

(Navgan Shikshan Sanstha Rajuri's)
**VASANTDADA PATIL ARTS, COMMERCE & SCIENCE COLLEGE,
PATODA. TQ. PATODA. DIST. BEED. MAHARASHTRA**

Reaccredited 'B' grade by NAAC
ISO 9001:2015 certified

PRINCIPAL
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GENDER POLICY OF THE COLLEGE

1. Introduction

Vasantdada Patil Arts, Commerce and Science College is committed to providing a safe, inclusive, and equitable environment for all students and staff. This policy outlines our dedication to eliminating gender-based discrimination and fostering an atmosphere of mutual respect, particularly in our rural educational context.

2. Objectives

- To ensure **equal opportunity** for all genders in academic and administrative participation.
- To maintain a **zero-tolerance** stance toward sexual harassment and gender-based violence.
- To empower female students through **legal, health, and skill-based** awareness programs.
- To integrate gender sensitization into the daily curriculum and campus culture.

3. Institutional Mechanisms

The college executes this policy through the following bodies:

- **Savitribai Phule Women's Empowerment Cell:** Responsible for organizing workshops, health camps, and empowerment initiatives.
- **Internal Complaint Committee (ICC):** A statutory body to receive and redress grievances related to sexual harassment in accordance with the POSH Act.
- **Anti-Ragging & Discipline Committee:** Works in tandem with gender cells to ensure student safety.
- **Gender Champions:** Student representatives who advocate for a bias-free campus and assist peers in reporting issues.

4. Safety and Infrastructure

- **Surveillance:** Maintenance of CCTV monitoring in key campus areas to ensure the safety of women.
- **Dedicated Facilities:** Provision of clean and safe Ladies' Common Rooms and washroom facilities.
- **Emergency Support:** Prominent display of helpline numbers and "Vishwa" (Complaint) boxes for confidential reporting.

5. Action Plan & Sensitization

The college commits to an **Annual Gender Sensitization Plan** including:

- **Celebrations:** Observing International Women's Day and National Girl Child Day.
- **Training:** Organizing self-defence (Karate) and personality development workshops.
- **Curriculum:** Integrating "Cross-Cutting Issues" related to gender and human values into regular classroom teaching.
- **Health:** Regular organization of HB (Haemoglobin) check-up camps and hygiene awareness sessions.

6. Code of Conduct

- Any form of verbal or physical harassment based on gender is strictly prohibited.
- The college promotes gender-neutral language in official communications.
- Recruitment and promotion processes remain transparent and merit-based, ensuring no gender bias.

7. Grievance Redressal

Any individual facing gender-based discrimination or harassment may approach the ICC or the **Principal** directly. All complaints will be handled with strict confidentiality and resolved within the stipulated timeframe set by University and UGC guidelines.

Recommended by
Women cell

Approved by 
Principal
Vasantdada Patil Arts, Comm.
& Sci. College, Patoda, Dist Beed.