



GOVINDRAO NIKAM COLLEGE OF PHARMACY

(Approved by: P.C.I., A.I.C.T.E. New Delhi. D.T.E., Maharashtra Govt.)

(Affiliated to: Mumbai University)



Govindrao Nikam College of Pharmacy, Sawarde



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Govindrao Nikam College of Pharmacy
Sawarde, Tal. Chiplun, Dist. Ratnagiri



GENDER POLICY



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OBJECTIVES OF THE POLICY

- a) To fulfil the National commitment to gender equality.
- b) To prevent violations of National Acts that prohibit gender injustices, to redress any violations of gender-based rights and to work towards the empowerment of women.
- c) To create a gender sensitive environment that respects gender diversity and the intersectionality of other marginalities.
- d) To ensure equal opportunity to all women without any discrimination.
- e) To evolve mechanisms for the prevention and redressal of gender-based violence and discrimination, including sexual harassment.
- f) To ensure the implementation of this policy in letter and spirit.

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 University, and includes permanent, fulltime, part-time, and contracted staff

Student means any person registered at Goa University or its affiliated colleges currently for academic purposes.

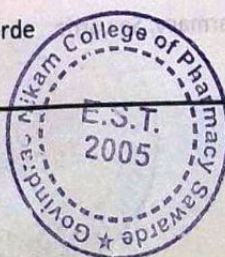
Resources include physical resources as well as resources in terms of guidance, online resources, academic resources

Facilities means all infrastructural facilities and educational facilities provided by the University

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 a woman or women without conscious awareness of the impact of one's attitudes or behaviour.

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OBJECTIVES OF THE POLICY

JURISDICTION

This policy covers any act of injustice, violence, discrimination and insensitivity to any female employee or student in Goa University and its affiliated colleges.

This policy will cover activities and functions including:

1. Recruitment
2. Promotions and Leadership
3. Staff Development Opportunities
4. Formation of Committees
5. Leave
6. Admission Process and Enrollment
7. Curriculum
8. Evaluation
9. Teacher-Student Relationship
10. Events and Programmes
11. Research and Teaching
12. Facilities and Resources
13. Training
14. Participation

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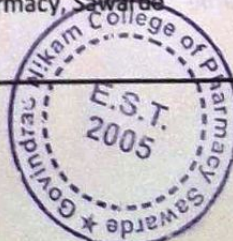
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IMPLEMENTING GUIDELINES

The college will set up Committees that will implement the goals of this policy. The mechanisms will include those Committees set up under different Acts such as the Internal Complaints Committees under the Sexual Harassment of Women at Workplace (PREVENTION, PROHIBITION and REDRESSAL) Act, 2013, etc.

1. Gender stereotyping will be prohibited.
2. All forms of bias and discrimination including unconscious bias against women will not be tolerated.
3. Gender sensitivity will be employed in all recruitment, promotions and opportunity for leadership, to uphold the policy of equal representation of men and women.
4. In selection of staff for professional development opportunities and training, there will be no gender-based discrimination.
5. Special focus will be given to improve women's participation and representation in all areas in which women are underrepresented.
6. In formation of any Committee, the representation of women is mandatory.
7. In keeping with National policies, women specific leave will be granted.
8. No student will be denied admission on the grounds of gender.
9. Gender sensitivity will be employed in the design of curriculum and wherever applicable a gender specific analysis will be included in all disciplines.
10. In evaluating students, a policy of fair treatment of male and female students alike will be employed.
11. In organizing any event or programme, including meetings and conferences, a gender sensitive approach will be undertaken and women staff and students will be given due respect and representation.
12. Women specific infrastructure facilities will be provided on campuses. In creation of new development, renovation of existing infrastructure and other resources, women specific needs will be addressed.

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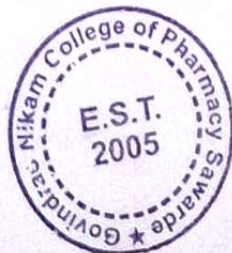
Policy for Prevention and Prohibition of Sexual Harassment of Women employees and Students and Grievance of Redressal in Technical Institution.

As per All India Council for Technical education regulation, 2016, the institution has set up a policy to implement mechanism for gender sensitization against sexual harassment.

Internal Complaint Committee (ICC) Responsibilities of the institution as per gender sensitization for prevention and prohibition of sexual harassment of women employees and students and grievance of redressal in institute.

- a. Publicly notify the provisions against sexual harassment and ensure their wide dissemination.
- b. Include in its website, display and prospectus prominently at conspicuous places or notice boards the penalty and consequences of sexual harassment and make all sections of the institutional committee aware of the information of the mechanism put in place for redressal of complaints pertaining to sexual harassment, contact details of members of Internal Complaints Committee (ICC), complaints procedure and so on.
- c. Organize training programs or the case may be, workshops for the officers, functionaries, faculty and students to sensitize them and ensure knowledge and awareness of the rights, entitlements and responsibilities enshrined in the act and the regulations.
- d. Organize regular orientation and training programmes for members of the ICC to deal with complaints, steer the process of settlement or conciliation etc with sensitivity.
- e. Act decisively against all gender based violence perpetrated against employees, students and some male students and students of the third gender are vulnerable to many forms of sexual harassment and humiliation and exploitation.

Any case if reported will be proceeded as per the rules and regulations of sexual harassment act 2016.



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