



B.P. CHALIHA COLLEGE, NAGARBERA

REVISED POLICY DOCUMENT ON GENDER EQUALITY



2023 – 24



বিমলা প্রসাদ চলিহা মহাবিদ্যালয়
BIMALA PRASAD CHALIHA COLLEGE



PO: Nagarbera, Dist: Kamrup Assam
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POLICY ON GENDER EQUALITY

Preamble:

Gender equality within educational institutes is crucial for creating an environment where all individuals have equal opportunities to learn and succeed, regardless of their gender. Equal access to education benefits students by creating an environment in which they can flourish academically and socially without encountering discriminatory obstacles. All the teaching and non-teaching employees within educational institutes also benefit from gender equality, experiencing fair treatment and opportunities for career advancement, which contributes to a positive and productive work environment. Moreover, the impact of gender equality extends beyond the institute's boundaries, shaping societal attitudes and behaviours in surrounding communities. By challenging stereotypes and promoting respect and inclusivity, educational institutes contribute to social cohesion and community development, fostering a more equitable society. In essence, prioritizing gender equality in educational institutes not only fulfils their mandate of providing quality education but also helps build an inclusive future for all.

The college is committed to promoting a neutral, gender-impartial, and equitable work environment for all employees while exercising sensitivity when dealing with gender-related matters. The college works to protect women's rights in line with the gender equality principle of the Indian Constitution, which promotes women's empowerment both on and off campus.

Declaration of the Policy:

Gender policy is essential for building a more equitable and inclusive world where everyone has the opportunity to fulfill their potential, regardless of their gender. They are a fundamental tool for advancing human rights and social justice on a global scale. B.P. Chaliha College shall value the dignity of all regardless of their gender and full respect for the "Fundamental Rights" under Article 14,15,19 & 21 of the Constitution of India. At B. P.



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Chaliha College, we understand how important it is to provide a secure and encouraging environment where each person can flourish intellectually, socially, and personally. This gender policy represents a significant step forward in our ongoing efforts to promote gender equity.

Objectives of the Gender Policy:

To achieve gender equality amongst the employees & students, the gender policy of B. P. Chaliha College is designed with the following objectives:

1. The college strives to guarantee the rights and safety of all women in the college premises including students, faculty, support staff, administration, stakeholders and visitors.
2. The college has to ensure that gender sensitization initiatives are not only limited to a certain group but also in the reach of all sections of the students, faculty in all disciplines, support staff and administration.
3. The intrinsic ingredients of the college gender policy to be written and approved to make sure that the rights and safety of women employed in the institution.
4. The college has to offer an environment devoid of any sort of harassment ensuring ability to live, work and study with equality and dignity.
5. The college has to ensure fairness by adequate representation of female employees in institutional planning and decision making. Moreover, presence of female employees in all sections to be encouraged for imparting a feeling of security and confidence in the girl students.
6. Measures for the safety and security of all gender need to be implemented and executed effectively.
7. The college strives to mitigate all kinds of discrimination and provide equal opportunity to all.
8. All sorts of unfairness to be addressed by forming an accessible grievance redressal cell in an active and unbiased manner.



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9. Internal Complain Committee to be formed to prevent sexual harassment and ensure a safe environment for girls and women in all sections. Sign boards and posters for prevention of eve-teasing and guidelines related to sexual harassment along with helpline numbers are to be fixed at focal locations in the college premises.
10. College Women Empowerment Cell is to maintain a harmonious atmosphere at the institute and to enable women to pursue their work with dignity and reassurance. Special talks and discussions on gender issues to be regularly organized to sensitize gender related issues, also counseling and guidance to be offered by inviting certified consultant.
11. The college has to initiate gender audit to promote gender justice.
12. Diverse institutional bodies as IQAC, anti-ragging cell, discipline committee, grievance redressal cell etc. to be engaged for creating awareness about gender sensitivity and equality.

*Approved in the GB meeting
held on 05/12/2023.*



[Signature]
Principal
B.P. Chaliha College
Nagarbera