

Dr. N.S.A.M. FIRST GRADE COLLEGE

GENDER POLICY

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Krishnarajapura Village, Shivakote Post, Bengaluru – 560 089

Gender Policy

Dr. N.S.A.M First Grade College, based on the National Women's embraces the philosophy to contribute to the realization of all human rights for all people, Gender equality is an important consideration of human rights. Thus, the policy on gender adopted by the institution entails the concept that all human beings-men, women and people from third gender are free to develop their personal ability and make choices without the limitations set by stereotypes, rigid gender roles and prejudices.

The main features are:

1. The institution would ensure that there would be no differentiation based on caste, creed, religion and gender including third gender.
2. The college would follow an open and clear system of staff selection purely on the basis of merit for recruiting male as well as female staff members. The selection is carried out through an open advertisement followed by demonstration by the candidate in the classroom, appearing for personal interview etc.
3. All students can participate and utilize all facilities available with any discrimination based on gender.
4. The institution ensures that the following clubs/cells would be set up and working directly and indirectly to protect the gender related rights of the staff and students:
 - a) Women's Empowerment Cell
 - b) Human Rights Cell
 - c) Prevention of Sexual Harassment Cell
 - d) Anti-Ragging Cell
 - e) Discipline Committee

All the committees will be operating based the Standard Operating Procedures (SOP) outlined.

5. The institution would provide access to grievance redressal mechanism for women (staff and students) through

- a) Internal Complaints Committee
- b) Grievances Redressal Committee
- c) Prevention of Sexual Harassment Cell

These committees and cells would address challenges and grievances (if any) faced by women with high confidentiality. All the committees will be operating based on the Standard Operating Procedures (SOP) outlined.

6. Under the aegis of these clubs, activities and events connected to gender would be organized across the academic year. Activities could be connected to a wide spectrum of issue connected to gender:- legal, socio-cultural, safety & security, physical and mental health.
7. The college promotes activities/events to promote the theme 'gender sensitivity' to build awareness about the same among students and staff- men and women- so that it builds a harmonious environment in the campus.
8. The institution also aims at building infrastructure and providing facilities that consider specific gender-based requirements. The aim is also to provide privacy. This would include setting up of the following:
 - a) Separate washrooms with adequate facilities
 - b) Separate common room for girls
 - c) Facilities to maintain menstrual hygiene - availability of sanitary napkins/facility of sanitary napkin dispenser
 - d) Sanitary napkin incinerator
9. Safety of women is considered to be top priority. The college campus will be provided with a round the clock security personnel guarding the campus and also a well maintained security system equipped with closed circuit cameras in the campus.
10. The college prioritizes mental health of students of all genders, including the third gender. Professional counselling services and mentoring facilities are made available to all students.
11. One of the best practices followed by the college is working and building a connect with local communities. In this context, policy also seeks to extend the outreach

programmes to promote themes connected to gender in the local community. The involvement of students and teachers in such activities is encouraged to strengthen the idea of being sensitive to the issues connected to gender.

12. The institution will draw up guidelines and norms for a policy against sexual harassment. This would be enabled by POSH- Prevention of Sexual Harassment.
13. The institution has zero tolerance for any discrimination and bias based on gender. This also includes third gender.
14. The institution has zero tolerance for any kind of ragging. Awareness regarding the "Ragging is a crime and is a punishable act" is brought to the students in the beginning of academic year itself. It is regularly monitored vigilantly by the Anti-ragging Cell and Discipline Committee to make the campus Ragging free for the students.
15. The institution would draw up a five-year action plan to actuate the policy. The effectiveness of the policy implementation will be evaluated at the end of five years.

For NITTE EDUCATION TRUST

Vohit

ADMINISTRATOR