



PURBASTHALI COLLEGE

ESTD: 2009

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GENDER POLICY

Purbasthali College recognizes the importance of fostering an inclusive environment that upholds the principles of gender equity, diversity, and respect for all individuals within its community. The Gender Policy aims to promote a culture of equity, fairness, and safety for all genders across the college campus.

Principles:

- ❖ Purbasthali College is committed to providing equal opportunities, rights, and resources to all genders without discrimination.
- ❖ The college promotes an inclusive environment that respects and celebrates diverse gender identities and expressions.
- ❖ Ensuring the safety and well-being of all individuals, irrespective of gender, is a top priority.
- ❖ Educating the college community about gender-related issues, including stereotypes, biases, and discrimination, is essential for fostering understanding and empathy.

Objectives:

- ❖ To eliminate gender-based discrimination, harassment, and violence within the college premises.
- ❖ To promote gender-sensitive policies, and practices across all departments and activities.
- ❖ To provide support services and resources for individuals experiencing gender-related challenges, including counseling, advocacy, and referral services.
- ❖ To empower students, faculty, and staff to challenge gender stereotypes and promote gender equality through awareness campaigns, workshops, and training programs.
- ❖ To establish mechanisms for reporting and addressing gender-based incidents promptly and effectively.
- ❖ To ensure equitable representation and participation of all genders in decision-making bodies, committees, and leadership roles within the college.

Responsibilities:

- ❖ The college administration is responsible for implementing and monitoring the gender policy, including the development of specific initiatives, guidelines, and protocols.
- ❖ All the stakeholders are expected to adhere to the principles of the Gender Policy and contribute to creating an inclusive and respectful environment.


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Parulia, Purba Bardhaman.

- ❖ Students are encouraged to actively engage in promoting gender equity, challenging stereotypes, and reporting any instances of gender-based discrimination or harassment.

Implementation:

- ❖ The Gender Policy will be integrated into the college's strategic planning, academic programs, and administrative processes.
- ❖ Awareness campaigns, seminars, and discussions on gender-related issues will be conducted throughout the academic year.
- ❖ Feedback mechanisms will be established to evaluate the effectiveness of the Gender Policy and make necessary revisions.

Conclusion:

Purbasthali College is committed to creating a gender-inclusive and safe environment where all individuals can thrive academically, professionally, and personally. Through the implementation of this Gender Policy, the college endeavors to foster a culture of respect, dignity, and equality for everyone within its community.



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