

Criterion -7.1.1 Measures initiated by the institution for the promotion of Gender Equity.

## Gender Sensitization Committee

### Policy Document

Aligning with our vision to create a sensitive and inclusive space, Indira Gandhi government college Pandaria is committed to guaranteeing a gender-sensitive campus for students, staff and faculty. The institution endeavors to establish an educational space free from harassment or gender-based discrimination. In its approach to promoting gender amity and managing issues related to interaction and relationships in the professional space, the college follows the UGC Saksham Book in letter and spirit.

#### **OBJECTIVES OF THE POLICY**

- The college is committed to addressing discrimination and harassment on the basis of gender with sensitivity and professionalism. Going beyond the domain of academic discourse, instilling human values and awareness in students and staff alike should remain a priority.
- As per the recommendations in chapter 6 of the Saksham Book, the college ensures to fulfill the “mandatory requirements to end gender-based violence and harassment” by establishing provisions for the safety of women students and employees on the campus.
- In the spirit of following basic tenets of gender sensitization and equality, the institution understands the problems of protectionism stated in the Saksham Book. Therefore, the institution is careful that the concern for safety should not lead to infantilization of women, leading to their disempowerment. As stated in section 6.2 of the Saksham Book, the focus is on providing safer spaces, proper lighting and shuttle buses because “the mentality of policing as a panacea for deep prejudice only spawns alternative forms of violence and subjugation”
- Indira Gandhi Government College Pandaria should create a safe space to counter gender discrimination and violence. It has a zero tolerance policy against any form of gender exploitation and takes preventive measures to ensure a respectful place for individuals across the gender spectrum.
- The harassment policy in the college shall be informative, preventive, corrective and rigorous. It is established with the intent of educating students and others about the presence of gender diversity in the campus.
- Through seminars and events on gender diversity, the students will be engaged in an open discussion on various issues like sexuality, hygiene, violence, laws and rights related to different genders.

- Through intersectional approaches, people should be made aware of social inequalities so that they can develop a holistic and socially aware outlook towards gender issues

### **Internal Complaints Committee/Women's committee**

As per the recommendations of the Prevention of Sexual Harassment in Workplace Act 2013 and UGC (Prevention, prohibition and redressal of sexual harassment of women employees and students in higher educational institutions) Act 2015, the college constitutes an Internal Complaints Committee as per statutory rules. As per the guidelines given in the 6.4 section of the Saksham Book, the college avails all possible resources to ensure the Internal Complaints Committee. The Gender Sensitization Committee works in tandem with the ICC to ensure healthy methods of preventing, sensitizing and combating issues related to sexual harassment the workplace.

The committee also comprises of three students who are enrolled at the undergraduate level. On matters pertaining to students, the student representatives are also involved in the process. The student members are elected through a transparent democratic procedure.

- The Internal Complaints Committee of the college responds to the harassment complaints, if any, with promptness and the process of redressal maintains confidentiality to ensure the comfort and safety of the complainant.
- To meet its goal of gender amity, the college conducts workshops and gender sensitization campaigns at frequent intervals to engage with gender identity discourse and questions of alternate sexuality to bridge the gap between theory and praxis. This helps in creating awareness about vulnerability, exploitation and inequality and simultaneously formulating measures to counter the same

## **SCOPE OF THE POLICY**

- The Supreme Court of India's Vishaka judgment and the 2013 Act defines sexual harassment as constituting 'such unwelcome sexually determined behavior, whether directly or by implication, such as:
  - Physical contact and advance,
  - a demand or request for sexual favours, sexually coloured remarks,
  - Showing pornography,
  - Any other unwelcome physical, verbal or non-verbal conduct of sexual nature.
- Indira Gandhi Government College Pandaria includes the following as well to connote sexual harassment in the workplace:
  - Sexist remarks and gender- based insults
  - Innuendos and taunts
  - Eve-teasing and unsavory remarks
  - Unwelcome sexual overtones or obnoxious telephone calls/chats
  - Displaying derogatory pictures, pornography and pamphlets
  - Jokes causing embarrassment
  - Touching or brushing against any body part
  - Forcible physical touch or molestation
  - Violation of one's privacy
  - Physical confinement against one's will
  - Intimidating someone for sexual favors
- The college has zero tolerance for sexual harassment and follows all the mandatory rules and guidelines rigorously to ensure a harassment and discrimination-free campus. It stands committed to taking strict action against those indulging in sexual violence or harassment of any kind towards its stakeholders..

- **Year-wise Details Regarding Gender sensitization & Equity Events :-**

S.N.	Contents
1	Academic year 2017-18
2	Academic year 2018-19
3	Academic year 2019-20
4	Academic year 2020-21
5	Academic year 2021-22

## Academic year 2017-18

This year, the formation of a Women's committee for the Female Teaching & non-teaching staff. Students also, by this committee, will be monitoring & handle the multiple types of casual & sensitive situations/topics they overcome for Females in an Institute.

