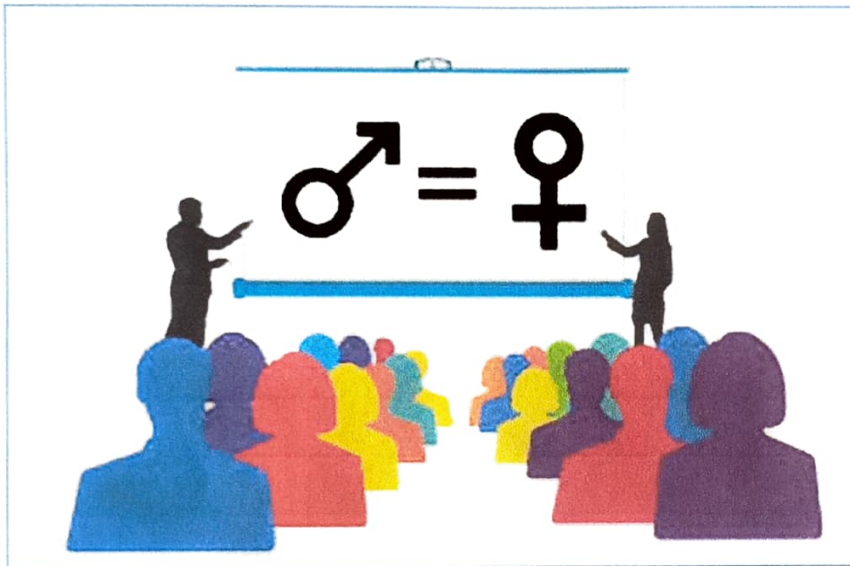




GENDER POLICY

Empowering women with simple measures....



PUNE DISTRICT EDUCATION ASSOCIATION'S

ANNASAHEB MAGAR MAHVIDYALAYA,

HADAPSAR, PUNE, PIN-411028.

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GENDER POLICY

INDEX

PART ONE

Preamble

Guiding Principles

Objectives of the Policy

PART TWO

Definitions

Jurisdiction

Implementing Guidelines

Teacher-Student Relationship

Monitoring and Review

Amendments to the Policy

PART THREE

Financial Assistance

PART FOUR

Additional Measures

PART FIVE

Accountability and Transparency



PART ONE

PREAMBLE:

It is important to comprehend fundamental ideas such as the distinction between sex and gender, gender roles, stereotypes, the gendered division of labor, gender discrimination, and gender-based violence, as well as notions such as masculinity, patriarchy, and gender equality. These ideas are crucial to comprehend because, according to the Human Development Report (2000), "the gender question is not just about women and men and how they interact. Understanding these ideas would help people become more aware of how to stop gender biases from existing in society and empower girls and women to achieve their goals."

It is important for everyone to comprehend how gender roles result in a gendered division of labor and how participants can recognize gender discrimination based on stereotypes of male and female traits. We also need to comprehend the social pressures, advantages, and disadvantages associated with men and women adhering to traditional gender norms.

The institute is dedicated to establishing and upholding a community where students, teachers, and non-teaching staff can coexist without encountering any types of gender-based violence, harassment, exploitation, intimidation, or discrimination. The institute is cognizant of the constitutional rights to freedom of speech and association, and it firmly believes in gender equality and condemns all forms of violence and discrimination against women.

The institute aims to discourage gender stereotypes and instill a zero tolerance stance towards all forms of prejudice. To do this, it is necessary to use the knowledge, viewpoints, actions, and sensitivities of every member of the faculty, staff, and students in order to create and maintain a gender-just environment in learning, teaching, research, administration, and management at all times. The policy's goals must be carried out, and it is the duty of all staff and students to do their part to make that happen.

