*
7. *Gender Budget: Special provision for deprived genders need to be appraised regularly to ensure integrated gender justice.*
8. *Reflection of Gender component in Syllabi: A first step towards sensitizing students about gender issues while addressing general issues needs be incorporated in syllabi and undertake certificate program in women studies.*
9. *Representation in governance and decision making bodies: Women's presence in all statutory bodies – Academic and Management forum.*
10. *Training and Capacity building of all stakeholders: To effectively respond to gender based challenges, need to train stakeholders on gender discrimination and imbibe values of gender equality. Encouraging the girl students to avail special employment*

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programme offered by various companies and developing entrepreneurship spirit among girl students.

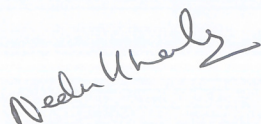
11. Awareness raising programs: Activities to include Gender equity Workshops etc. to create necessary awareness amongst all stakeholders.

12. Health & Counselling facilities: To motivate and encourage girl students and female employees for excellence in performance, considering the adolescent age group of students Counselling – personal as well as vocational, is provided besides adequate medical facilities.

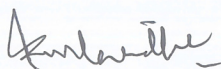
13. Gender Audit and Performance appraisal on Gender lines: Audit of infrastructure put in place to maintain gender equity, besides women empowerment.

Outcomes:

- Special emphasis on equipping and empowering girls student to become capable of taking up challenging careers, reflecting leadership.
- Create awareness in all stakeholders for parity of approach towards capacity building as enabler.
- Promoting an enlightened society - meaning education with a purposeful value system for all stakeholders.



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