

# **GURU NANAK KHALSA COLLEGE FOR WOMEN, LUDHIANA**



## **GENDER SENSITIZATION POLICY**

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### **DISCLAIMER**

Gender sensitization policy is not a legal document and it has been framed in order to address gender issues of the students. Guru Nanak Khalsa college for Women reserves the right to change, append or discontinue the given policy or a part of it.

## **GENDER SENSITIZATION POLICY**

Guru Nanak Khalsa college for Women, Ludhiana is a women college and is committed to provide a conducive environment to students, teachers and non teaching members, so that they can work free from gender animosity and any other fears. Gender sensitization policy has been written keeping in mind the rich legacy of college in which respect and trust have always been two pillars of strength. College aims to entrust the female members by nurturing gender uniformity, which will take care of their emotional hygiene.

### **I. OBJECTIVES OF THE POLICY**

1. Promoting gender equality in all facets of campus life and within the college community, for which the college has developed an Equal Opportunity Cell.
2. Giving women the knowledge and confidence they need to participate in the nation's development process.
3. Educating people about the significance that women play in the socioeconomic growth of society and the nation as a whole.
4. Fostering and improving the organisational and leadership qualities of female faculty members and students.
5. Involving a range of stakeholders in gender mainstreaming initiatives.
6. Raise awareness and motivation for gender equality in various segments of society by holding seminars, workshops, and special lectures.
7. To ensure provision of counselling, guidance and life skill education to students.

### **II. Organizational structure to ensure gender equality**

In college, a number of cells and units are working with an aim towards achievement of gender equality.

- ❖ Women development cell
- ❖ Grievance redressal cell / Sexual harassment committee


- ❖ Gender and Equal opportunity cell
- ❖ Staff welfare society
- ❖ Anti-ragging committee
- ❖ Youth welfare department
- ❖ Buddy committee
- ❖ Student welfare association

### III. Functions and practices of policy

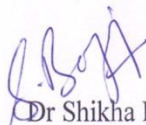
There are designated study rooms and reading rooms in library, stairs, two-wheeler parking, women's restrooms, washroom facilities. There are anti-ragging and discipline committees as well as an anti-sexual harassment cell at our college. Under the Women Development Cell, the girl students are given the chance to express themselves through training programmes like Girls NCC, Self Defence (Taekwondo), and Yoga. Meditation camps are also been planned for women students. Lectures of some eminent personalities are held on various topics including women rights and legal possibilities. Various gender sensitization workshops are organized by different committees in the college to bring out the overall development of girls thereby to mould a better society with equality. All inclusive gainment was ensured during subject lectures in classroom, as per syllabi of Panjab University in areas such as English, Hindi, Punjabi, Home Science, History, Public administration and Psychology at undergraduate level.

### IV. Observation

Gender sensitizing programmes witnessed change in attitudes and behaviour of women students and staff and a friendlier, work favourite environment was observed.



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