

Gour Mohan Sachin Mandal Mahavidyalaya

(Accredited Grade “B++” by NAAC)

P.O.- Bireswarpur, Pin Code – 743336

Dist.- South 24 Parganas, West Bengal

Website: www.gmsmmahavidyalaya.ac.in

Mobile: 9733624547

POLICY DOCUMENT

GENDER SENSITIZATION ACTION PLAN

The awareness to empower women has been steadily increasing all over the world. Measures have been taken to enhance social, political and economic equity and provide access to human rights, education, health care and nutrition to women. In recent years there has been an engendering of documents and reports which have emphasized gender indices to evaluate, assess and monitor the action taken by the government and institutions concerning the participation of women in all aspects of development. World Development Report and Human Development Report at the international level National Planning documents at the national level are illustrations of engendered reports. In this context, there is a need to understand educational institutions, more particularly higher educational institutions from a gender perspective. It is considered that the gender quality perspective is a prerequisite for gender mainstreaming strategy which emphasizes that the needs and interests of women should be systematically pursued in the formulation and execution of all policies and programmes. The gender perspective must become a part of the process of formulating, implementing and evaluating policies and programmes which includes teaching, research, advocacy, documentation, seminars, conference. Gour Mohan Sachin Mandal Mahavidyalaya has a majority of girl students coming from socially and economically disadvantaged rural population. Often first-generation college goers in the family they have to face diverse obstacles in pursuing higher education including lack of financial resources, nutrition and moral support. Students from the minority group often have to wage a lonely and a difficult war in their pursuit of higher education. The college in this perspective puts a great emphasis on a gender sensitization plan and action for ensuring inclusivity. Indeed, we seek to Educate and Empower.

OBJECTIVES AND STRATEGIC GOALS

1. To promote inclusiveness, tolerance, harmony and women's empowerment among the students and staff.
2. To encourage and raise awareness and aspiration among female students.
3. To ensure a gender inclusive environment.
4. Enable women to have a bigger role in governance and decision making.
5. Generate awareness regarding equality in law and democratic rights.
6. Prevent and respond to gender based violence.
7. To encourage women to be the decision maker of her life
8. To follow No Discrimination Policy in all areas of academic and administrative matters.
9. To ensure women employees have access to all benefits like maternity leave, child care leave etc.
10. To make the campus safe and friendly towards women, particularly women from the rural areas.
11. To ensure speedy disbursement of all scholarships and stipends to female students.
12. Swift redressal of grievances.
13. To ensure participation of girl students in extracurricular, co-curricular and field trips.
14. Conduct gender audits, feedback from girl students and take corrective action.

ACTION PLAN

1. Conduct workshops to promote gender-sensitive communication and language in the campus.
2. Promote workshops, awareness campaigns for menstrual health, mental health, nutrition and entrepreneurship among girl students.
3. Conduct workshops related to cybercrime, safety and prevention of sexual harassment at workplace
4. Encourage women staff to learn about financial planning.
5. Organize lectures on legal awareness, domestic violence, female foeticide.
6. To encourage more girl students to enroll in NCC and NSS.
7. To organize gender awareness campaigns in neighboring villages

8. To create awareness against early marriage, sexually transmitted diseases, gynecological cancers and contraception.
9. To encourage and incentivize participation of girl students in sports and yoga.
10. To make girl students and female staff aware about mental health issues.

AWARENESS MECHANISM

1. To make all the stakeholders aware of the code of conduct.
2. To make the Women's Cell active in disseminating information, taking corrective measures and ensuring a free voice of the women in the campus.

GOVERNANCE MECHANISM

Various committees work fairly to deal with gender issues. The Governing Body acts upon the recommendation of the Women's Cell and ICC to take stern action against any incident involving gender harassment or violence at workplace.


Principal
G.M.S.M. Mahavidyalaya
Vill. & P.O.-Bireswarpur
Dist.-24 Pargs.(S), W.B.