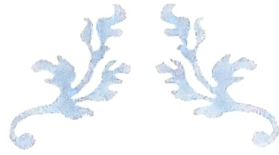




॥ विद्या सर्वस्य भूषणम् ॥

Prabodhan Education Society's  
**Vidya Prabodhini College of Commerce, Education,  
Computer and Management**  
Vidyanagar, Parvari Goa



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**Gender Equity and Sensitivity**

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**Policy Document**



*“Excellence, Everywhere, Everytime”*



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# POLICY FOR GENDER EQUITY AND SENSITIVITY

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**Prabodhan Education Society's  
VIDYA PRABODHINI COLLEGE OF COMMERCE, EDUCATION,  
COMPUTER & MANAGEMENT**

Vidyanagar, Alto-Parvari, Goa  
(Affiliated to Goa University & Approved by NCTE)  
Recognised by U.G.C. under Section 2 (f) and 12 (B) of the UGC Act 1956)

*Excellence Everywhere Everytime*

# CONTENTS

TITLE	PAGE NO.
<b>PART ONE</b>	
1.1 Preamble	
1.2 College's Vision for Gender Equality	
1.3 Guiding Principles	
1.4 Objectives of the Policy	
1.5 Anticipated Outcomes of the Policy	
<b>PART TWO</b>	
2.1 Definitions	
2.2 Jurisdiction	
2.3 Implementing Guidelines	
2.4 Teacher-Student Relationship	
2.5 Monitoring and Review	
2.6 Amendments to the Policy	
<b>PART THREE</b>	
3.1 Additional Measures	
<b>PART FOUR</b>	
4.1 Accountability and Transparency	

## **PART ONE**

### **1.1 Preamble**

Vidya Prabodhini College is dedicated to fostering a community where students, teachers, and staff can work together in a safe and inclusive environment, free from any form of gender violence, harassment, exploitation, intimidation, and discrimination. We firmly believe in the right to freedom of expression and association, while also advocating for gender equality and condemning all forms of gender discrimination and violence. To achieve this, it is essential for every member of the college to embrace a zero-tolerance stance towards discrimination and reject gender stereotypes. The knowledge, perspectives, actions, and sensitivity of both staff and students must be utilized to create and maintain a gender just environment in all aspects of college life, including learning, teaching, research, administration, and management. This policy, known as the Vidya Prabodhini College Policy for Gender Equity and Sensitivity, will govern all college operations and ensure equal opportunities for women.

The college will place significant emphasis on promoting gender equality, sensitivity, equal opportunity, and diversity. Everyone within the college community shares the responsibility of not only upholding and realizing the objectives of this policy but also adhering to the principles of respect, tolerance, and consideration in both words and actions.

### **1.2 College's Vision for Gender Equality**

Vidya Prabodhini College firmly believes in providing equal opportunities for everyone on campus, ensuring that no gender-based discrimination takes place when offering opportunities.

### **1.3 Guiding Principles**

Gender equality is not just a national commitment but an international one, as it is recognized as a crucial Sustainable Development Goal. Gender inequality, violence, and discrimination are universally condemned as violations of human rights, infringing upon common dignity, and encroaching on life and liberty, as outlined in the Constitution of India and fundamental rights. India's support for gender equity, sensitivity, and equal opportunity is

reflected in various provisions of the Constitution, including Articles 14, 15, 19(1)(g), and 21. Furthermore, India's ratification of international agreements like the International Covenant on Economic, Social and Cultural Rights in 1979 and the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) in 1993, as well as its commitment to the resolutions of the Fourth World Conference on Women in Beijing in 1995, further demonstrate the country's dedication to gender equity. This policy will be guided by the principles outlined in these agreements and commitments.

**International Instruments:**

1. Universal Declaration of Human Rights, 1948
2. International Covenant on Economic, Social and Cultural Rights (ICESCR), 1966
3. Convention on the Elimination of All Forms of Discrimination against Women, 1979
4. Convention on Rights of Persons with Disabilities, 2006

**Indian Legislation:**

1. The Sexual Harassment of Women at Workplace (PREVENTION, PROHIBITION and REDRESSAL) Act, 2013
2. The Criminal Law (Amendment) Act, 2013
3. Protection of Women from Domestic Violence Act, 2005
4. The Indecent Representation of Women (Prohibition) Act, 1986
5. The Immoral Traffic (Prevention) Act, 1956
6. The Indian Penal Code, 1860
7. The Indian Evidence Act, 1872

**Others:**

1. UGC Saksham Measures for Ensuring the Safety of Women and Programmes for Gender Sensitization on Campus.

### 1.3 Objectives of the Policy

- a) To uphold the national commitment to achieving gender equality.
- b) To proactively prevent any violations of national legislation that prohibits gender injustices, and to address any infringements of gender-based rights, while also promoting the empowerment of women.
- c) To cultivate an environment that is sensitive to gender differences, respecting the diverse experiences of gender and acknowledging the intersectionality with other marginalized identities.
- d) To guarantee equal opportunities for all women, placing emphasis on the elimination of discrimination.
- e) To establish effective measures for preventing and addressing gender-based violence and discrimination, including sexual harassment, within the Goa University.
- f) To ensure strict adherence to the implementation of this policy in both its exact wording and its intended spirit.

