



॥ विद्या विनयेन शोभते ॥

Janardan Bhagat Shikshan Prasarak Sanstha's
**RAMSHETH THAKUR COLLEGE
OF COMMERCE & SCIENCE**

Plot no-1, Sector-33, Kharghar, Navi Mumbai – 410210

Affiliated to University of Mumbai

ISO (9001:2015) & (14001:2015) Certified

Estd. 2010-11

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Internal Quality Assurance Cell (IQAC)

POLICY ON GENDER EQUALITY & WOMEN EMPOWERMENT

INTRODUCTION:

The constitution of India gives equal rights to people from all strata of society. These rights include the right to education, the right to freedom of speech, the right to practice any profession or occupation, right to equality and many more. According to articles 14 to 18 of the Indian Constitution, any kind of discrimination on the grounds of religion, race, caste, place of birth & gender is strictly prohibited. Ramsheth Thakur College of Commerce & Science, Kharghar, Navi Mumbai, respecting the Indian constitution, always makes sure that gender discrimination is not practiced in any possible way & at any level. The institution strives to create an atmosphere in which every student and staff feel safe and equally important. The institution has been a secure place for education for students belonging to any gender; with special attention given towards girls' privacy & security. The institution tries to maintain harmony among men and women working & studying inside the campus by giving equal opportunities given to any gender to participate in any decision-making process for its betterment.

OBJECTIVES:

- 1) To eliminate gender discrimination from the admission procedure and make the admission procedure transparent and purely merit based.
- 2) To remove gender discrimination in the employment process and make the process purely merit based and performance based.

- 3) To prioritize health & hygiene of girls by providing clean and sanitized infrastructure for them and providing sufficient health related facilities in case of any medical emergency.
- 4) To create a safe and secure environment for girl students studying in the college and women working in the college by implementing strict laws against any kind of misconduct and sexual harassment by either students or staff members.
- 5) To create an environment for women that promotes women empowerment through organization of various health related, entrepreneurship related and empowerment related activities.

POLICY ON GENDER EQUALITY:

In order to empower gender equality & eliminate gender discrimination, Ramsheth Thakur College of Commerce & Science, Kharghar, Navi Mumbai operates on the basis of certain guidelines as stated below.

- 1) The main stakeholders of this institution are its students, which include boys & girls. The first step for the students is "Admission." The institution does not allow gender discrimination in the admission process. The admissions are given to the students purely on the basis of their performance in the previous classes and on the basis of allowed strength of students for the given course.
- 2) Professors and the members of non-teaching staff (office superintendent, clerks, attendants, peons, etc.) are the key members of any educational institution. The success of any educational institution depends on the quality of teachers. The institution makes sure that the selection procedure of its staff members is purely merit & performance based and not gender driven. Equal opportunities are given to male & female candidate with provision for women reservation as per guidelines issued by government of Maharashtra, Government of India & UGC time to time.
- 3) Women go through various health related problems on daily basis; some of which are directly or indirectly related to cleanliness & sanitization. Therefore, the institution takes care of health & hygiene of girl students and lady staff members by providing clean & sanitized toilets and sanitary pad vending machines at various places inside the campus. Any health-related issue with girls is dealt with care and emotion and a proper treatment is provided to the girls either with the help of "First Aid Kit" or by admission to the hospital with consent from their parents.
- 4) The institution does not tolerate misbehaviour or misconduct with women either in the form of uncomfortable physical touch or any kind of harsh as well as vulgar language. Any person, may it be a student or a staff member, will be liable to strict actions against him/her. The action taken may be in form of suspension for a specific period of time from the college or permanent cancellation of admission in case of a student and may be termination of appointment in case of staff members.
- 5) Digital devices such as mobile phones and smart watches have become the closest friend of the students these days and the use of internet, camera and a vast variety of social media applications has a positive as well as negative impact on the student's life. Use of digital/smart devices for any evil activity, such as defamation of anyone's character on

social media applications and ultimately in the society or recording some private content related to anyone or sexual harassment/exploitation through social media applications or use of abusive language and inappropriate symbols e.g. emojis, is strictly prohibited. Any student or any employee found to be using these such devices for the purpose of any evil digital activity and found to be guilty will be liable to strict actions, either permanent cancellation of admission from college in case of a student or termination of appointment in case of staff members.

- 6) Any kind of unwelcome act or behaviour, whether directly or by implication, such as physical contact and advances, a demand or request for sexual favours, making sexually coloured remarks, showing pornography and any other unwelcome physical, verbal or non-verbal conduct of sexual nature may be considered as sexual harassment. Any student or any employee found to be practicing any of the above-mentioned acts of sexual harassment and found to be guilty will be liable to strict actions, either permanent cancellation of admission from college in case of a student or termination of appointment in case of staff members.
- 7) The institution works on moral values and follows work ethics. The recruitment procedure followed by the institution is transparent and purely merit & performance based. Any kind of unethical behaviour in the employment process, such as implied or explicit promise of preferential treatment in her/his employment or implied or explicit threat of detrimental treatment in her/his employment or implied or explicit threat about her/his present or future employment status or interference with her/his work or creating an intimidating or offensive or hostile work environment for her/him or humiliating treatment likely to affect her/him health or safety, may be treated as a practice of sexual harassment. Any employee found to be practicing any of the above-mentioned acts of sexual harassment in the recruitment process and found to be guilty will be liable to termination of his/her appointment permanently from the institution.
- 8) The institution promotes women empowerment by celebrating various national/international days of special importance and organizing activities that facilitate growth of women in the society and improving the status of women in the society. The institution organizes activities that sensitize girl students about the importance of health & hygiene, mental & physical health, safety and privacy, entrepreneurship among girls. Staff members and students are sensitized about the fundamental rights of a woman to equality under articles 14 and 15 of the Constitution of India and her right to life and to live with dignity under article 21 of the Constitution and right to practice any profession or to carry on any occupation, trade or business which includes a right to a safe environment free from sexual harassment by organizing workshops and awareness programmes at regular intervals.

