

AMAR SHAHEED BABA AJIT SINGH JUHAR SINGH MEMORIAL COLLEGE, BELA ROPAR PUNJAB

GENDER POLICY

Framework for Gender Policy:

Institutions of higher education in our country nowadays are at a critical juncture in relation to the basic ideals of equality enshrined in the Constitution. The recent expansion in higher education has made colleges more demographically democratic than ever before, with growing diversity and heterogeneity among social groups. Women constitute 42 per cent of all students in higher education in India. At the same time this closing gender gap hides on-going inequalities and disparities among women and men, which can only be advanced with an intersectional analysis that combines gender with region, class, caste, religion, ability and sexuality among others.

Amar Shaheed Baba Ajit Singh Juhar Singh Memorial College, Bela is an organisation has always been sensitive to the issues of gender. As a long term commitment towards this objective, and to follow pertinent Supreme Court guidelines on this matter, it has been decided by the management and stakeholders to have a written and approved Gender Policy that would guarantee the rights and safety of women employed in our institutions. The organisation has addressed the inequity in its staff pattern by giving more chance to female employees to get associated with the cause of the organisation. We have covered work place in its various offices and the work area in its intervention within the ambit of the policy. Claims of equality, dignity and the ability to live, work and study without fear of harassment are intrinsic ingredients of this policy. Gender sensitization is not a matter for students but for all sections of the community - students, faculty in all disciplines, support staff and administration.

Objectives of Policy

1. There shall not be any kind of discrimination on the basis of Gender in our institutions.
2. The institution shall provide equal opportunity for all genders.
3. There is an accessible, active, unbiased and confidential Internal Complaint cell and Grievance redressal cell. Quality of services shall be monitored periodically.
4. The institute shall arrange effective measures for the safety and security of all genders.
5. To make the girl student feel safe and sound in and around the college campus.
6. To create social awareness about the problems of the women and regarding gender discrimination in particular.
7. To develop and enhance the self-confidence and self-esteem of girl students, women faculty and staff in the college i.e., to develop multi-disciplinary approach for the overall personality development.

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