

Maharaja Agrasen Mahavidyalaya, Jagadhri

Gender Policy of Maharaja Agrasen Mahavidyalaya, Jagadhri

"I measure the progress of a community by the degree of progress which women have achieved." Dr. B R Ambedkar

Preamble:

Maharaja Agrasen Mahavidyalaya, Jagadhri, acknowledges the importance of creating an inclusive and equitable educational environment for all students, with special attention to the unique challenges faced by marginalized sections, including women and students from Below Poverty Line (BPL) backgrounds. It sincerely adheres to the principles of the slogan given by the Prime Minister of India Sh. Narendra Modi : 'Beti Bachao Beti Padhao'.

The college has created a Gender Policy. This Gender Policy seeks to promote gender equality, empower women, and enhance employability among all students while fostering a respectful and collaborative community.

Objectives:

1. **Promote Gender Equality:** The College shall create an academic environment that values diversity and encourages equal participation of all genders.
2. **Empower Women:** The College shall provide resources, support, and opportunities specifically targeted at empowering women students, ensuring their leadership and active engagement in all aspects of college endeavours.
3. **Enhance Employability:** The College shall equip all students with skills and resources that boost their employability and professional development.
4. **Create Safe Spaces:** The College shall ensure that the college campus is a safe, respectful, and supportive environment for all students, free from harassment and discrimination.
5. **Reservation Policy:** The reservation policy shall be strictly adhered to at the time of admission.
6. **Formation of Committees and Cell:** The empowered committees for proper implementation of gender policy in the college shall be
 - Women Development Cell
 - Internal complaints committee
 - Grievance redressal committee

Policy Guidelines:

1. **Awareness and Education:**

- The college shall conduct regular workshops and seminars on gender sensitivity, women's rights, and leadership skills to foster awareness and understanding among students and staff.
- The college shall promote gender studies in the curriculum/cross cutting subjects where applicable to promote greater understanding of gender issues and challenges.

2. Support Services:

- The college shall provide counselling support to girl students to address gender-specific issues through Women Cell and Committees.
- The college shall create mentorship programs that connect female students with successful female alumni and professionals to facilitate guidance and support for career development.

3. Empowerment Programs:

- The college shall Implement skill-building workshops focused on areas such as entrepreneurship, financial literacy, and technological skills tailored to the needs of female students.
- The college shall organize self-defence training and health awareness programs specifically for women to enhance their confidence and safety.

4. Employment Opportunities:

- The college will collaborate with local industries and organizations to facilitate placement drives, internships, and job fairs targeting women and marginalized students.
- The college will develop partnerships/linkages with NGOs and government programs that focus on vocational training and employability for women and underprivileged youth.

5. Inclusive Environment:

- The college shall ensure Gender Diversity in Faculty Recruitment.
- The college shall fully comply with Government policies for maternity, paternity, and adoption leave to support faculty and staff in balancing work and family responsibilities.
- The college shall advocate equal opportunities to all genders and freedom for everyone to express an honest, unbiased opinion. There shall not be any form of gender-based discrimination within the college.
- The college shall encourage student engagement in extracurricular activities and leadership roles across all genders to promote an inclusive college culture.
- The college shall ensure all college facilities are accessible and safe for all genders, particularly in areas such as restrooms, common room etc.

6. Reporting and Accountability:

