

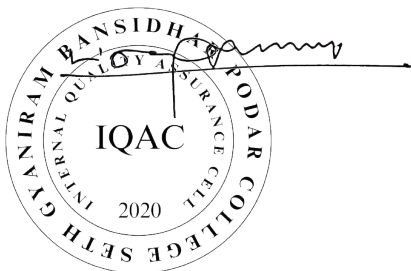


SETH GYANIRAM BANSIDHAR PODAR COLLEGE

Accredited with Grade 'A' (3.04 CGPA) by NAAC-UGC Recognition of college under Section 2(f)/12(B), UGC Act, 1956 Affiliated to Pandit Deendayal Upadhyaya Shekhawati University, Sikar

AQAR- 2023-24

7.1.1 - Measures initiated by the Institution for the promotion of gender equity during the year





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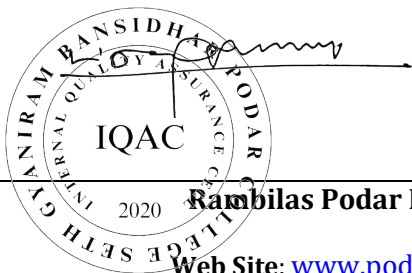
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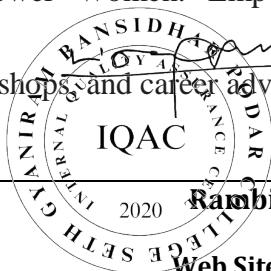
Gender Equity Policy

Introduction

Seth Gyaniram Bansidhar Podar College, Nawalgarh, recognizes the importance of gender equality and the empowerment of women. This policy is designed to foster a culture of respect, dignity, and equality for all individuals, regardless of gender. It aims to promote awareness of gender-based discrimination, stereotypes, and biases, and to provide support services and opportunities for women's advancement and empowerment.

Objectives

1. Create an Inclusive Environment: Cultivate a campus environment that is free from discrimination, harassment, and violence, where all individuals feel valued and respected.
2. Promote Gender Awareness: Raise awareness about gender issues, stereotypes, and biases through regular sensitization programs and workshops.
3. Provide Support Services: Establish accessible and confidential support services, such as counseling, mentorship, and legal aid, to address the specific needs of women.
4. Empower Women: Empower women through leadership development programs, skill-building workshops, and career advancement opportunities.



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5. Advocate for Gender Equality: Advocate for gender-responsive policies and practices within the college and the wider community.

Implementation

Sensitization and Awareness

- Conduct regular gender sensitization workshops for faculty, staff, and students.
- Incorporate gender equality themes into the curriculum and extracurricular activities.
- Organize awareness campaigns on issues such as sexual harassment, gender-based violence, and gender stereotypes.

Support Services

- Establish a dedicated Gender Sensitization Cell to oversee the implementation of this policy.
- Provide counseling services to address issues related to gender-based discrimination, harassment, and violence.
- Offer mentorship programs to support women's career development.
- Create safe spaces for women to discuss their concerns and experiences.

Empowerment Initiatives

- Organize leadership development programs for women.



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- Provide skill-building workshops on topics such as communication, negotiation, and financial literacy.
- Offer career counseling and job placement assistance.
- Encourage women's participation in extracurricular activities and sports.

Policy Advocacy

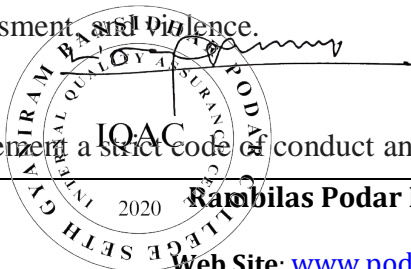
- Advocate for gender-responsive policies and practices at the institutional level.
- Engage with external organizations to promote gender equality and women's rights.
- Collaborate with local and national authorities to address gender-based issues.

Monitoring and Evaluation

- Establish a system to monitor the implementation of this policy.
- Conduct regular evaluations to assess the impact of the initiatives.
- Seek feedback from students, faculty, and staff to identify areas for improvement.

Compliance and Enforcement

- Develop clear guidelines for reporting and addressing complaints of gender-based discrimination, harassment, and violence.
- Implement a strict code of conduct and disciplinary procedures to ensure compliance with this policy.



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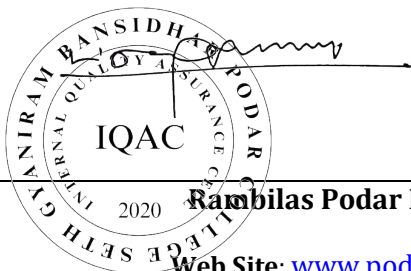
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- Provide training to faculty, staff, and students on the grievance redressal mechanism.

Communication and Dissemination

- Widely disseminate this policy to all members of the college community.
- Organize orientation sessions for new students and employees to familiarize them with the policy.
- Use various communication channels, such as the college website, social media, and email, to share information about gender equality initiatives.



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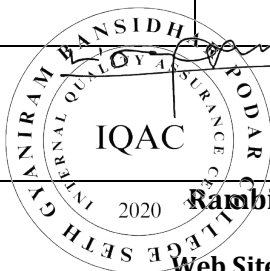
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Annual Gender sensitization action plan Session (2023-24)

S. No.	Activity	Participants	Action Plan	Tentative Date
1.	Planning Meeting of Women Cell	Cell Members	<ul style="list-style-type: none">Brief orientation about working mechanism of cell to the Cell membersPreparation of Annual Gender Sensitization action Plan	July 2023
2.	Webinar on Women Empowerment in Financial market	Female Students, staff and Faculty	<ul style="list-style-type: none">To Promote financial education and awareness among womenTo help them understand basic financial concepts like budgeting, saving, investing, and risk management.	28 July 2023
3.	Orientation Programme	New Admissions both Boys and Girl students	<ul style="list-style-type: none">To aware the students about college rules and regulationsTo aware the students about their welfareTo aware the students about their rights and duties	Nov 2023
4.	Celebration on "national girl child day"	Female Students, staff and Faculty	<ul style="list-style-type: none">National Girl Child Day meant to create awareness about the rights a girl owns and to give them opportunities like everyone else,National Girl Child supports the girl child of the nation and removes gender-based biases.	24 Jan 2024
5.	Seminar on international women's day	Female Students, staff and Faculty	<ul style="list-style-type: none">Women receiving less credit in mixed work groups.Enhance motivation in girls and woman staff.To promote peace with women's rights.	08 March 2024
6.	Fagotsav	Female Students, staff and Faculty	<ul style="list-style-type: none">ests are usually a highlight in every student's college life.ests act as a platform for students to showcase their innovative ideas, compete with their peers, and have a feel of the 'real world'.	22 March 2024



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Gender Equity Ratio for Session 2023-24

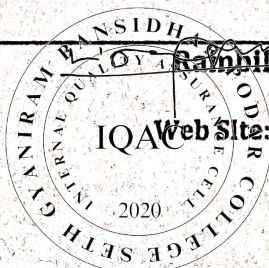
A. Faculty Members

S.No	Male	Female	Total	Ratio
1	32	14	46	70:30

B. Students

S.No	Male	Female	Total	Ratio
1	860	392	1252	69:31

Principal
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