### 1.6 Anticipated Outcomes of the Policy:

The Gender Equity Policy on campus is expected to produce the following results:

- a) Education of both female and male students to equip them for a fulfilling, responsible, and productive life, encompassing work both inside and outside the home.
- b) Delivery of a curriculum that caters to the educational needs and rights of female students, as well as male students, taking into account its content, language, and methodology
- c) Recognition and respect for positive cultural values and individual differences.



- d) Adoption of a curriculum that challenges unfair cultural practices and acknowledges the contributions of women to society, along with the contributions of diverse groups of men.
- e) Promotion of the development of positive attitudes and behaviours in male and female students that foster social responsibility, empathy, and equal, nonviolent relationships.
- f) Provision of a stimulating learning environment that is socially and culturally supportive, ensuring the comfort of both female and male students.
- g) Preparation of female and male students to assert their rights to personal respect and safety, creating a secure environment free from all forms of harassment and violence.
- h) Allocation of financial and human resources to guarantee the full and equal realization of the capacities of both male and female students.
- i) Recognition of the need for effective changes and long-lasting improvements on campus, inspiring a high level of awareness, understanding, and acceptance of the educational needs of female students among students, parents, teachers, management, and all stakeholders.



## PART TWO

### 2.1 Definitions

**Gender:** While the term ‘Gender’ in a broader context refers to social constructions of attributes, relationships and opportunities associated with being male and female, for the purpose of this policy the term gender refers only to those who publicly identify with being female.

**Employee** means any person who is a current employee of the institution, and includes permanent, fulltime, part-time, and contracted staff.

**Student** means any person registered at college currently for academic purposes.

**Resources** include physical resources as well as resources in terms of guidance, online resources, academic resources.

**Facilities** means all infrastructural facilities and educational facilities provided by the college.

**Equity** means fair and equal treatment for all based on their needs. To ensure equity, treatment that is different but which is considered equivalent in terms of rights, benefits, obligations and opportunities might be required.

**Unconscious Bias** means a bias one may have towards an individual without conscious awareness of the impact of one's attitudes or behaviour.

### 2.2 Jurisdiction

This policy covers any act of injustice, violence, disclination and insensitivity to any employee or student in college.

This policy will guide the college in all its activities and functions including:

1. Recruitment
2. Promotions and Leadership
3. Staff Development Opportunities
4. Formation of Committees
5. Leave
6. Admission Process and Enrolment
7. Curriculum
8. Evaluation





9. Teacher-Student Relationship
10. Events and Programmes
11. Research and Teaching
12. Facilities and Resources
13. Training
14. Participation

Not limited to the above.

### 2.3 Implementing Guidelines

The college will establish committees on a regular basis to execute the aims of this policy. These committees will be formed in accordance with various acts, such as the Internal Complaints Committees under the Sexual Harassment of Women at Workplace (PREVENTION, PROHIBITION, and REDRESSAL) Act of 2013. Important points outlined in this policy include:

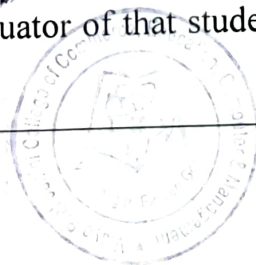
1. Prohibition of gender stereotyping: It is strictly forbidden to categorize individuals based on their gender.
2. Elimination of bias and discrimination: All forms of bias and discrimination, including unconscious bias against women, will not be tolerated.
3. Gender sensitivity in recruitment and promotions: Gender sensitivity will be practiced in all processes of recruitment, promotions, and opportunities for leadership. This is to uphold the policy of ensuring equal representation of both men and women.
4. Fair treatment in professional development opportunities: Gender-based discrimination will not play a role in the selection of staff for professional development opportunities and training.
5. Enhancing women's participation: Special attention will be given to enhancing the participation and representation of women in all areas as well as any other field or discipline where women are underrepresented.
6. It is essential to include representation from women in the formation of any Committee.
7. In accordance with National policies, special leave will be provided for women.
8. Gender shall not be a factor in denying admission to any student.
9. Gender sensitivity will be integrated into curriculum development, and a thorough analysis from a gender perspective will be included in all disciplines, as relevant.



10. When assessing students, there will be a policy of equitable treatment for both male and female students.
11. When organizing any event or programme, including meetings and conferences, a gender-sensitive approach will be adopted, ensuring that women staff and students are treated with due respect and given appropriate representation.
12. In accordance with the guidelines set forth in the OM No.4-2/2014-WW dated 3 June 2015 by the Ministry of Women & Child Development, Government of India, the Gender Champions (GC) Programme will be implemented.
13. It is mandatory for all staff members and students to participate in training programs focused on gender awareness and sensitivity.
14. The promotion of research centered around gender will be encouraged across all academic disciplines.
15. Teaching and learning processes across various disciplines will incorporate gender-sensitive approaches.
16. The college will provide dedicated infrastructure facilities for women on campus. The construction or renovation of infrastructure and other resources will specifically address the needs of women.
17. The College will adhere to UGC's 'Saksham' Measures, which aim to ensure the safety of women on campus. Additionally, gender sensitization programs will be implemented.
18. Proactive measures will be taken to facilitate and encourage the active participation of women students and employees in college activities.
19. International Women's Day (March 8) will be commemorated by the college.
20. In addition to the awareness and sensitization programs organized by the ICC and activities of the Gender Champions Program, every department of the College will organize a minimum of one annual program focused on gender awareness and sensitization.

