



Gondia Education Society's

DHOTE BANDHU SCIENCE COLLEGE, GONDIA

Dist: GONDIA (M.S.) 441614

Re-accredited 'A+' by NAAC, Bangalore | College with Potential for Excellence

UGC Community College & BVoc | Centre for Higher Learning and Research

Affiliated to Rashtrasant Tukadoji Maharaj Nagpur University | Mentor Institution Recognized by NAAC & UGC

Academic Session: 2022-23

7.1.1 - Measures initiated by the Institution for the promotion of gender equity during the year

Specific facilities for Women

The college resolves to enhance the abilities, aspirations and professional skills of human resources, without any discrimination about their gender. The college shows gender sensitivity in providing facilities such as:

a) Safety and Security:

Safety and security have been kept as a top priority. Following measures are taken to ensure that the college indeed remains “a home away from home”.

- Security Guards to monitor the whole campus and its boundaries.
- Electronic surveillance (CCTV Monitoring) being carried out through CCTV cameras and Turn Style Devices which cover all the locations of the campus and provide 24 hrs surveillance.



Turn style device



CCTV Camera



Turn style device

- Security check at the entry point.
- Details of helpline have been displayed in the campus to meet with any emergency.
- During Emergency, the Ambulance / private vehicle made available for students, to take them to hospital, to ensure the required care and information sent to the parents and the local guardian immediately.
- A doctor appointed for dealing with the health issues of students. Every year the college conducted health check-up camp for the students.
- For the purpose of maintaining lab safety, wearing proper lab coats and shoes made mandatory in some laboratories. Fire extinguishers and First Aid Boxes available in all the laboratories.



Help line number



Health check-up camp



Fire extinguisher



Fire down comer riser system

- Two complaint boxes are available in the campus, one deals with the Ramnagar Police Station under which jurisdiction the college comes and is kept near the admission counter and the other one in the Girls Common Room with the object to collect any suggestion or any complaint from female staff and girl students of the campus if any sexual abuse or harassment takes place. Strong wall compound covering the whole campus enhances the campus security.



Complaint box

The college has a campus supervision and discipline committee for campus supervision during the working hours. The college organizes seminars/special talks on a regular basis in order to endorse social values such as gender equality, gender sensitivity and highlights social problems such as women safety, dowry, women's health, and cybercrime and cyber security. Every year women cell, ICC, posh and gender champions club organize various programmes.

b. Counselling:

Women cell faculty members provide counselling to the students. DBSC has established a student mentorship programme to create an interactive and target-oriented counselling programme involving students through faculty mentorship to address common student concerns such as anxiety, stress, fear of change and failure, homesickness and other academic concerns.

c. Common rooms:

The institution has well-furnished girls' common room with a full-time lady attendant and is equipped with facilities like first aid box and sanitary napkin vending machine and other necessary things. The girl students and staff have common room facilities. Common rooms are provided with chairs, tables, and are adequately furnished with electric and sanitary fittings. These facilities are accessible to students always.



First aid kit



Common room



Napkin machine

d) Day Care Center for young children – No

e) Any other relevant information:

INTERNAL COMPLAINTS COMMITTEE

The college is committed to providing safe academic and working environment to all students and its women employees. As per the guidelines of Supreme Court, UGC, Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013, an Internal Complaints Committee has been established.

CONVEYNOR
Dr.S.B.Juneja

MEMBERS
Dr.S.B.Narde
Dr.S.S.Jaiswal

The Contact Telephone number and email ID are given below:

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Policy for Gender Equity and Sensitivity

INTRODUCTION:

The college is committed to creating and maintaining a community in which students, teachers and non-teaching staff can work together in an environment free of all forms of gender violence, harassment, exploitation, intimidation and discrimination. Every member of the college should be aware that the college is committed to the right to freedom of expression and association, it strongly supports gender equality and opposes any form of gender discrimination and violence.

OBJECTIVES OF THE POLICY

- a) To fulfil the National commitment to gender equality.
- b) To prevent violations of National Acts that prohibit gender injustices, aim 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 at the institution.
- f) To ensure the implementation of this policy in letter and spirit

JURISDICTION

This policy covers any act of injustice, violence, discrimination and insensitivity to any female employee or student in college. This policy will guide the activities and functions including:

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

8. Events and Programmes
9. Research and Teaching
10. Facilities and Resources
11. Training


IMPLEMENTING GUIDELINES

College from time to time will set up Committees that will implement the goals of this policy.

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 the areas of Science, Technology, Mathematics and any other field/ discipline 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. Gender sensitivity will be employed in the design of curriculum and wherever applicable a gender specific analysis will be included in all disciplines.
9. 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.
10. All the employees and the students will necessarily undergo gender awareness and sensitivity training.
11. 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.
12. Gender Equity Committee and Anti- Harassment Cell are set up in the college to oversee the implementation of the Policy and the evaluation of any grievances. Grievances received by the above committees should be reported to the Head of the Institution (Principal) and referred to the relevant body for redress within one month.


Criteria Co-ordinator




Principal
Dhote Bandhu Science College, Gondia
**Principal
D. B. Science College,
Gondia**