

## HINDI VIDYA PRACHAR SAMITI'S RAMNIRANJAN JHUNJHUNWALA COLLEGE

### GENDER POLICY

Ramniranjan Jhunjhunwala College stands for access and equity. It firmly believes that there should be no discrimination all its services. This Gender policy has been framed to ensure that there is no gender-based discrimination in the institution. This also ensures gender equality and equity both at organizational as well as program level. The rationale for integrating a gender perspective in the activities of the college lies in the mandate of constitution of our country.

Scope: This policy is not specifically for women but all. A gender perspective encompasses the specific needs of individuals, vulnerabilities and capacities are recognised and issues are addressed at proper forums.

### Objectives

- Reflecting the organisational commitment towards gender
- Provide a framework for integrating gender concerns into the organisational agenda and policy domain
- Creating equal opportunities and congenial ambience for all genders
- Promoting equal representation of all genders
- The gender policy is an integral part of the organisation to build a culture that understands the issues and policies which respect gender related concerns and diversity

The gender issues are addressed at two levels 1) Organisational level 2) Program level



  
PRINCIPAL  
RAMNIRANJAN JHUNJHUNWALA COLLEGE  
OF ARTS, SCIENCE & COMMERCE (AUTONOMOUS)  
Ghatkopar (W), Mumbai-400 086, Maharashtra, INDIA

2019: Star College Status by DBT

2008: Best College by University of Mumbai 2010: IMC RBNQ Award 'Performance Excellence' for the year 2009

2011: 'Best Teacher Award' by Government of Maharashtra 2013: DST-FIST 2014: DBT STAR College

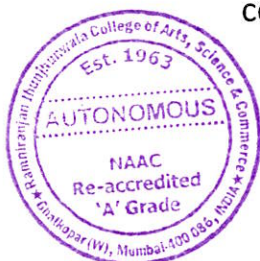
2013 & 2014: 'Jagar Jaanivancha Award' by Govt. of Maharashtra 2016: ISO 14001:2015 2016: ISO 9001:2015 2017: ISO 27001:2013

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## ORGANISATIONAL LEVEL

1. **Recruitment:** Ramniranjan Jhunjunwala College is an equal opportunity institution which includes equal opportunity in recruitment.
2. **Prevention of sexual harassment:** An internal complaint committee is formed as per UGC guidelines which are in conformity with the verdict of Hon'ble Supreme court of India on Vishaka Vs State of Rajasthan and the special legislation on sexual harassment titled sexual harassment of women at workplace, (Prevention, Prohibition, and redressal) Act, 2013. The committee shall function as provided in the guidelines of University Grants Commission (Prevention, Prohibition, and redressal of sexual harassment of women employees and students in higher educational institutions Regulation 2015), notification dated 2<sup>nd</sup> May 2016.
3. **Maternity and Paternity Benefit:** Female staff members are entitled for 180 days paid maternity leave. Paternity leave for 15 days is given to male employee when a child is born.
4. **Gender sensitive infrastructure:** Our institution makes all possible effort to have a gender sensitive infrastructure for all genders. There are separate washrooms for men and women. Separate girls' common room. College has installed sanitary napkin vending machines in girl's common room. Three lady attendants for maintain the cleanliness of the girl's common room and girls and women washrooms. CCTV surveillance for safety and security. Girls common room in first floor next to college office for safety.
5. **Equal opportunity** for all to participate in all activities both intra and inter collegiate viz. co-curricular, extracurricular, sports etc.
6. **Capacity building:** Special measures shall be undertaken to facilitate staff capacity building processes and trainings to enhance clarity on gender issues.
7. **Counselling Centre:** Available on the ground floor with full time counsellor for personal counselling.



  
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## PROGRAMME LEVEL

- Academic program will address issues of gender in a responsible manner
- All Programmes of the organisation shall integrate the efforts for ensuring that all voices are heard at various forums.

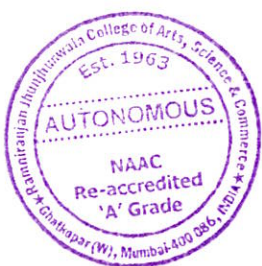
## Activities

- The College conducts orientation programs, seminars, and workshops for gender sensitisation
- The gender equity cell conducts programs and identifies a student as a gender champion every year
- The college women development cell will conduct programs to address issues related to gender, like menstrual hygiene, premarital counselling, legal rights of women. They will also organise programs to commemorate special days like Smt. Savitri bai Phule birth anniversary, international women's day.
- The students as a part of extension activity will conduct street play to promote gender equity, Beti Padhao Beti Bachao Abhiyan, No Dowry.
- The college will associate with NGOs for gender sensitisation programs
- Programs organised by counsellor on stress related issues, anger management, mental health.

## Gender Audit

The college will conduct gender audit to achieve the following objectives

- To find out areas where gender imbalance exists and factors behind it.
- To establish a robust gender balance in decision making processes in all areas of the college activities.



  
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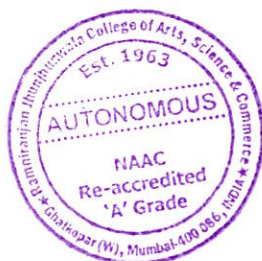
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- Suggest corrective measures for bridging the gender gap
- To foster gender equality in college campus
- To prevent sexual harassment in the premises and beyond

### Empowered committees for proper implementation of gender policy

1. Internal Complaint Committee (ICC)
2. College women development cell
3. Gender equity and gender champion committee
4. Vigilance squad
5. Grievance redressal committees



  
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