



**Joya Gogoi College, Khumtai-785619
Golaghat (Assam)**

**Policy Document
On
GENDER EQUITY**

INTRODUCTION: Gender equality is a necessary foundation for a peaceful, prosperous, and sustainable world. Joya Gogoi College is committed to create an environment in the college that is free from all forms of gender violence, discrimination, exploitation, intimidation for its students, teachers, staff and other stockholders of the college. The term ‘Gender’ in a broader context refers to behaviours and roles associated with being a female, male as well as relationships with each other. For this purpose of the policy, the term gender refers only to those who publicly identify with being female. It is a proven fact that empowering women and girls fosters economic growth and development. This policy will guide to ensure gender equity, gender sensitivity and equal opportunity in Joya Gogoi College and thereafter termed as ‘Joya Gogoi College Policy for Gender Equity’.

OBJECTIVES OF THE POLICY:

1. Fulfilling the national commitment to gender equality.
2. Prevention of activities that aims at redressing any violations of gender-based rights and to work towards the empowerment of women.
3. Creating a gender sensitive environment that respects gender diversity, inclusive of the rights of LGBTQ community,
4. Ensuring equal opportunity to all women without any discrimination.

5. Evolving mechanisms for the prevention and redressal of gender-based violence and discrimination
6. Ensuring the proper implementation of this policy in letter and spirit.

IMPLEMENTATION OF THE POLICY: This policy covers any act of injustice, violence, discrimination and insensitivity to any female employee or student in the college. Implementation of the objectives of the policy is based on follows:

1. To make aware of various Government policies welfare schemes of Girls students and Women staff of College.
2. To promote activities related to health, nutrition, self-defence and entrepreneurship among the female students.
3. To promote gender equity in all processes that involves recruitments, promotions, professional development, and opportunity for leaderships.
4. In formation of Cells and Committees of the college, the representation of women will be mandatory.
5. To organize workshops/seminars promoting gender diversity and gender-sensitive communication for students and staff alike.
6. To conduct regular awareness-raising activities among students and staff.
7. To promote infrastructure within the college aiming women welfare and hygiene.
8. To enhance the use of enabling technology, in particular information and communications technology, to promote the empowerment of Girls students and Women staff of College
9. To celebrate commemorative days such as International Women's Day (8th March), Girl Child Day (24th January), Human Rights Day (10th December) on regular basis.
10. The Internal Complaint Committees measures on all gender-based violence perpetrated against employees and students, primarily women employees and students as well as students of the third gender will be followed.
11. Publicly commit itself to a zero-tolerance policy towards sexual harassment.
12. Gender sensitive approaches will be practiced in teaching and learning processes across disciplines.
13. In organizing any event or programme, including meetings and conferences, a gender sensitive approach will be undertaken and women staff and students will be given due respect and representation.

14. UGC's 'Saksham' Measures for Ensuring the Safety of Women and Programs for Gender Sensitization on Campuses will be followed.



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Gender Sensitization action plan for the year 2023-24

The action plan undertaken to promote Gender Sensitization and Gender Equity for the session 2023-24 are-

Program /Activity	Tentative Date
Installation sanitary napkin vending machine	March, 2024
Talk on LGBTQ	March, 2024
Screening of documentary/movie on gender issues/ women empowerment	March, 2024
Workshop on cyber security (special focus on women)	March, 2024
Conduct of Self Defense Training Program for girl student	October, 2023
Celebration of World Tourism Day	27 th Sep 2023
Seminar on Sexual Harassment in Higher Educational Institution	September, 2023
Celebration of National Handloom Day	7 th August, 2023
Observation of World Mental Health Day	10 th October, 2023
Observation of International Women's Day	8 th March, 2024



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Gender Sensitization action plan for the year 2022-23

The action plan undertaken to promote Gender Sensitization and Gender Equity for the session 2022-23 are-

Program /Activity	Tentative date
Installation of Incinerator	June, 2023
Awareness Programme on Empowerment of Girl Child	May, 2023
Celebration of International Women's Day	8 th March, 2023
Celebration of International Yoga Day	21 st June, 2023
Career opportunities in the Financial Sector for Non-Financial Students	March, 2023



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Gender Sensitization action plan for the year 2021-22

The action plan undertaken to promote Gender Sensitization and Gender Equity for the session 2021-22 are-

Program /Activity	Tentative date
Awareness Programme on the topic "Women's Mental and Physical Health	November, 2021
Celebration of Azadi ka Amrit Mahotsav-Fit India freedom run	13 th Aug-2 nd October-2021
Workshop on impact of covid-19 pandemic on student community and their remedies	November,2021
Celebration of World Menstrual Hygiene Day	28 th May 2022
Observation of International Women's day	8 th March 2022
Observation of National Girl Child Day	24 th January 2022
Awareness programme on mock drill	May, 2022
Special camp by NSS Unit of Joya Gogoi College	June, 2022
Celebration of World Bicycle Day	3 rd June, 2022