



# GENDER EQUITY AND SENSITIVITY POLICY, Hatichong College, Nagaon

**ESTABLISHED: 1988**

**Website: [hatichongcollege.org.in](http://hatichongcollege.org.in)**



## **INTRODUCTION:**

In all over the country, attention is focused on the status of women and the need to improve the condition of their lives, and highlight the benefit of a society where women and men participate as equals in all aspects of social, economic and political life. Higher education campuses have a special role in promoting gender equity between women and men. As educator, one must ensure that female and male students have equal access to the knowledge and skills that campuses can provide. The *Gender Equity in Campus* (GEC) policy provides a frame work of principles and practices that will improve the life chances and opportunities of all students regardless of whether they are males or females. The stakeholder in the higher education system must ensure for equal participation of female and male students in class rooms. Thus,for achieving the vision, Hatichong College, Nagaon has always been sensitive towards gender issues. The College developed a Gender Equity Policy so that no students in the college campus are disadvantaged on the basis of gender. The college encourages members of the student`s Union, faculty and administrative staff irrespective of gender to participate in all the activities related to the organisation. The gender policy of the college ensures a gender sensitive work culture to all the employees. The gender policy encompasses all internal and external stakeholders of the college.

## **THE GENDER EQUITY VISION OF HATICHONG COLLEGE:**

*“The college upholds the principle of providing equal opportunity for everyone on campus irrespective of Gender, which forbids gender-based discrimination in job opportunities, resource distribution, and access to educational benefits”*

## **OBJECTIVES OF THE POLICY:**

- To create a gender sensitive work environment in and outside college campus.
- To provide equal opportunities to all students and employees irrespective of Gender, Caste and Religion.
- To provide equal access to the resources, responses and services of the college irrespective of gender.
- To eliminate gender discrimination and harassment at the college.
- To allow all the students in all the educational and co-curricular activities organized by the College irrespective of Gender.

- Providing counselling, guidance and life skill education to girl students.
- Promote the spirit of entrepreneurship among female students.
- Instil a sense of self confidence among female students.
- To create awareness on women related issues through extension services.

### **EDUCATIONAL PRINCIPLES AND VALUES:**

The higher education system in India encourages, supports and promotes the following values and principles as being essential to the development and implementation of quality curriculum and educational experiences for male and female students.

#### **PRINCIPLES:**

- All students have the ability to achieve their full potential; being either male or females does not determine the capacity to learn.
- Equality of opportunity and outcomes in higher education for female and male students may require that girls and boys get some preferential treatment at least for a period of time.
- Strategies to improve the quality of education for female students should be based on an understanding that neither men nor women are the same individually or as a group, having different needs and coming from different socio-economic and cultural backgrounds.

#### **VALUES:**

- Both female and male students should value each other and be values equally in all aspects of Campus life.
- High quality education for female students as well as for male students is a professional responsibility for all the educators in the system.
- Campus life for girls and boys should reflect the entitlements of all women, in their own right, to personal respect and personal safety, economic security, and participation in and influence over decisions making which affect their lives.

#### **EXPECTED OUTCOMES:**

The Gender Equity Policy in campus is expected to result in:

- Education of female and male students for a satisfying, responsible and productive life.

- The provision of a curriculum that, in terms of its language, methodology, and content, satisfies the rights and needs of both male and female students with regard to education.
- Acknowledgement and respect of positive cultural values and individual differences.
- Offering a curriculum that opposes discriminatory cultural norms and acknowledges both the full range of women's contributions to society and the contributions of various groups of males.
- Encouragement the development of positive attitudes and behaviours in male and female students which promote social responsibility, empathy, and sensitive, equal and non-violent relationships.
- Provision of a challenging learning environment which is socially and culturally supportive and physically comfortable for female as well as male students.
- Preparing female and male students for their rights to personal respect and safety and provision of an environment that is safe and free from all forms of harassment and violence.
- Provision of finances and personnel resources to ensure that the capacities of male and female students are fully and equally realized.
- Acknowledgement and effective changes and lasting improvements in campus and an high degree of awareness, understanding and acceptance of the educational needs of female students on the part of students, parents, teachers, management and all stakeholders.



**PRINCIPAL I/C**  
**(Luit Hazarika)**  
**Date .....**

Principal I/C, Hatichong College, Nagaon