



Dr.V.S.KRISHNA GOVT. DEGREE COLLEGE

(AUTONOMOUS)

NODAL RESOURCE CENTRE & AU CENTRE FOR RESEARCH

Maddilapalem, Visakhapatnam – 530013, Andhra Pradesh.

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GENDER POLICY

INTRODUCTION:

Article 15 of the Indian Constitution states the need for gender equality in schools, colleges, universities and workplaces. This was communicated by the University Grants Commission (UGC) in a letter to all educational institutions (HEIs). As per the UGC (Promotion of Equity in Higher Educational Institutions) Regulations [3(2) (h)] 2012, which prohibits discrimination and promotes equality among students, Dr. V.S. Krishna Government Degree College(A), Visakhapatnam, is committed to promoting gender equality and creating an inclusive environment for all students, staff, and faculty members.

Dr. V.S. Krishna's Gender Audit Policy is designed to assess and improve gender sensitivity and equity within the institution. The gender policy enables the institution to identify gender disparities, analyse the underlying causes, and recommend strategies to foster a gender-balanced academic and working environment. The policy has formulated aims and objectives and certain initiatives like the establishment of a **Women Empowerment Cell**, **Grievance redressal Cell** and **Anti-ragging Cell** to eliminate gender inequalities on the campus.

VISION:

To create an inclusive, equitable, nurturing and empowering academic environment that respects and values gender diversity, fostering a culture of mutual respect and equal opportunities for all students, faculty, and staff, thereby contributing to the holistic development of individuals and the advancement of society.

MISSION:

1. **Promote Gender Equality:** Implement policies and practices that ensure equal opportunities for all genders in admissions and other academic and administrative committees.

2. **Raise Awareness:** Conduct regular workshops, seminars, and training sessions to raise awareness about gender issues, discrimination, and the importance of gender equality among students, faculty, and staff.
3. **Support Systems:** Establish and maintain support systems such as counselling services, grievance redressal mechanisms, and mentorship programs to address and resolve gender-related issues and concerns.
4. **Inclusive Curriculum:** Integrate gender-related lessons/ chapters and perspectives into the curriculum to educate and sensitize students about gender diversity and equality.
5. **Safe Environment:** Ensure a safe and inclusive campus environment by implementing strict anti-harassment policies, providing gender-neutral facilities, and promoting a zero-tolerance stance against any form of gender-based violence or discrimination.
6. **Community Engagement:** Collaborate with local communities, organizations, and other educational institutions to promote gender equality and share best practices.

OBJECTIVES:

- The prime objective of the policy is to ensure gender equality at all levels.
- To ensure no stakeholder will be discriminated against based on gender, gender identity and gender prejudice. All the policies and practices of the institution are committed to reflect the same.
- To create a gender-sensitive work environment on the campus.
- To ensure zero tolerance for harassment, bullying or any form of discrimination.
- To establish a Grievance cell, and an Anti-ragging cell to ensure the gender equity policy.
- To promote an inclusive curriculum with diverse gender perspectives.
- To conduct gender sensitization programmes like seminars, workshops and events related to gender diversity and equality to be organised to promote understanding.
- To ensure compliance with national and state-level gender equity policies and guidelines.

IMPLEMENTATION PROCEDURE:

1. Gender policy is to be placed on the institution's website.
2. Ensure a transparent admission procedure for gender balance across various disciplines.
3. Conduct annual Awareness Programmes related to gender awareness and gender sensitization.

4. Students should be members of various committees and student councils.
5. Provide equal opportunities for gender representation and participation in sports, cultural, and other extracurricular activities.
6. Preparation of annual comprehensive gender audit reports.
7. **Gender Audit & Reports:** Conduct annual gender audits and gender reports and take measures accordingly.
8. **Conduct gender satisfaction surveys.**
9. **Statistical analysis** of quantitative data was done to identify patterns and trends.
10. Conduct gender-specific support services like counselling, mentoring, and applying for **SANTOOR scholarships for Female students.**
11. Take Feedback for further improvement.

Conclusion:

The Gender Audit Policy of Dr. V.S Krishna Government Degree College(A), Visakhapatnam, is a crucial step towards creating an equitable and inclusive academic environment. By systematically identifying and addressing gender disparities, the college aims to ensure that all students, staff, and faculty members have equal opportunities to succeed and thrive. The commitment to gender equity will not only enhance the quality of education and work environment but also contribute to the overall development of a just and equitable society.


PRINCIPAL
Dr. V.S. Krishna Govt. Degree College (A)
VISAKHAPATNAM