GUIDING PRINCIPLES:

In every country and community, gender equality is acknowledged as one of the most important Sustainable Development Goals. The Indian Constitution supports fairness, gender equality, and other basic human rights. The Indian Constitution's Articles 14, 15, 19(1)(g), and 21 express gender sensitivity and equal opportunity. According to IPC acts, anyone who violates one of these is subject to penalty. India has a rich cultural legacy with many traditions that place a strong emphasis on the empowerment of women. We must accept the most ideal human practices found in contemporary civilizations, such as liberty, equity, and fraternity. The following clauses will serve as the basis for this policy:

INDIAN LEGISLATION:

1. The Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act of 2013
2. The 2013 Criminal Law (Amendment) Act
3. The 2005 Domestic Violence Against Women Act
4. The Indecent Representation of Women (Prohibition) Act of 1986, for example,
5. The Immoral Traffic (Prevention) Act of 1956, number 5.
6. The Indian Penal Code of 1860



7. Indian Evidence Act of 1872, Section 7
8. UGC Saksham Programmes for Gender Sensitization on Campus and Measures to Ensure the Safety of Women
9. "Bahujan Hitay, Bahujan Sukhay" is the vision, objective, and motto of the Pune District Education Association.

OBJECTIVES OF THE POLICY:

1. To stop and address transgressions of national laws prohibiting gender inequalities,
2. To foster a climate that recognizes both gender diversity and the intersectionality of other marginalized groups.
3. To ensure that there isn't any gender-based discrimination of any type.
4. To guarantee that no woman is ever denied an equal opportunity.
5. To develop methods for stopping and correcting sexual harassment and other forms of gender-based violence.
6. To ensure that everyone has the right to express an opinion that is fair and devoid of bias
7. To ensure the implementation of this policy in letter and spirit.

PART TWO

DEFINITIONS:

Gender: The separation of a species into males, females, and transgender people, especially as shown by differences in social and cultural roles and behavior.

Employee: Every person who is presently working for the institute, including permanent, full-time, part-time, and contracted workers.

Institute: PDEA's Annasaheb Magar Mahavidyalaya, Hadapsar, Pune Pin-411028.

CDC: College Development Committee

Student: Any individual registered at **PDEA's Annasaheb Magar Mahavidyalaya, Hadapsar, Pune** currently and in the past for academic purposes.

Resources: These include both tangible resources as well as counselling, internet, academic, and financial resources.

Equality: Each person or group of people receives the same opportunities or resources.

Unconscious Bias: A bias one may have towards a woman or women without being aware of how their attitudes or behaviors are being perceived by others.



Freedom: Human freedom is a societal notion that upholds each person's inherent worth. It is here defined as the absence of coercive restraint or negative liberty.

JURISDICTION:

Any act of unfairness, violence, discrimination, or insensitivity towards any female employee or student who works or studies at PDEA's Annasaheb Magar Mahavidyalaya Hadapsar, Pune-28, is covered by this policy. This policy will guide all its activities and functions including:

- 1) Admission, enrollment, and recruitment.
- 2) Professional Development and Leadership
- 3) Possibilities for Skill Development
- 4) Establishment of committees, both academic and otherwise
- 5) Vacations and leaves.
- 6) Instruction
- 7) Access to the campus and its resources and infrastructure.
- 8) Evaluation and Evaluation
- 9) Student-teacher relationships
- 10) Extracurricular, Co-curricular, and Curricular Programmes
- 11) Extension, research, and instruction.
- 12) Placements and Training.

And not limited to the above list.

IMPLEMENTING GUIDELINES:

When necessary, the institution will set up the committees that are needed to examine how this policy's goals and objectives are being implemented. The Sexual Harassment of Women at Workplace (PREVENTION, PROHIBITION and REDRESSAL) Act of 2013, for example, suggests that internal complaints committees be included among the implementation tools. Gender stereotyping will be prohibited in all processes and activities.

1. Discrimination or bias against women, whether intentional or unintentional, will not be accepted in any procedure or activity.
2. Gender sensitivity shall be used in all hiring, promotions, and leadership opportunities to ensure the policy of equal representation of men and women.
3. There should be no gender-based discrimination in the hiring of employees for professional training and development opportunities.
4. Improving women's involvement and representation in fields where they are underrepresented will receive special attention.
5. The inclusion of women will be required in the composition of all committees.
6. Women-specific leaves will be granted in accordance with the law.
7. No applicant shall be turned away because of their gender.



