

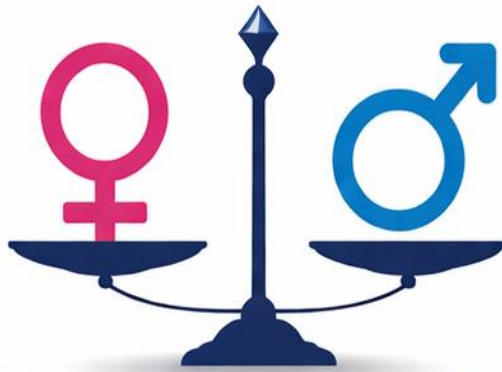


**Shri Pancham Khemraj
Mahavidyalaya, Sawantwadi**
(Autonomous)

(Affiliated to University of Mumbai)

GENDER POLICY

NAAC Re-Accredited 'A' grade in 3rd Cycle
with 3.06 CGPA in May 2019



Equality | Respect | Dignity | Empowerment

Gender Policy

Shri Pancham Khemraj Mahavidyalaya, Sawantwadi (Autonomous) *(Affiliated to University of Mumbai)*

The gender policy of **Shri Pancham Khemraj (SPK) Mahavidyalaya, Sawantwadi**, (Autonomous) is designed to foster an inclusive, safe, and equitable environment for all students and staff affiliated to University of Mumbai. As a premier institution in the Konkan region, it adheres to the guidelines set by the University Grants Commission (UGC) and the Government of Maharashtra. The institute always encouraged female students to take leading roles in various college activities, including NSS, NCC, sports, cultural events, and decision-making processes.

The policy focuses on **zero tolerance** for discrimination and the proactive empowerment of female students.

❖ **Core Pillars of the Gender Policy**

1. Prevention of Sexual Harassment (POSH)

The college maintains a strict code of conduct regarding interpersonal behavior. Central to this is the **Internal Complaints Committee (ICC)**, formerly known as the Vishaka Committee.

- ✓ **Mechanism:** A formal portal and physical complaint boxes are available for reporting grievances.
- ✓ **Confidentiality:** All inquiries are handled with strict privacy to protect the identity of the complainant.
- ✓ **Time-bound Redressal:** Issues are addressed within a specific timeframe as per the Sexual Harassment of Women at Workplace Act.

2. Equal Opportunity & Non-Discrimination

The institution ensures that gender does not act as a barrier to academic or extracurricular success.

- ✓ **Admissions:** Transparent, merit-based admission processes that encourage female enrollment in science, commerce, and arts.
- ✓ **Representation:** Active efforts to ensure women are represented in the Student Council and various administrative committees.
- ✓ **Staffing:** Equal pay and promotion opportunities for male and female faculty members.

3. Safety and Infrastructure

The college implements standard safety measures to provide a secure learning environment and invested in specific safety measures:

- ✓ **Surveillance:** 24/7 CCTV monitoring of corridors, entry points, and common areas.
- ✓ **Common Rooms:** Dedicated, well-maintained "Girls' Common Rooms" equipped with essential amenities.
- ✓ **Sanitation:** Provision of sanitary napkin vending machines and incinerators to promote menstrual hygiene.

4. Empowerment through the Women's Development Cell (WDC)

The WDC is the heart of gender sensitization on campus. The cell organises activities such as **Women's Day** celebrations and workshops to empower female students and address gender-specific concerns such as :

- ✓ **Self-Defense Workshops:** Training programs to build physical confidence among female students.
- ✓ **Health Awareness:** Seminars on nutrition, mental health, and reproductive rights.
- ✓ **Legal Literacy:** Inviting legal experts to educate students on their constitutional rights.

5. Gender Sensitization for All

- ✓ The policy recognizes that gender equality is not just a "women's issue."
- ✓ **Inclusive Curriculum:** Faculty are encouraged to use gender-neutral language and highlight the contributions of all genders in their respective fields.
- ✓ **Awareness Programs:** Periodic workshops for male students and staff to dismantle gender stereotypes and promote the concept of "Positive Masculinity."

Note for Students: If you are a student at SPK Mahavidyalaya and feel your rights have been violated, you should immediately contact the **Internal Complaints Committee (ICC)** or the Principal's office. The college is legally and ethically bound to support you.