



GENDER EQUITY POLICY

Introduction

Higher education campuses have a special role in promoting gender equity between women and men. Gender equity prevents violence against women and girls. Gender equity is a goal in itself and peaceful development. Gender equity is achieved when women men, girls and boys have equal rights, conditions and opportunities, and the power to shape their own lives and contribute to the development of society.

The policy involves a process of being fair to women and men so that women can equally enjoy socially valued goods, opportunities, resources and rewards. A society attains better development in all aspects when both genders are entitled to similar opportunities gender equality and equity is at the centre of functions. It aims at ensuring both women and men (staff and students) are considered equal and treated equally in terms of dignity and rights.

Scope of the Policy (for employees)

The Workplace Gender Equality Policy applies to all the employees of the college whether full time or part time, temporary or permanent and wherever they are located within college's offices.

It covers:

- a) Professional development
- b) Safe working environment
- c) Management and accountability
- d) Grievances and disciplinary action

Scope of the Policy (for students)

The Gender Equality Policy applies to all the students whether they are regular or private students and wherever they are located within college's offices.

- a) Safe working environment
- b) Equal opportunities for students
- c) Grievances and disciplinary action.



Govt. Degree College, Timarni, District – Harda(M.P.)

**[208], NAAC STATUS "B+", REGISTER WITH UGC UNDER 2(F) AND
UNDER 12 (B)**



INITIATIVES

NCC wing
for girls

NSS unit for
girls

Girls'
Waiting Hall

Women's
Grievance
Redressal
Cell

Sports
Officer -
Girl's
Division

Celebration
of Women's
Day

Gao Ki Beti
Yojna &
Pratibha
Kiran
Scholarship



Govt. Degree College, Timarni, District – Harda (M.P.)

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UNDER 12 (B)**



The College will:

1. Promote a working environment where all employees and students are treated with respect and dignity
2. Ensure that no-one is disadvantaged by conditions and requirements which cannot be shown to be relevant to performance.
3. Challenge discriminatory behaviors or attitudes wherever they occur.
4. Respond swiftly and sensitively to any incidences of discrimination.
5. Ensure that we take account of the needs of our female employees and girl students.
6. Celebrate a diverse workforce to ensure fair treatment.

Director/Co-ordinator
Internal Quality Assurance Cell
Govt. Degree College, Timarni (3208,
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PRINCIPAL
Govt. Degree College, Timarni
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