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AGGARWAL COLLEGE BALLABGARH
A Post Graduate Co-educational College Accredited A++ (CGPA: 3.57) by NAAC
ISO 9001: 2015 & ISO 14001:2015 certified
College with Potential for Excellence (CPE) Status by UGC
Affiliated to M.D. University, Rohtak

Policy on Gender Equity & of Prevention of Gender Based discrimination





Aggarwal College Ballabgarh

Established in 1971 and Affiliated to M.D. University, Rohtak)
Accredited 'A++' by NAAC with CGPA 3.57

Name of the Policy/ Guidelines	Policy on Gender Equity and of prevention of Gender Based Discrimination
Short Description	Policy and guidelines on prevention and prohibition of Gender based discrimination and promotion of Gender Equity
Scope	This policy applies to all employees, students, visitors, volunteers, applicants and program participants in various departments of Aggarwal College Ballabgarh
Policy status	<input checked="" type="checkbox"/> Original <input type="checkbox"/> Revised
Date of approval of Version 1	
Revision No.	0
Brief description of last revision	Not Applicable
Date of approval of current revision	Not Applicable
Effective date	
Approval Authority	Governing Body
Responsible officer	Chairperson, Internal Complaints Committee and Convener Women Cell

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Introduction:

NEP 2020 focuses on five pillars: Affordability, Accessibility, Quality, Equity, and Accountability. The purpose of Sustainable Development Goal 5 (SDG5), is to transform our world that is dedicated to Gender Equality. The Indian Constitution provides for gender equality, non-discrimination and gender justice through Articles 14, 15, 16 39 and 42. Criterion 7 of National Assessment and Accreditation Council (NAAC) also lays stress on promotion on Gender Equity in one of its key indicators. Several Acts and Schedules of the Government address various specific issues concerning women. This also includes legislation to empower transgender community, which is particularly marginalized and vulnerable in India. A change in attitude, mind-set and transformation of behaviour with respect to gender issues is crucial from a young age for societal changes that are envisioned and supported by legislature. Developing an ecosystem and sensitisation of the stakeholders in the institution becomes very important. In order to promote gender justice, we need to change the mode of interaction in all settings like home, college and workplace. Schools and colleges play a major role in this regard as the adolescents spend large amounts of time with peers in educational institutions.

We, at Aggarwal College Ballabgarh, are committed to providing an environment that is free from gender based discrimination; protection against sexual harassment and actively encouraging women in all spheres of its functioning.

Need for the Policy:

SAKSHAM report of UGC, 2013, is a detailed document that provides detailed information about various issues related to and concerning women. It has suggested remedial measures for ensuring the safety and security of women by organising various programs for gender sensitization on campuses of Higher Education Institutions (HEIs). Cases/incidences of different forms of gender-based harassment, humiliation, exploitation and violence, especially against women in HEIs are under reported because of hierarchies, power-dynamics, and stigma, in spite of clear cut guidelines and stringent punishments. In this context, the transgender community in particular face high levels of stigma in almost every sphere of life such as health, education, employment, access to social schemes and entitlement which makes education inaccessible to them.

As per UGC DO. No.F.91 -2I2020(GS)Pt.1, dated June 10, 2021 in continuation of earlier letter dated 10-09-2020 (available on UGC website www.ugc.ac.in under Notices) requesting the Universities /Colleges to constitute an internal complaints committee (ICC) and a Special cell in their respective institutions to deal with the issue of gender based violence and to conduct gender sensitization programme. ICC has been constituted in our College and is working as per UGC (Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and Students in Higher Educational Institutions) Regulations, 2015. Online compliance of Gender Audit on SAKSHAM Portal (i.e. saksham.ugc.ac.in) is to be uploaded. Women Cell is very active and organises several programmes for Gender Sensitivity, equality, Empowerment

Therefore, there is a necessity to frame a policy and provide guidelines with regard to zero tolerance pertaining to discrimination based on gender, prevention of harassment, affirmative action to encourage women participation and protection of those who seek redressal.

Objectives:

1. To create a conducive environment for persons of all genders where they enjoy learning
2. To promote gender equality, gender equity and gender justice
3. To ensure compliance in letter and spirit with respect to the provisions in acts, rules and other regulations enacted from time to time by the State, Centre and other regulatory bodies related to gender equality and gender justice

4. To sensitise all the stakeholders to the dignity of the individual irrespective of any category sexual /religious/gender/linguistic/caste, etc.
5. To provide Redressal mechanisms ensuring safety of victims of gender injustice
6. To create trust among women employees and students
7. To make them self-reliant, empower them by giving skill, knowledge and competence

This Policy applies to all employees, students, visitors and other delegates and program participants in all the departments.

Definitions:

'Discrimination' means any distinction, exclusion limitation or preference which has the purpose or effect of nullifying or impairing equality of treatment in education or nature of working or responsibilities based on caste, creed, religion, language, ethnicity, gender disability or imposing any restrictions to women employees or students alone which are incompatible with the dignity of human.

'Equity' means a level playing field for all employees and students in respect of their entitlement and opportunity for enjoyment of all legitimate rights.

'Transgender' refers to a person with a gender identity or gender expression that differs from the sex that they were assigned at birth.

