



Bhartiya Samaj Vikas and Sanshodhan Sanstha's
Rashtrapita Mahatma Gandhi Mahavidyalaya

Khed, Tal - Karjat, Dist: Ahmednagar - 414403

NAAC Accredited : B+ with 2.51 CGPA

Established in 2001-02, ID No. PU/AN/A/65/2001 Reg. No. NCG 1001/NMV/2001/01 2001/MS 3

Founder President - Dr. Kumar Saptarshi, MBBS

Principal - Dr. Dilipsing Nilumbh, MA, M.Phil, Ph.D

GENDER POLICY

Bhartiy Samaj Vikas Va Sanshodhan Sansthas College Of Rashtrapita Mahatma Gandhi Mahavidyalaya Khed of stands for access and equity. It firmly believes that there should be no discrimination all its services. This Gender policy has been framed to ensure that there is no gender-based discrimination in the institution. This also ensures gender equality and equity both at organizational as well as program level. The rationale for integrating a gender perspective in the activities of the college lies in the mandate of constitution of our country. Scope: This policy is not specifically for women but all. A gender perspective encompasses the specific needs of individuals, vulnerabilities and capacities are recognised and issues are addressed at proper forums. Objectives Reflecting the organisational commitment towards gender Provide a framework for integrating gender concerns into the organisational agenda and policy domain Creating equal opportunities and congenial ambience for all genders Promoting equal representation of all genders The gender policy is an integral part of the organisation to build culture that understands the issues and policies which respect gender related concerns and diversity

ORGANISATIONAL LEVEL GENDER POLICY:

- **Recruitment:** Rashtrapita Mahatma Gandhi Mahavidyalaya Khed College of Arts is an equal opportunity institution which includes equal opportunity in recruitment.
- **Prevention of sexual harassment:** An internal complaint committee is formed as per UGC guidelines which are in conformity with the verdict of Hon'ble Supreme court of India on Vishaka Vs State of Rajasthan and the special legislation on sexual harassment titled sexual harassment of women at workplace, (Prevention, Prohibition, and redressal) Act, 2013. The committee shall function as provided in the guidelines of University Grants Commission

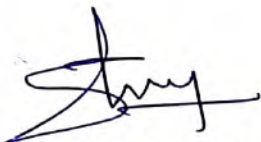

Principal

Rashtrapita Mahatma Gandhi Mahavidyalaya
Khed, Tal-Karjat, Dist-Ahmednagar-414403

(Prevention, Prohibition, and redressal of sexual harassment of women employees and students in higher educational institutions Regulation 2015), notification dated 2nMay 2016.

- Maternity and Paternity Benefit: Female staff members are entitled for paid maternity leave. Paternity leave for is given to male employee when a child is born.
- Gender sensitive infrastructure: Our institution makes all possible effort to have a gender sensitive infrastructure for all genders. There are separate washrooms for men and women. Separate girls common room. College has installed sanitary napkin vending machines in girl's washroom. CCTV surveillance for safety and security.
- Equal opportunity for all to participate in all activities both intra and inter collegiate viz. co-curricular, extracurricular, sports etc.
- Counselling Centre is Available in the college.

PROGRAMME LEVEL GENDER POLICY: Academic program will address issues of gender in a responsible manner. All Programmes of the organisation shall integrate the efforts for ensuring that all voices are heard at various forums. The College conducts seminars and workshops for gender sensitisation " The Women Empowerment cell conducts programs and identifies a student as a gender champion. The college women Empowerment cell organises programs to commemorate special days like Smt. Savitri bai Phule birth anniversary, international women's day. To prevent sexual harassment in the premises Internal Complaint Committee, College women Empowerment cell, Vigilance squad and Grievance redressal committees are established in the college.



IQAC Coordinator

Rashtrapita Mahatma Gandhi
Mahavidyalaya, Kumarvishwa, Khed
Tal.Karjat, Dist.Ahmednagar 414403



Principal

Rashtrapita Mahatma Gandhi Mahavidyalaya
Khed, Tal-Karjat, Dist-Ahmednagar-414403

