



Promotion, Progression and Development of Women in the campus.

**Prepared by:
Dr. Vaishali Patil**

November 2020

Table of Contents

1. Importance.....	3
2. Purpose and objectives.....	3
3. Scope of the policy.....	3
4. Rules, guidelines and regulations relevant to this policy	4
5. Key aspects of policy	4
6. Committees for policy implementation	5
7. Impact of the policy on processes.....	6

1. Importance

Promotion, progression and development of women in the campus plays a significant role in ensuring safety and empowerment of females in the campus. It provides a platform for females to foster their skills and capabilities by engaging them in various activities. It also works towards building a gender sensitive campus. It plays an active role in creating necessary environment to enable voicing of opinions on important issues concerning females.

2. Purpose and objectives

1. To provide and maintain a dignified and congenial environment for female students and staff members.
2. To conduct activities and awareness programmes on gender sensitization towards building a gender sensitive campus.
3. To emphasize on the health and hygiene and overall personality development of females so as to promote their general wellbeing.
4. To review campus safety and security measures for females.
5. To sensitize all stakeholders of the college about the statutory mandate prohibiting gender discrimination and sexual harassment at work place.
6. To promote awareness about the role of the Internal Complaints Committee.

3. Scope of the policy

The policy is applicable to all students and staff members. It works towards promoting the general wellbeing of female members. It lays emphasis on safety, health and hygiene of females. It is responsible for promoting gender sensitivity and creating awareness about the role of the Internal Complaints Committee. It also assists in directing grievances received if any to the concerned committee depending on the type of grievance for its redressal.

4. Rules, guidelines and regulations relevant to this policy

This policy document has been prepared keeping in view various rules, guidelines and regulations that have a bearing on contents of this policy. Following are the highlights of these rules and regulations.

UGC Regulations 2015, SAKSHAM (UGC 2013) and Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013.

The policy works towards promoting the role of Internal Complaints Committee in addressing complaints of sexual harassment as per the UGC Regulations 2015, SAKSHAM (UGC 2013) and Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013 (14 of 2013).

The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013, requires every organization to constitute an Internal Committee under section 4 of this Act to deal with issues of sexual harassment at workplace. After the enactment of this Act, the University Grants Commission also framed its regulations in 2015 for the higher educational institutions regarding constitution of an Internal Committee as per the Act 2013. The UGC regulations also state that the higher educational institutions should publicly commit themselves to a zero tolerance policy towards sexual harassment.

5. Key aspects of policy

The policy about promotion, progression and development of women in the campus envisages to facilitate/enable/contribute in the following ways:

1. The Women Development Committee through a formal notice invites applications from interested students (both boys and girls) to act as volunteers. The volunteers are then selected by conducting a formal interview. The volunteers would act as a

link between the committee and the student community and also assist in the activities conducted under the aegis of the committee.

2. It conducts gender audit for obtaining feedback with regards to development initiatives undertaken, issues faced and areas for further improvements. A formal meeting of committee members is held to discuss the scope of gender audit, the issues to be covered and the mechanism to be used for data collection.
3. The gender audit is digitally administered by developing a questionnaire which is circulated to students across various programmes on their official WhatsApp groups. The audit covers various aspects that reflect the awareness and understanding of students about gender sensitization and campus safety and security measures. It also includes data about male and female enrolment in various programmes and their participation in sports, NSS and cultural activities.
4. The findings of the gender audit, development initiatives undertaken and proposed activities are recorded and reported to the Principal and IQAC.
5. Each activity to be conducted is discussed formally in committee meetings and then the proposal is sent to the Principal for approval.
6. The budget for activities to be undertaken by the committee is sanctioned by the Principal on a case to case basis.

6. Committees for policy implementation

1. The constitution of the members of the Women Development Committee is decided by the head of the institution on a periodic basis.
2. Composition of the Committee
 - Chairperson (Female teaching staff)
 - Teachers as committee members (Three to eight)
 - At least one male teaching staff
 - One non-teaching member
 - One female student representative (selected by the committee through a formal interview after inviting applications through a formal notice)
3. The committee should meet at least once in every semester.

4. The quorum for the meetings shall be more than half of the total number of members.
5. The agenda, minutes and action taken reports are to be documented with official signatures and maintained electronically in a retrievable format.

7. Impact of the policy on processes

The policy relates to: G2. Promotion, Progression and Development of Women in the campus as per the current policy framework designed.

The Committee works towards the overall development, enhancement of the female members of the institution for which it coordinates with various committees and departments.

This policy has an impact on processes F4: Prevention of Sexual Harassment and G2 : Promotion, Progression and Development of Women in the Campus.