



ISMAIL NATIONAL MAHILA (P.G.) COLLEGE, MEERUT

(Affiliated to C.C.S. University, Meerut)
Re-accredited by NAAC with A Grade in 2nd Cycle 2015
ISO Certified 9001:2015; ISO Certified 14001:2015

Gender Policy

Policy Name	Gender Policy
Drafted By	Internal quality assurance cell (IQAC) in consultation with Women study cell
Adopted In	2018
Approved By	Governing council



f. Rath
Principal
Ismail National Mahila (P.G.) College
Meerut



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Gender Policy

Ismail National Mahila (PG) College, Meerut, has always been sensitive to gender issues. In order to deal with issues related to gender, the college has a gender policy. The college has established a dynamic academic environment that empowers students to engage in critical thinking, inquiry, action, and resistance.

Gender policy is an integral part of all institutions policies and programs. It aims to empower the girl's students. The college raises awareness regarding gender sensitization through various activities. The college has formed the *Shashakat* Women Study Cell, Grievance Redressal Cell.

Scope of Policy

This policy covers any act of unfairness, ferocity, discrimination, and insensitivity to any student or female employee in college related to the admission process and enrolment, curriculum, leave sanction, evaluation, participation in events and programs, use of facilities and resources, etc.

Objectives

- To raise awareness of various government policies and welfare schemes for girls' students at the college.
- To create awareness amongst the students and staff members about their social, cultural, economic, political, and institutional rights.
- To provide gender specific infrastructure and facilities on the college campus.
- To prevent sexual harassment and to promote the general well-being of girls' students at the college.
- To organize gender awareness programs such as seminars, workshops, symposiums, and guest lectures on a regular basis.
- To develop a sense of self-confidence among girls' students.
- To celebrate International Women's Day.
- To illuminate the significance of health, nutrition, and hygiene for girls' students.



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Major initiatives are to be taken

Safety and security

- 24*7 security guard, and the entire campus is under CCTV surveillance.
- The Main Gate entry is controlled by identity card verification.
- It is mandatory for all girl students to come to college in uniform.
- Anti-Ragging Cells, *Shashakat* Women Study Cell, Student's Discipline Committee, for the well-being of students and staff.
- A reading room for girl students with a CCTV camera.
- Registers at the gate to maintain a record of visitors to the campus.
- A grievance redressal cell and an internal complaints committee to combat sexual harassment.
- A helpline number is displayed on the college walls.

Gender Sensitization and Women's Empowerment

- Lectures, conferences, symposiums, and workshops are organized.
- An Awareness Session on the POSH Act (Sexual Harassment at the Workplace)
- Self-defense training program
- Awareness campaigns, posters, slogans, essay writing, speech competitions etc.
- Movie screening and discussion about gender issues.
- Celebrated International Women's Day (8 March)

Physical and mental well-being

- Arrangement of a free medical camp by the medical committee.
- Focused on hygiene related awareness program.
- By the installation of sanitary-pad vending machines in the green-room.
- As per need, arrange psychological counseling sessions for girls' students.
- Inclusion of gender issues in the UG and PG syllabus.
- Gymnasium facility with fitness trainer in the college campus.
- Activities related to health, nutrition, and entrepreneurship among the girl's students.



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Educational and career-opportunities

- The college works with the motto '*Beti Bachao, Beti Padoo*'. The college encourages girls' students, particularly those coming from backward and minority classes, to pursue higher education.
- Fee concession facility for UG and PG students, especially for self-financed students.
- The girls' tops in each subject were felicitated at suitable occasions.
- It offers a range of certificates and honors to recognize and reward the accomplishments of its deserving students, including the highest percentage, best outgoing student, proficiency, and appreciation awards for university rank holders.
- Opportunity for girls' students to share their views and thoughts on gender issues in college magazines.



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