S.N.	Name of Committee Members
1	Jaya sharma
2	Madhuri ratna bhaskar
3	Bhumija chandrakar
4	Priyanka sahu
5	Nandini yadav
6	Savita patel

### Meeting Details:-

Date	Event's Name	Name of mentor	Participants	Related links
18/9/2017	Organization of Female Committee in an Institution.	1.Jaya Sharma 2.Madhuri ratna bhaskar	10	<a href="http://www.igcollegepandaria.ac.in/Content/411_130_18-09-2017%20pdf%201.pdf">http://www.igcollegepandaria.ac.in/Content/411_130_18-09-2017%20pdf%201.pdf</a>
10/10/2017	General Meeting Regarding Problems.	1.Jaya Sharma 2.Madhuri Ratna bhaskar	52	<a href="http://www.igcollegepandaria.ac.in/Content/397_130_10-10-2017%20pdf%202.pdf">http://www.igcollegepandaria.ac.in/Content/397_130_10-10-2017%20pdf%202.pdf</a>
22/1/2018	Awareness & usage on sanitary Napkins.	1.Jaya Sharma 2.Madhuri Ratna bhaskar	35	<a href="http://www.igcollegepandaria.ac.in/Content/412_130_22-01-2018%20pdf%203.pdf">http://www.igcollegepandaria.ac.in/Content/412_130_22-01-2018%20pdf%203.pdf</a>
17/2/2018	General Meeting Regarding Problems.	1.Jaya Sharma 2.Madhuri Ratna bhaskar	19	<a href="http://www.igcollegepandaria.ac.in/Content/431_130_17-02-2018%20pdf%204.pdf">http://www.igcollegepandaria.ac.in/Content/431_130_17-02-2018%20pdf%204.pdf</a>

  
**I.Q.A.C. Coordinator**  
Indira Gandhi Govt. College Pandaria  
Dist.-Kabirdham (C.G.)

  
**PRINCIPAL**  
**INDIRA GANDHI GOVT. COLLEGE**  
**PANDARIA, DISTT. KABIRDHAM (C.G.)**


## Academic year 2018-19

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1	Jaya sharma
2	Madhuri ratna bhaskar
3	Bhumija chandrakar
4	Priyanka sahu
5	Nandini yadav
6	Savita patel

### Meeting Details:-

Date	Event's Name	Name of mentor	Participants	Remarks
27/11/2018	General Awareness Regarding Healthy diet for Female & Anemia Disease.	1.Jaya Sharma 2.Madhuri Ratna bhaskar	15	<a href="http://www.igcollegepandaria.ac.in/Content/410_130_27-11-2018%20pdf%207.pdf">http://www.igcollegepandaria.ac.in/Content/410_130_27-11-2018%20pdf%207.pdf</a>
05/12/2018	General Knowledge provide About Sickle Cell Anemia Disease.	1.Jaya Sharma 2.Madhuri Ratna bhaskar	14	<a href="http://www.igcollegepandaria.ac.in/Content/430_130_05-12-2018%20pdf%206.pdf">http://www.igcollegepandaria.ac.in/Content/430_130_05-12-2018%20pdf%206.pdf</a>
12/12/2018	General Meeting Regarding Problems.	1.Jaya Sharma 2.Madhuri Ratna bhaskar	66	<a href="http://www.igcollegepandaria.ac.in/Content/409_130_12-12-2018%20pdf%208.pdf">http://www.igcollegepandaria.ac.in/Content/409_130_12-12-2018%20pdf%208.pdf</a>
08/01/2019	General Meeting Regarding Female washroom, Hygienic, Female care taker Etc. Problems.	1.Jaya Sharma 2.Madhuri Ratna bhaskar	28	<a href="http://www.igcollegepandaria.ac.in/Content/433_130_08-01-2019%20pdf%209.pdf">http://www.igcollegepandaria.ac.in/Content/433_130_08-01-2019%20pdf%209.pdf</a>

  
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## Academic year 2019-20

This year, the formation of a Women's committee for the Female Teaching & non-teaching staff. Students also, by this committee, will be monitoring & handle the multiple types of casual & sensitive situations/topics they overcome for Females in an Institute.

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1	Jaya sharma
2	Madhuri ratna bhaskar
3	Bhumija chandrakar
4	Pinki vaishnaw
5	Nandini yadav
6	Laveena thakur
7	Sonal chandrawanshi

