



DOMKAL GIRLS' COLLEGE

DOMKAL, MURSHIDABAD

GENDER POLICY

"Gender equality is more than a goal in itself. It is a precondition for meeting the challenge for reducing poverty; promoting sustainable development and building good governance." - Kofi Annan

GENDER POLICY

The gender policy of Domkal Girls' College is conceived as a strategy and pursued as a systematic and planned process to promote equal opportunity and treatment for all men, women and transgender working and studying at the college or applying to do so and to ensure equality of access to all services provided by the college. It aims to integrate gender equality into the regular rules, procedures and practices of the College.

Primary objectives of a gender policy are:

- 1. Gender Equality:** Promote equal rights, opportunities, and treatment for all individuals regardless of their gender.
- 2. Empowerment:** Empower women and other marginalized genders to participate fully in social, economic, and political life.
- 3. Equity:** Address and redress historical and systemic gender-based discrimination and inequalities.
- 4. Inclusion:** Foster inclusive environments that value diversity and challenge gender stereotypes.
- 5. Protection:** Safeguard individuals from gender-based violence, harassment, and exploitation.
- 6. Social Justice:** Advance social justice by addressing intersecting forms of discrimination faced by women and other marginalized groups.
- 7. Human Rights:** Uphold and protect the human rights of all individuals, regardless of gender.
- 8. Sustainable Development:** Promote gender-sensitive approaches to achieve sustainable development and economic growth.

These objectives aim to create a society where everyone can thrive, free from gender-based barriers and biases.

Policy

- ✓ Each individual, community, section, group, or class shall receive equal treatment without discrimination.
- ✓ Equality shall be upheld in all spheres of activity, including academic, cultural, sports, and others.
- ✓ The institution shall utilize all its resources, committees, wings, and sections to actively combat discrimination, particularly gender discrimination.
- ✓ Members of Various Bodies/Sub-Committees and Cells shall be selected/elected regardless of gender, caste, or creed.
- ✓ Implementation of a certificate course on 'Self-Defence Mechanisms for Girl Students' aimed at empowering female students with essential self-protection skills.
- ✓ Installation of vending machines for menstrual hygiene products to ensure accessibility and convenience for female students and staff.
- ✓ Conducting awareness programs on gender equality, women's rights, and empowerment.



- ✓ Establishment of a child care room to support mothers among the students, staff, and visitors.
- ✓ Organization of seminars and webinars focusing on issues relevant to women's empowerment and career advancement.
- ✓ Implementation of CCTV surveillance for safety and security across campus.
- ✓ Formation of an Internal Complaints Committee (ICC) and Anti-Ragging Committee to address and prevent gender-based discrimination and harassment.
- ✓ Enhancement of facilities such as a girls' common room to provide a comfortable and conducive environment for female students.
- ✓ Provision of guidance and support to students regarding Kanyashree Prakalpa, ensuring access to scholarships and other benefits.
- ✓ Provision of Kanyashree Pathsala is structured to learn in nature.
- ✓ Regular gender sensitization programs and workshops will be conducted for students, faculty, and staff to increase awareness about gender issues, stereotypes, and biases. Panel discussions, and seminars will be organized on gender-related topics, inviting experts, activists, and community leaders to share their knowledge and experiences. The college will actively participate in national and international gender related campaigns, events, and initiatives
- ✓ Domkal Girls' College has a zero-tolerance policy towards gender-based violence, including sexual harassment, assault, and domestic violence.

