

**INDIRA GANDHI NATIONAL COLLEGE, LADWA
KURUKSHETRA (HARYANA)**

GENDER EQUITY AND SENSITIVITY POLICY

INTRODUCTION:

In the modern world evolving on the ideas of “liberty, equality and fraternity” is the foremost objective of any public institution. It is the moral responsibility of any academic institute to adopt, inculcate and propagate these human values among their stakeholders as well as in society. The holistic development of the students of an educational institution largely depends upon the inculcation of values concerned with gender equity and sensitivity. Keeping in view the paramount importance of these values in creating a congenial working and learning environment for students in the institution, the college vehemently adheres to certain norms to create awareness about gender equity and sensitization among its staff members and students. The college gives special consideration to the fact that the identities of various stakeholders are not judged on the basis of their gender, caste, creed, religion and designation. The college is exerting all its efforts enthusiastically for promoting the idea of sensitization among its staff members, students and public in vicinity.

GENDER EQUITY AND SENSITISATION:

The concept of gender equity and sensitization has a pivotal role in achieving social equity and justice in all forms and dimensions. It is, hence, imperative for an institute to ensure that its staff, students and society in vicinity is well aware of the forces which function as a germinating cause of discrimination at workplace as well as in society. Indira Gandhi National College, Ladwa, strives hard to create a constructive and congenial environment on the college campus which is free from any gender bias and discrimination. College constitutes various committees to maintain an atmosphere of equity and justice in the college. These committees strictly adhere to the guidelines issued by the authorities concerned. A number of gender sensitization programmes are organized by various departments and activity cells to make the students aware of their duties and legal rights through different extension programmes and campus-based activities.

MEASURES TAKEN BY THE INSTITUTE:

The college has taken following measures for promotion of gender equity in the college premises:

- Surveillance through CCTV Cameras at various places in the college premises to ensure safety and security of students.
- Facilities of separate common rooms and washrooms for boys and girls students.

- The college has various committees like Women Cell, Legal Literacy Cell, Students Grievances Cell, Internal complaints committee and Mentor-Mentees groups to guide, counsel and sensitize the students about gender equity and equal rights.
- The college abides by all the rules and regulations laid down by DGHE, Haryana and Kurukshetra University Kurukshetra to create an environment of equity and justice in the college.

The college has a proper grievance redressal mechanism for its stakeholders where they can register their problems and complaints for quick redressal. It is ensured to keep the identity of the complainant confidential wherever necessary. The requisite detail of committees concerned is mentioned in the prospectus and also uploaded on the college website.