### **Teacher – Student Relationship**

1. Teacher-student romantic or sexual relationships will be seen as an abuse of power by the teacher against the student, even if a complaint is not lodged by that or any other student. This issue adversely affects academic and professional ethics.
2. Particularly when the teacher concerned is a supervisor, mentor, educator, adviser and evaluator of that student it cannot be viewed as



- 'voluntary consent' by the student because of the inherent unequal nature of the relationship.
3. A student who has broken off a relationship is also vulnerable of being graded with low marks.
  4. The student might fear victimization and therefore not be in a position to opt out of the relationship with the teacher. The student might feel vulnerable and fear biased evaluation.
  5. There is also the possibility that the student has felt pressurized all along to "consent" to the relationship for fear of being victimized.
  6. Even if academic evaluations are kept completely independent of personal involvements, it is likely that there will be an appearance of bias in the eyes of other students and staff. The other students in the class might suspect favoritism including in evaluation and grading. Faculty members/teachers have a responsibility to avoid any apparent or actual conflict between their professional responsibilities and personal relationships with students.
  7. The following are instituted to protect the rights of women students, to prevent sexual abuse or any unfair advantage or disadvantage resulting from personal relationships and to preserve the integrity and objectivity of the educational process:
    - a) Sexual relationships between teachers and students represent a serious conflict of interest and abuse of trust. There is considerable trust vested in a faculty member, who, in turn, bears authority and accountability and therefore this trust should not be abused. There is inherent unequal power by virtue of the teacher's role and title, which heightens the vulnerability of students and the potential for coercion in such relationships.
    - b) It is the duty of the teacher to maintain the boundaries between intellectual development and personal life.
    - c) In the interest of upholding the goals and ideals of the learning process, a teacher who is in a romantic/sexual relationship with a student should be removed from supervision and evaluation, as the possibility of favoritism in assessment is possible.
    - d) Most students would be apprehensive about lodging a formal written complaint particularly when they are aware that there is no clear policy mandate against a teacher student romantic/sexual liaison. This policy should therefore supplement the existing policy on Sexual Harassment and allow for inquiries to

be conducted by institutional heads into reports that are brought to their notice even in the absence of written complaints. If such reports appear to be accurate, disciplinary action and remedial measures against the teacher or supervisor involved should be taken.

## **2.5 Internal Complain Committee : Review and Evaluation**

1. An Internal Complain Committee will be established at colleges to oversee the implementation of the Gender Equality Policy and address any grievances.
2. The Committee will consist of both male and female employees and students, ensuring equal representation.
3. The Committee will diligently record gender-disaggregated data pertaining to all aspects of the colleges' operations.
4. The Committee will annually report its findings to the institution's head. In the event of no grievances received during a particular year, the ICC will still submit a report detailing the proactive measures taken to implement the Policy.
5. Any grievances reported to the Committee will promptly be conveyed to the Institution's Head and referred to the appropriate body for redress within a month's time.

## **2.6 Amendments To the Policy**

1. No changes can be implemented to this policy without engaging in prior consultation with all relevant parties, namely female students and female employees.
2. Any proposed adjustments to the policy should be disseminated, allowing the stakeholders a minimum of one month to provide their valuable input and response.



## PART THREE

### 3.1 Additional Measures

This policy considers other relevant College Programmes, Policies, related documents and initiatives, including:

1. College Policy (Preventive and Remedial) on Sexual Harassment of Women at the Workplace (Currently being modified) and the Internal Complaints Committee set up under the POSH Act 2013.
2. UGC Saksham Measures for Ensuring the Safety of Women and Programmes for Gender Sensitization on Campuses
3. Gender Champions Programme.
4. Equal Opportunity Cell and SC/ST Cell.
5. Women's Cell
6. College Guidelines for Academic Ethics
7. Grievance Redressal Committee
8. Anti-Ragging Committee



## PART FOUR

### 5.1 Ensuring Responsibility and Openness

1. In accordance with this policy, it is obligatory for colleges to establish Internal Complain Committee.
2. The annual reports of the Internal Complain Committees must be made visible on the website.
3. The Internal Complain Committees are required to hold a minimum of two meetings per year.
4. The names and contact information of all Internal Complain Committee members shall be prominently displayed on the College website as well as in noticeable locations on the campus.



*Ahosaas*

**IQAC Coordinator**

**Vidya Prabodhini College of Commerce,  
Education Computer & Management  
Vidyanagar, Parvari - Goa.**



**PRINCIPAL**

**Vidya Prabodhini College of Commerce,  
Education Computer & Management  
Vidyanagar, Parvari - Goa.**