8. The curriculum shall be designed with gender awareness.
9. The implementation of a fair treatment policy for both male and female pupils. While evaluating,
10. Women staff members and students will be treated with respect and represented appropriately when planning any event or programme, including meetings and conferences.
11. Gender awareness and sensitivity training and programmes will be required for all employees and students.
12. Gender-sensitive teaching and learning methodologies will be used in all programmes.
13. Women-specific infrastructure will be added to the campus.
14. All appropriate procedures shall be followed to honour International Women's Day on March 8.
15. In addition to the awareness and sensitization programme run by the JCC and the Gender activities, the Institute will yearly organise at least two programmes to promote gender equality.

TEACHER-STUDENT RELATIONSHIP:

1. Teacher-student connections that are unethical won't be accepted because they compromise academic and professional ethics.
2. The instructor has a responsibility to uphold the lines between personal and intellectual growth.
3. It's against the law for teachers to victimise kids based on their gender.
4. Gender prejudice shall not be allowed to affect academic evaluations.
5. When problems with the teacher-student interaction may arise, the human rights of female students shall be protected and given priority.
6. All complaints will be handled in accordance with the legal processes prescribed by law.
7. To achieve the best results for the academic growth of all stakeholders, positive teacher-student connections will be promoted.
8. In accordance with the guidelines established by statutory agencies, the Anti-sexual Harassment Committee will oversee, manage, and resolve the dispute situations.

GENDER EQUITY MONITORING, REVIEW AND EVALUATION:

- 1) The institute's CDC shall supervise the application of the Policy and the assessment of any complaints.
- 2) Every year, the Committee will give the Principal a report. The CDC will provide a report of the preventative and other activities carried out to implement the Policy, even if there are no grievances in a given year.
- 3) The Principal shall be informed of complaints received by the anti-sexual Harassment Committee and should direct them to the appropriate authority for resolution as soon as possible.



AMENDMENTS TO THE POLICY:

1. No changes to this policy may be made without first consulting all parties involved, including female employees and students.
2. Appropriate changes to the gender policy shall be made in compliance with the rules, regulations, and decisions of the HRD Ministry, UGC, Savitribai Phule Pune University, Department of Higher Education, Government of Maharashtra, and all Statutory Courts.
3. As soon as possible after making an amendment recommendation, stakeholders should be notified so they can respond.

PART THREE

FINANCIAL ASSISTANCE:

1. Appropriate funding shall be provided by the institute management and administration for the affiliated committees to carry out gender awareness initiatives.
2. The Savitribai Phule Pune University's funds will be completely used to carry out the planned gender activities, such as the committees established for gender equity's activities and the Gender Equity, Sensitivity and Equal Opportunity Policy.

PART FOUR

ADDITIONAL MEASURES:

This policy takes into account additional pertinent Savitribai Phule Pune University programmes, policies, linked papers, and activities, such as: Maharashtra University Act 2016 provisions

- a. Institute Grievance Redressal Committee
- b. Institute Anti-Ragging Committee

PART FIVE

ACCOUNTABILITY AND TRANSPARENCY:

1. The website ought to feature the Anti-sexual Harassment Committees' annual reports.
2. The relevant committees must hold a minimum of two sessions each year.
3. Management receives a copy of all committees' yearly reports on gender-related policies and initiatives.
4. All relevant Committee members' names and contact information should be prominently published on the institute website and throughout the campus.

References:

1. GENDER SENSITIZATION MODULE 'Gender Sensitization and Legal Awareness Programme in collaboration with Kendriya Vidyalaya Sangathan for Class 11th and 12th of Kendriya Vidyalayas'



NATIONAL COMMISSION FOR WOMEN NEW DELHI September 2019

2. UGC Saksham Measures for Ensuring the Safety of Women and Programmes for Gender Sensitization on Campus
3. [20210115.053302~Policy Gender Equity and Sensitivity.pdf](#)
4. <https://pdeaapcollege.s3.us-east-2.amazonaws.com/Naac/Document/1/Gender%20Policy.pdf>

Formulated: September, 2018. Revised:

November, 2022.

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