



**OFFICE, PRINCIPAL GOVERNMENT TULSI COLLEGE, ANUPPUR**

**Affiliated to Awadhesh Pratap Singh University Rewa (MP)**

Registered Under Section 2 (F) & 12 (B) of UGC Act

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## **Gender sensitization Policy**

**GOVERNMENT TULSI COLLEGE,  
ANUPPUR (M.P.)**

**FOR**



## **Gender Sensitization Policy**

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Govt. Tulsi College Anuppur  
Dist. Anuppur (M.P.)



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शासकीय तुलसी महाविद्यालय अनूपपुर, (म.प्र.)

Affiliated to Awadhesh Pratap Singh University, Rewa (M.P.)

## Gender Sensitization Policy

Education is the cornerstone of a democratic society, and it holds the potential to foster gender sensitization, which is essential in shaping attitudes towards embracing gender equality as a foundational societal value. A gender-sensitive environment aids female students in realizing their full potential, bolstering their self-esteem and confidence.

Government Tulsi College recognizes its role in sensitizing students to gender-related matters through diverse programs, necessitating the adoption and implementation of a comprehensive gender sensitization policy.

### Objectives of the Gender Sensitization Policy:

#### 1. Establishment of Women-Friendly Infrastructure:

- Creating a safe and welcoming physical environment for women is paramount.
- This includes providing separate restroom facilities, breastfeeding rooms, adequate lighting, and robust security measures.
- Ensuring accessibility for women with disabilities.
- Fostering a conducive and respectful atmosphere for female employees and students.

#### 2. Formation of Internal Complaints Committees:

- The constitution of well-structured Internal Complaints Committees (ICCs) with both male and female members, led by a senior female employee.
- Instilling Positive Values:

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- Nurturing positive values to cultivate an atmosphere of justice and equality, eradicating biases in developing minds, thereby contributing to a just society.
- Fostering an understanding that the rights of every woman are equally significant to those of her male counterparts.
- Promoting behavioral change through heightened awareness of gender equality.
- Cultivating an open-minded society.
- Empowering women with essential skills and confidence to participate equitably in societal progress.
- Enhancing leadership skills and organizational abilities among female students.

### 3. Spreading Awareness:

- Ensuring employees comprehend their rights and the procedures for reporting cases of sexual harassment.
- Equipping students with knowledge about their constitutional rights, gender equality, security measures, and providing guidance.
- Conducting regular training sessions and workshops to raise awareness among students and staff regarding legal frameworks and available redressal mechanisms.
- Fostering a culture of zero tolerance for sexual harassment and fostering a secure and respectful workplace for all staff.
- Generating awareness on women-related issues through extension services.

### Gender Sensitization Policy Measures and Activities:

To achieve these objectives, the college will undertake the following initiatives:

1. Interactive sessions between staff and students, including lectures, seminars, talks, workshops, and debates, to promote gender sensitization through open dialogue.
2. Encouraging girls' participation in the NCC and NSS wings of the college, fostering strength, confidence, and leadership qualities.

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3. Establishing a common room for girls, ensuring their convenience, and providing sanitary vending machines.
4. Organizing counseling camps periodically to address women's health and safety concerns.
5. Raising awareness about women's role in socio-economic development through activities like posters, paintings, speech competitions, and street plays on International Women's Day.
6. Allocating 33% of student union seats and 50% of admission seats to girl students.
7. Establishing a Women Empowerment and Harassment Prevention Cell to address gender-related issues, providing redressal for complaints from female students and both academic and non-academic female staff.

### **The Women Empowerment and Harassment Prevention Cell:**

In response to the need for safeguarding women's rights at workplaces, a Women Empowerment and Harassment Prevention Cell has been formed at Government Tulsi College. This cell is guided by the **Vishakha Guidelines** and the '**Sexual Harassment of Women at Workplace Act**' ensuring a workplace free from discrimination and harassment.

Under this act, any woman has the right to seek civil and criminal action against workplace sexual harassment. The Women Empowerment and Harassment Prevention Cell accepts complaints, conducts investigations, and submits reports within 30 days. If the accused is found guilty, appropriate action will be taken under IPC sections.

In conclusion, the Gender Sensitization Policy of Government Tulsi College aims to create a supportive and inclusive environment, fostering gender equality and empowering women. Through comprehensive measures and actions, the college endeavors to shape a society that values and respects the rights of all individuals, regardless of gender.

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