### Meeting Details:-

Date	Event' Name	Name of mentor	Participants	Remarks
15/10/2019	Organization of Female Committee in an Institution.	1.Jaya Sharma 2.Madhuri ratna bhaskar	8	<a href="http://www.igcollegepandaria.ac.in/Content/423_130_15-10-2019%20pdf%2010.pdf">http://www.igcollegepandaria.ac.in/Content/423_130_15-10-2019%20pdf%2010.pdf</a>
07/11/2019	General Meeting Regarding Female washroom, Hygienic, Female care taker, Help desk Etc. Problems.	1.Jaya Sharma 2.Madhuri Ratna bhaskar	82	<a href="http://www.igcollegepandaria.ac.in/Content/434_130_7-11-2019%20pdf%2011_.pdf">http://www.igcollegepandaria.ac.in/Content/434_130_7-11-2019%20pdf%2011_.pdf</a>
5/12/2019	General Awareness Regarding Health issues Problem & also importance of Other Essential Nutrients of females For Proper hormonal Balance.	1.Jaya Sharma 2.Madhuri Ratna bhaskar	39	<a href="http://www.igcollegepandaria.ac.in/Content/418_130_5%20-%2012-%202019%20pdf%2012.pdf">http://www.igcollegepandaria.ac.in/Content/418_130_5%20-%2012-%202019%20pdf%2012.pdf</a>
09/1/2020	General Meeting Regarding Problems Overcome in Institute.	1.Jaya Sharma 2.Madhuri Ratna bhaskar	39	<a href="http://www.igcollegepandaria.ac.in/Content/421_130_09-01-2020%20pdf%2012.pdf">http://www.igcollegepandaria.ac.in/Content/421_130_09-01-2020%20pdf%2012.pdf</a>
04/2/2020	Seminar organized For Female Teaching , Non- teaching Staff & Female Students on "Women's Empowerment" Topic By institution's faculties.	1.Jaya Sharma 2.Madhuri Ratna bhaskar	54	<a href="http://www.igcollegepandaria.ac.in/Content/422_130_04-02-2020%20pdf%2013.pdf">http://www.igcollegepandaria.ac.in/Content/422_130_04-02-2020%20pdf%2013.pdf</a>

## Academic year 2020-21

In this year the meeting regarding womens has been suspended due to the Covid -19 crisis. In this session the classes are conducted via mostly on an online mode.



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## Academic year 2021-22

This year, the formation of a Women's committee for the Female Teaching & non-teaching staff. Students also, by this committee, will be monitoring & handle the multiple types of casual & sensitive situations/topics they overcome for Females in an Institute.

S.N.	Name of Committee Members
1	Madhuri ratna bhaskar
2	Prabha khandekar
3	Bhumija chandrakar
4	Pinki vaishnaw
5	Nileshwari chandrakar
6	Mala Sahu
7	Sonal chandrawanshi

### Meeting Details:-

Date	Event' Name	Name of mentor	Participan ts	Remarks
04/12/2021	Re- Organization of Female Committee in an Institution.	1.Pinki vaishnaw 2.Madhuri ratna bhaskar	8	<a href="http://www.igcollegepandaria.ac.in/Content/436_130_4-12-2021%20.pdf">http://www.igcollegepandaria.ac.in/Content/436_130_4-12-2021%20.pdf</a>
20/12/2021	General Awareness Regarding Overcome Gender in equalities in Society & Family Environment.	1.Pinki vaishnaw 2.Madhuri ratna bhaskar	53	<a href="http://www.igcollegepandaria.ac.in/Content/424_130_20-12-2021%20pdf%2014.pdf">http://www.igcollegepandaria.ac.in/Content/424_130_20-12-2021%20pdf%2014.pdf</a>
07/02/2022	Seminar organized For Female Teaching, Non-teaching Staff & Female Students on "Sex-Selective Abortion" Topic By Institution's faculties.	1.Pinki vaishnaw 2.Madhuri ratna bhaskar	45	<a href="http://www.igcollegepandaria.ac.in/Content/417_130_07-02-2022%20pdf%2015.pdf">http://www.igcollegepandaria.ac.in/Content/417_130_07-02-2022%20pdf%2015.pdf</a>
25/02/2022	General Meeting Regarding Problems Overcome in Institute.	1.Pinki vaishnaw 2.Madhuri ratna bhaskar	49	<a href="http://www.igcollegepandaria.ac.in/Content/435_130_25-02-2022%20pdf%2016.pdf">http://www.igcollegepandaria.ac.in/Content/435_130_25-02-2022%20pdf%2016.pdf</a>
02/03/2022	Seminar organized For Female Students on career guidance, Skill Development, Schemes Of Government & Sexual Harassment etc. related knowledge by Institution's faculties.	1.Pinki vaishnaw 2.Madhuri ratna bhaskar	48	<a href="http://www.igcollegepandaria.ac.in/Content/420_130_02-03-2022%20pdf%2017.pdf">http://www.igcollegepandaria.ac.in/Content/420_130_02-03-2022%20pdf%2017.pdf</a>
11/03/2022	One day Seminar organize in an occasion on International Women's day.	1.Jaya Sharma 2.Madhuri Ratna bhaskar	48	<a href="http://www.igcollegepandaria.ac.in/Content/419_130_11-03-2022%20pdf%2018.pdf">http://www.igcollegepandaria.ac.in/Content/419_130_11-03-2022%20pdf%2018.pdf</a>