

GENDER POLICY

- To analyze all legal provisions in Constitution and other laws about safety & welfare of women.
- To make suggestions and efforts for upliftment and empowerment of women, including all girl students.
- To trace the shortcomings / loopholes / lacunas in the legal frame work for women related laws and make suggestion to remove / overcome them.
- If rights of women guaranteed under Constitution or other laws are violated and grievance is made to the college, referring them to Legal Aid Clinic to seek redressal from appropriate authority.
- To participate in planning strategies for Social and Financial Development of Women and give suggestion for the improvement.
- To evaluate the success of measures taken for development of Women
- To organize Sensitization Programs and innovative activities for spreading legal awareness about laws against Sexual Harassment of Women at workplace.
- To organize various program emphasizing Gender Justice and Gender Equality.
- To spread awareness about Sexual Abuse of Women through Posters, Informative Boards, Display of Internal Complaints Committee and its Rules & Procedure at conspicuous place in the college.
- To create awareness about the legal rights amongst female workers / employees.



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Gender Action Plan 2023-24

Gender Action plan incorporates both programmatic & institutional Priorities, & integrating a social change as well in strategy well in strategy for gender equality across internal practices & accountability mechanism

Objectives-

1. Gender equality on campus for all activities in the college/ institution
2. Zero tolerance on the issues of Gender discriminate & abuse
3. Equal participation & opportunity for all gender
4. Establishment of formal mechanism which deals with issues related to gender discrimination & abuse
5. Conduct of gender awareness & sensitization activities activities (Programs, workshops) on regular basis

Action & related Bodies

- 1) Internal Copyright Bodies
- 2) Women Empower Cell

Scope of the Activities

- 2) Scope for activities based on gender sensitization will be organized at Institutional level & in association with NGO's.
- 3) Type of activities to be implanted-
 - a. Integrating gender equality results across the life course through programs related to constitution & functions of Internal Complaint Committee for new entered students in the institution
 - b. Gender Sensitization on Women Empowerment, Women Related Laws Cyber laws etc.
 - c. Organization of Health & Nutrition related program for staff & students.



- d. Organization of Awareness Programs for society at large through legal aid camp through students & experts, so to create awareness among general public through institution.
- e. Organization of programs on occasion of International Women's Day
- f. Organization of competitions in the institution like Mehndi, Rangoli, Carrom, Nail Art, Elocution, Essay & Poster etc, so that students get maximum opportunity to show their talent in different field.

The Following some of the important activities conducted by the institution:-

- a) Internal Complaint Committee- various Programs are conducted for Gender equity during the year.
- b) On the occasion of International Women's Day competitions programme.
- c) IMLC In association with Different NGOs organizes programs on Cyber Laws, Cyber Security & its awareness.
- d) Institution has organized Work Shops on Health checkup like eye checkup.



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