



चौधरी महादेव प्रसाद महाविद्यालय  
**C. M. P. DEGREE COLLEGE**  
(A Constituent P.G. College, University of Allahabad)  
Under the Strengthening Component of DBT Star College Scheme  
Website: [www.cmpcollege.ac.in](http://www.cmpcollege.ac.in)



**GENDER EQUALITY POLICY**

**Preamble:**

Higher education system in India is witnessing the persistence of gender inequalities. Education has a direct impact on women empowerment as it creates in them awareness about their rights, their capabilities and the choices and opportunities available to them. Research studies have indicated that there is a strong correlation between female education and several developmental indicators such as increased economic productivity, improvement in health, delayed age of marriage, increased political participation, and effective investments in the next generation. Moreover, women's education and resulting employment increases human resources.

**Objectives:**

The objectives of the Internal Complaint Committee to prevent sexual harassment at the workplace are as follows:

- To develop a policy against sexual harassment at the college.
- To ensure the implementation of the policy in letter and spirit through proper reporting of the complaints and their follow-up procedures.
- To uphold the commitment of the college to provide an environment that is free from gender-based discrimination.
- To promote awareness on sexual harassment in its various forms.
- To evolve a permanent mechanism for the prevention and redressal of sexual harassment cases and other acts of gender-based violence inside the college premises.

**Background:**

Sexual harassment infringes on the following two fundamental rights provided by the Constitution of India: One is the right of a woman to gender equality under Article 14 and the other is the woman's right to life and live with dignity under Article 21.

Supreme Court provided clear guidelines for dealing with sexual harassment in 1997. These guidelines which are legally binding and must be enforced include definition of sexual harassment at the workplace, prevention of such harassment, disciplinary action against the erring employee, and employer's responsibility in ensuring a harassment-free workplace.



# चौधरी महादेव प्रसाद महाविद्यालय

## C. M. P. DEGREE COLLEGE

(A Constituent P.G. College, University of Allahabad)

Under the Strengthening Component of DBT Star College Scheme

Website: [www.cmpcollege.ac.in](http://www.cmpcollege.ac.in)



UGC directs universities to appoint gender champions to increase inclusivity. The University Grants Commission (UGC) has mandated colleges and universities to designate gender champions to promote gender sensitization and equality on campuses.

In order to create a gender equal environment in college, the college has an Internal Complaint Committee which also takes the responsibility of all gender related activities in the college. The committee works on following aspects-

1. The basic differences between the biological and social differentiation of males and females are important to be addressed by the policy. The policy takes into consideration that the concepts of gender stereotypes and resulting gender inequalities should be communicated to the students, teaching and non-teaching staff of the college through awareness programs in the form of lectures, showing plays and documentaries. The ICC cell creates and ensure a safe environment that is free from sexual harassment, including safety from persons/visitors coming into contact at the workplace.
2. The provision of “Gender Champions” has been proposed by UGC to involve student group in the process of gender sensitization. Gender equality policy of the college takes into account that a good number of students with an inclination for gender activities are appointed among the student’s group as “gender champions”. This helps in easy and smooth participation of students in gender related activities in college. Gender champions help in organizing gender related activities in the college.
3. Gender neutral environment in the college has a direct impact on the perception of gender equality among women. The kind of environment a female student gets in her educational institution affects her academic, personal, social and emotional competencies. Gender equality policy therefore tries to implement this by helping students to develop gender sensitive attitudes towards the opposite gender. Gender sensitization involves creating awareness about issues of gender and sexuality, and working towards and creating an enabling environment of gender justice where all can work together with a sense of personal security and dignity.
4. Committee also ensures fair and timely resolution of sexual harassment complaints in the college campus by talking to the students involved within the 7 days of the complaint. After the discussion with all the members of the committee, a final decision is taken. The process of resolving sexual harassment complaints is done strictly within the stipulated time of 30 days.
5. The process of resolution of sexual harassment complaints involves the counselling of the students. They are given sufficient information about the legal implications of violating the prevention, prohibition, and redressal of sexual harassment of women employees and

**Mahatma Gandhi Marg, George Town, Prayagraj-211002, U.P.**

Tel.: +91 532 2256762, Email: [cmpdc1@gmail.com](mailto:cmpdc1@gmail.com); [principal@cmpcollege.ac.in](mailto:principal@cmpcollege.ac.in)



# चौधरी महादेव प्रसाद महाविद्यालय

## C. M. P. DEGREE COLLEGE

(A Constituent P.G. College, University of Allahabad)

Under the Strengthening Component of DBT Star College Scheme

Website: [www.cmpcollege.ac.in](http://www.cmpcollege.ac.in)



students in higher educational institutions Regulations, 2015. The policy also plans to bring more innovative ways of making gender neutral college environment.

**Reading material** - The students, teaching and non-teaching staff of the college are provided with following reading material:

- [VISHAKHA Guidelines](#)
- [Prevention of Sexual Harassment Act](#)
- [UGC Guidelines](#)
- <http://www.jagori.org/> for slogans and gender sensitization material
- <https://www.slideshare.net/VibhutiPatel/social-construction-of-gender>
- <https://www.arvindguptatoys.com/arvindgupta/kamla-gender1.pdf>

### Developed by

Dr. Saroj Singh, Convener ICC

Dr. Ruchika Varma Co-Convenor, ICC

### Approved by

Dr. Sarita Srivastava  
(Coordinator, IQAC)

Prof. Ajay Prakash Khare  
(Principal)