



DAAR-UL-REHMAT TRUST's

A.E. KALSEKAR DEGREE COLLEGE

KAUSA, MUMBRA

Permanently Affiliated to University of Mumbai

Accredited by NAAC with B++ Grade

ISO certified 9001:2015



Gender Policy

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In India discriminatory attitude towards female has existed for generation and affected the lives of both the genders. Although Indian Constitution has granted equal rights, gender disparity still continuous to exist in every realms of Indian lives. The Indian society has always been a hub of discrimination making women a victim of exploitation. Recent research has revealed that if any of the gender is exploited or discriminated progression will be hampered.

The Women Development Cell of A.E Kalsekar Degree College is concerned with the above issue and has been working towards Gender Equality and Sensitization in the college.

As **Simone de Beauvoir** said, “One is not born a woman but becomes one”. So, in order to change this, we must give explicit support to the participation of women, in particular in decision making, so as to achieve women’s empowerment.

The Women Development Cell exists as mandatory body as per section 3.2 (15) of UGC guidelines (Prevention, Prohibition and Redressal of Sexual Harassment of Women employees & students in higher educational institutions) Regulations, 2015. The WDC works in close association with Internal Complaint Committee (ICC) in addressing complaints received regarding sexual harassment within the institute as per the section 4 of the UGC guidelines.

Mission – To create an effective framework to ensure equal rights and opportunities for women in the family, community and nation as a whole.

Objectives

1. To sensitize the students about gender role & gender equality.
2. To educate female students about Women’s Rights & legal provisions.
3. To educate students about importance of Health & self-care.
4. To create awareness and motivate students, to take career opportunities and become financially independent.
5. To build confidence amongst females to face challenges of today’s Competitive world.
6. To adopt measures for preventing sexual harassment in the Institute.

Facilities for Females:

A) Entrance: The average strength of the college is about 2000 students.

The college has two big entrance gates for easy accessibility of females.

B] Stair case: The College has made separate arrangements of staircase for male & female students.

C] Reading Room: An independent Reading room facility in the library is made available for women.

D] Separate book issuing Window: The College Library has separate book issue counters for male & female students.

E] Ladies Common Room with attached Washroom: The College has separate furnished common rooms for Female & Male students, wherein they can relax, pray and indulged in personal activities.

F] Washrooms: There is separate floor wise washrooms for male & female students.

G] Drinking Water: The College has cool drinking water facilities for female & male students.

H] Canteen: The College provides canteen facility for the students.

Prevention of Sexual Harassment: As an institution of higher education engaged in teaching, research and promotion of knowledge, the College takes its responsibility in sensitizing its students about all forms of discrimination and harassment, especially sexual harassment in College campus.

As per the provisions of Mumbai University & Internal Complaint Committee has been created to receive and sort out cases of female violence. The ICC, it formed according the stature provided by the University.

Gender Sensitization Programmes & Activities:

1. The WDC organizes Gender sensitization & equality programmes in collaboration with Majlis (NGO for Women welfare)
2. Guest lectures on legal rights, Health & Hygiene, Mental Well-being of females are regularly organised.
3. Celebration of International Women's Day on 08th March is conducted every year to appreciate women empowerment.
4. The WDC collaborates with departments to organize Verbal & Non- Verbal Events on the theme of Women related issues.
5. Workshops on career opportunities are organised to motivate female students to take up high position in offices.
6. The college facilitates female participants in both collegiate and intercollegiate sports.
7. Experts lectures on Respect towards women are organized regularly. With the above Policy, the WDC is leading the college to provide a safe, secure and progressive educational environment for females.