'Harassment' means unwanted conduct which is persistent and demeans, humiliates, or creates a hostile and intimidating environment or is calculated to induce submission by actual or threatened adverse consequences. This includes third party harassment as a result of act or omission by visitors or outsiders who are associated with college.

'Workplace' means the campus of the college which includes departments, offices, sections, centres, service areas including library, canteen, play grounds, Yoga Centre, Shooting Range, Gymnasium and other activity rooms, any place visited by the student or employee on duty of the college or any study/field tour/study tour recognized/organised by the department or the college.

'Officer' means any employee with an administrative responsibility (principal, Dy. Sudt., Bursar, Librarian, DPEs, COE, Chairperson, Convener, ANOs, POs, Coordinators etc.)

Policy Guidelines:

Non-discrimination against women

1. Aggarwal College Ballabgarh commits to zero tolerance on gender-based discrimination and will put in place all appropriate measures to safeguard the interests of its women employees and girl students and will eliminate any form of discrimination or harassment against them.
2. The college will initiate measures for prevention and prohibition of discrimination against women and will facilitate the eradication of such practices if any is noticed or brought to its notice as they are very detrimental to the prestige of the institution.
3. The college will promote equality among employees and students irrespective of their gender.
4. The college will provide an online reporting mechanism that ensures confidentiality of the complainant/reporter that reporters can remain anonymous.
5. Any employee indulging in any offence of discrimination or harassment against a woman will be subjected to action under conduct and service rules of the college or disciplinary rules pertaining to students.

6. All administrative officers and teachers including HODs of the college will ensure no delay in reporting of an allegation of discrimination or harassment by any women employee/student and initiate further necessary actions as per college rules and regulations.
7. Any officer and teachers including HODs found to be delaying the reporting of gender-discrimination / harassment related complaints received in her official capacity or retaliating against an employee / student for complaining / reporting / standing as witness or participating in the enquiry or obstructing enquiry / redressal in any manner will be subjected to actions under conduct and service rules of the state Govt./affiliating University or disciplinary rules pertaining to students.
8. The Women Cell and the Cell against Sexual Harassment (Internal Complaints Committee) in the college will focus and carry out a wide range of activities which will include the following:
 - a) To advise college in ensuring gender justice
 - b) To organize gender sensitization programs for students, teachers, administrators and other employees.
 - c) To create awareness about gender equity issues, reporting mechanisms, penalty and consequences of discrimination
 - d) To conduct sensitization / training programs on rights, acts, rules, guidelines and opportunities to empowering the girl students and women employees.
 - e) To prepare annual status reports with details on reported cases, penalties imposed and the same to be submitted to IQAC of the College.
9. The college will extend full support to see that all the provisions/directions issued by UGC, State and Central Governments will be implemented in a timely manner.

Non-discrimination against transgender(s)

In the journey of more than 50 years, the college has not received any case pertaining to transgender, yet Aggarwal College Ballabgarh is committed

1. To provide employment and equal access to other mainstream activities without any discrimination.
2. To provide inclusive and holistic education to this community by giving attention to the following four core issues:
 - a. Access
 - b. Equity
 - c. Enabling and Learning Environment
 - d. Employment
3. To initiate measures to sensitize our employees and students and create awareness regarding transgender community.
4. To facilitate availing of scholarships and incentives to motivate transgender students.
5. To work towards developing advocacy, social mobilization and communication strategies at various levels (Society, Community and Government) to address the barriers to education for transgender community.
6. To assist the economic empowerment of transgender community, which would include awareness generation, skill and capacity building, employment and entrepreneurship training.


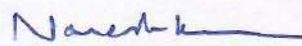

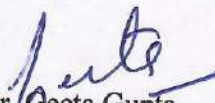
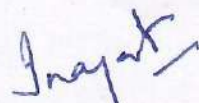

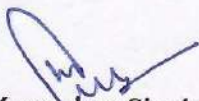
End notes

- [1] Saksham: Measures for Ensuring the Safety of Women and Programmes for Gender Sensitization on Campuses, 2013, UGC, New Delhi, https://www.ugc.ac.in/pdfnews/5873997_SAKSHAM-BOOK.pdf
- [2] Govt. planning gender audit in universities: Official, Press Trust of India | New Delhi , March 8, 2019 https://www.business-standard.com/article/pti-stories/govt-planning-gender-audit-in-universities-official119030800860_1.htm

- [3] Inter Action, The Gender Audit Handbook: A tool for organisational self-assessment and transformation, 2010. Available at: <http://www.rcrc-resilience-southeastasia.org/document/the-gender-audit-handbook-a-tool-for-organisational-self-assessment-and-transformation-2010/>
- [4] International Labour Organisation, a Manual for Gender Audit Facilitators. The ILO Participatory Gender Audit Methodology, 2012. Available at https://www.ilo.org/gender/Informationresources/WCMS_187411/lang--en/index.htm
- [5] Unicef, Gender audit manual. A social audit tool to monitor the progress of Viet Nam's Socio-Economic Development Plan, 2012

Members of the Committee

Policy on Gender Equity and of prevention of Gender Based Discrimination

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1. Ms. Kamal Tandon
HOD English &
Chairperson of ICC
(Chairman) | 
2. Dr. Naresh Kamra
Bursar & Member of ICC
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3. Dr. Ram Chander
Librarian |
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4. Dr. Geeta Gupta
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