



VASANTA COLLEGE FOR WOMEN वसंत महिला महाविद्यालय

Admitted to the Privileges of Banaras Hindu University
Krishnamurti Foundation India, Rajghat Fort, Varanasi - 221 001

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POLICY DOCUMENT FOR THE GENDER EQUITY

Sl. No.	Policy Title:	Policy for Gender Equity
1.	Administrative Policy Number (APN):	VCW/GN-EQ/2018/03/11
2.	Functional Area:	All students and Staff (Teaching and Non-teaching)
3.	Brief Description of the Policy:	The policy on Gender Equity would encourage equality that means each individual, irrespective of gender will have equal opportunity in attitude and behaviour in all the aspects.
4.	Policy Applies to:	Staff and students of the college.
5.	Effective from the Date	2018
7.	Approved by:	IQAC, Principal
9.	Authority	The Principal
10.	Reason for the Policy	Vasanta College for Women is committed to contribute to the realization of all human rights for all people. The college aims to achieve non-discrimination on the basis of sex, which is a fundamental principle of human rights law.
11.	References	UGC

Gender equity in the workplace refers to equal treatment and access of employees irrespective of gender. Major areas of such considerations are recruitment, promotion, training activities, opportunities and participation/involvement in decision making bodies.

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Providing equal treatment ensures success in development and resilience as it provides a mix of life experiences, skills, perspectives and strengths, necessary for growth and productivity.

Considering the constitutional rights of individuals and the probable benefits of equitable treatment, the gender equity policy of Vasanta College aims to minimize the gender gap in all the structural and procedural aspects.

Statement :

To ensure and promote gender equity and provision of equal opportunities to all the students, teaching and non-teaching staff. It includes equal access to all regardless of their gender in selection, promotion, placement, training, participation/involvement in decision making bodies.

Objectives :

1. To ensure fair chance of selection and placement irrespective of gender.
2. To ensure fair treatment in terms of assignment of job roles and responsibilities irrespective of gender.
3. To promote sensitization about gender equity to all the stakeholders.
4. To ensure protection of the rights of students and employees against sexual harassment.
5. To ensure equal participation in decision making bodies.

Definitions :

Gender Equity: - Fairness and justice in the distribution of benefits and responsibilities.

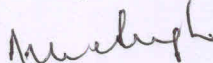
Fairness: - Impartial and just treatment without bias.

Opportunities: - Chances of growth, development and advancement.

Treatment: - The manner of dealing with or behaving with employees.

Processes :

1. Provision of fair chance of admission, selection and placement for all students, teaching and non-teaching staff as per government rules.
2. Creating a work climate where distribution of roles and responsibilities are achieved on the basis of merit and potential.
3. An Internal Complaint Committee (ICC) committee to be set up in the college as per the regulations of UGC to ensure the protection of rights of students and staff members against sexual harassment.
4. Conduction of sensitization programme about gender equity for all the stakeholders through NSS and ICC of the college.
5. Establishment of a Women Development Cell to sensitize the students and staff members towards gender discrimination and other gender related issues.
6. Creating a work culture of gender equity and respect for other gender in attitude, behavior and understanding different needs of both the genders through display boards, verbal instruction, visual presentation and awareness programme.


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