



# MUGBERIA GANGADHAR MAHAVIDYALAYA

P.O.—BHUPATINAGAR, Dist.—PURBA MEDINIPUR, PIN.—721425, WEST BENGAL, INDIA

NAAC Re-Accredited B+Level Govt. aided College

CPE (Under UGC XII Plan) & NCTE Approved Institutions

DBT Star College Scheme Award Recipient

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## Policies & Procedures

### Mugberia Gangadhar Mahavidyalaya

#### Policy on Gender equity

Gender equity pertains to the equitable and just allocation of advantages and obligations between males and females, as well as the maintenance of equal rights and dignity for all. The college, which is affiliated with Vidyasagar University, is a hub for higher education dedicated to accelerating women's education. This gender equity policy offers a framework of principles and practices to improve the life chances and opportunities of all students while adhering to the philosophy that no one should be denied an education due to social, cultural, economic, or physical shortcomings. It also aims to inspire young learners into energetic empowerment of integrity. Providing establishing and upholding a community where non-technic staff and student teachers can collaborate in setting free from all forms of gender violence harassment exploitation intimidation and discrimination.

Mugberia Gangadhar Mahavidyalaya was an institute that facilitated the development of students' skills while also protecting them, empowering teachers, and students, and upholding the rights of women in the college. These efforts reflected the spirit of state and federal policies, particularly the gender and empowerment policy. The college has made gender sensitization of its faculty, staff, and students a priority. The college and its activities will now be gender inclusive thanks to the implemented policies and procedures.

- **Principles and practices:**

The college will be maintained its gender-neutral activities through the following steps

- Preparing students for jobs both on and off campus and for a fulfilling, responsible, and productive life.

- to bring about the advancement development upliftment and empowerment of women
- preparing the students for the rights to personal respect and safety and provision of an environment that is safe and free from all forms of harassment and violation.
- Facilities like xerox and vending machines are introduced so that no students would go outside the campus.
- attention to improving the girls with healthcare and physical moral cultural and skill development.
- Prevention of Sexual Harassment Cell /Women Cell are felicitated to ensure safety and security in the workplace.
- Provide mechanism for the avoidance and redressal of gender-based violence and sexual harassment!
- Gender sensitive and gender empowering psychological counselling to be introduced to address gender related issues of student staff and workers.
- Regularly organize special lectures, seminars, workshop, conferences, training programmes, inter-departmental and intra collegiate programs in the sensitization and training to equip women with skills and creating awareness about gender-based violence and thereby reduce gender inequality.
- Regularly invite officials from police department, academicians, lawyers, State level/Block levels/ Panchayat level leaders and journalist as experts for its seminar workshop conferences and training programs.
- Keeping in view of the rising number of crimes against girls in the country, we have decided to provide self-defense training to ensure their safety and security. Self-defense training is a life skill that helps girls to be more aware of their surroundings and be prepared for the unexpected at any time.

- A good collection of reference books in the library to enable students and faculty research in women related areas and thereby continue to strive for the empowerment and upliftment of women.



Swapan  
21.06.2019  
Principal  
Mugberia Gangadhar Mahavidyalaya

Dr. Swapan Kumar Misra

Principal

Mugberia Gangadhar Mahavidyalaya