



GARHBETA COLLEGE

(Affiliated to Vidyasagar University)

Accredited by NAAC

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GENDER POLICY OF GARHBETA COLLEGE

Garhbeta College is committed to comprehensive development of all the stakeholders. The college provides co-education in Arts, Commerce and Science in UG level. The department of Bengali, History, Mathematics and Zoology also run PG courses in their respective departments. Along with academic development of the stakeholders, the institution is committed to safety, security, self-esteem of all genders; equality concerned for male, female and third gender students and staff.

Sex and Gender are not interchangeable. The first refers to the biological and physiological characteristics that define Men and Women or intersex. Gender is the culturally and socially constructed ideas. In April 2014, the Supreme Court of India declared Transgender to be the third gender in Indian Law. Gender equity is the process of being fair to person of any gender, whether it is male, female, transgender and other. Gender sensitization deals about gender issues and generating a supportive environment for gender justice. Keeping all this in mind, Garhbeta College has taken several initiatives to sensitize the students, teaching and non-teaching staff throughout the year.

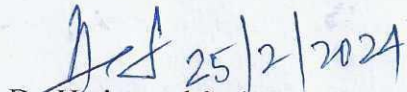
Garhbeta College takes proper measures to keep a safe, secure, friendly and cohesive learning climate for all gender in its campus like maintaining code of conduct (code of conduct has been displayed in college website as well as college prospectus), monitoring safety through CCTV s installed in various corners of college campus. The institution has also a Day Care Centre for addressing the childcare crisis. The Institution allows Child Care Leave, Paternity Leave as per Government order. The Internal Complaints Committee (ICC) has proposed setting up a washroom for third gender. College promotes any initiative to strengthen self-defence capacity of its students. The college has already arranged self-defence training course for both male and female students. The college conducts lectures on gender issues on regular basis. The college also offers certificate course/add-on course on "Gender Sensitization, Work Place Security and Capacity Building Programme". Keeping in mind Article 12 (CEDAW) the College takes measures regarding the physical and mental well-being of all the stakeholders. The college also arranges hostel accommodation for its male and female students who are in need of.

The Commitment

1. Gender equality in campus for all activities.
2. Equal participation and opportunity for every gender.
3. Establishment of proper mechanism to deal issues related to sexual discrimination and abuse.
4. Zero tolerance on the issues of sexual discrimination and abuse.
5. Conduct of gender awareness and sensitization activities on regular basis.
6. Conduct of legal awareness programme for all gender in a regular manner.
7. Promotion of self-defence.

Establishment of related bodies

1. 'Saheli, Women's Cell (established in the year 2011)
2. Internal Complaints Committee (established in the year 2020)
3. Anti-Ragging Sub-committee
4. Complaints and Grievance Redressal Sub-committee
5. Hostel Sub-Committee
6. Counselling Cell
7. Girl's and Boy's Common Room Sub-committee


Dr. Hariprasad Sarkar

Principal

Garhbeta College
Principal

Garhbeta College
Garhbeta, Paschim Medinipur