



*Anand Charitable Sanstha, Ashti's*  
**Anandrao Dhonde Alias Babaji Mahavidyalaya,**  
**(Arts, Commerce and Science)**  
*Kada, Tal. Ashti. Dist. Beed 414 202 (Maharashtra)*

## **Criteria VII**

### **7.1.1 Gender Policy**

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## Gender policy

### 1. Introduction:

To achieve the progress of mankind it is necessary of Equality and Non- discrimination. Gender sensitizing concepts are needful to understand people and understanding these concepts would help in sensitizing people about curbing the gender biases prevailing in the society and would help in empowering women to achieve their goals. We must know that how gender discrimination is based on stereotyping of male and female qualities. Gender quality is not only fundamental human rights but is a necessary foundation for a peaceful and sustainable world. We can adhere to gender equality by providing equal access to education, decent work, and representation in political and economic decision making processes.

### 2. Aim :

To ensure equality of all opportunities between men and women so that development of efforts has an equal impact on all gender.

### 3. Objectives Of The Policy:

- Ensure equal opportunity to all women without any discrimination on the basis of gender.
- Creation of gender sensitized environment
- To prevent and redress violation of National Acts that prohibits gender injustices.
- To ensure freedom for all genders to express free and fair opinions.

### 4. Jurisdiction:

This policy covers any act of injustice, violence, decimation and insensitivity to any female employee or student working or studying in Anandrao Dhonde Alias Babaji Mahavidyalaya, (Arts, Commerce and Science), This policy will guide its activities and functions including:

- Teacher student relationship
- Recruitment, Admission and enrollment
- Career advancement and Leadership
- Skills Development Opportunities
- Formations of academic and non academic committees
- Access to the campus and infrastructural and Resources
- Curricular, co-curricular and extracurricular Events and programmes
- Research, teaching and extension



## 5. **Implementing Guidelines:**

*Anandrao Dhonde Alias Babaji Mahavidyalaya, Kada* will establish necessary committees such as Women Grievance Redressal Cell, Sexual Harassment committee etc., that will look into implementation of the aims and objectives of this policy. The implementation mechanism will include **Prevention, Prohibition and Redressal mechanism.**

The implementing guidelines;

- Either conscious or unconscious bias or discrimination against women will not be tolerated in any activity and process.
- To ensure the policy of equal representation of men and women in all recruitment, promotions and in all types opportunities.
- Special focus will be given to improve women's participation and representation in activities where women are underrepresented.
- No student will be denied admission on the ground of gender
- A policy of fair treatment of male and female students alike will be deployed in evaluating process
- In the teaching and learning process of all programmes gender sensitive approaches practiced.
- Campus will be enriched with women specific infrastructure facilities.
- College will organize annually at least two programmes towards gender awareness and sensitization besides International Women's Day.

## 6. **Teacher –Student Relationship-**

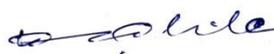
- Human rights of women students will be protected and given preference whenever teacher student relationship conflict issues may occur.
- Whatever grievances appear and arise will be treated as per legal procedures incorporated by law
- The conflict issues will be monitored, governed and resolved by Anti-sexual Harassment Committee as per rules and regulations laid by statutory bodies.

## 7. **Gender Equity Monitoring, Review and Evaluation-**

- A steering Committee of the college will oversee the implementation of the Policy and the evaluation of any grievances
- Grievances received by the anti sexual Harassment committee should be reported to the principal and referred to the relevant body for redress at earliest.

## 8. **Accountability and Transparency-**

- Annual Reports of the Anti-sexual Harassment should be displayed on the website. A minimum of 2 meetings per year is mandatory for the concerned committees. The annual reports of all committees related to gender policy and programs are shared with management. Names and contact details of all the relevant Committee members should be displaced on the college website and in prominent places on the campus.

  
PRINCIPAL  
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