



Gopinath PG College

*Affiliated to Veer Bahadur Singh Purvanchal University, Jaunpur and U.P. Rajarshi Tandon Open University, Prayagraj)
(Recognised by UGC and NCTE)*

WOMEN DEVELOPMENT & GENDER SENSITIZATION POLICY

1. Policy Statement

Gopinath PG College, Salamatpur, Uttar Pradesh is committed to fostering an academic and institutional environment grounded in **gender equity, dignity, inclusiveness, and social justice**. The College recognizes gender sensitivity and women empowerment as essential components of holistic education and responsible citizenship.

As a higher education institution offering undergraduate and postgraduate programmes, the College acknowledges its responsibility to promote **equal opportunities, ethical conduct, and social awareness** among students, faculty, and staff. The institution strives to provide a **safe, respectful, and enabling environment** for women learners and employees, ensuring their meaningful participation in academics, leadership, professional growth, and institutional activities.

This Women Development & Gender Sensitization Policy provides a structured framework to:

- Promote gender awareness
- Prevent discrimination
- Safeguard rights
- Address gender-related concerns
- Support the overall development and well-being of women within the campus community

The policy is guided by constitutional values, statutory provisions, and the academic and administrative guidelines prescribed by the affiliating universities:

- Veer Bahadur Singh Purvanchal University, Jaunpur
- U.P. Rajarshi Tandon Open University, Prayagraj (Allahabad)

2. Objectives of the Policy

The policy aims to:

- Promote a campus culture based on equality, fairness, respect, and inclusion
- Enhance awareness of gender issues, women's rights, and ethical responsibilities
- Ensure equal access for women to education, academic resources, and leadership roles
- Prevent gender-based discrimination or harassment in any form
- Encourage participation of women in academics, research, cultural and sports activities
- Establish a sensitive and confidential support mechanism
- Integrate gender sensitivity into teaching–learning and community engagement

3. Applicability and Scope

This policy applies to all stakeholders and institutional spaces:

3.1 Students

All students enrolled in undergraduate, postgraduate, distance or any approved programmes including internships, fieldwork, and outreach activities.

3.2 Teaching Staff

All regular, contractual, visiting, and guest faculty members.

3.3 Non-Teaching Staff

Administrative, technical, library, and support staff.

3.4 Institutional Activities

All academic, co-curricular, extracurricular, cultural, and extension activities on and off campus.

3.5 Physical & Digital Spaces

Classrooms, laboratories, libraries, offices, common areas, and official digital platforms.

4. Guiding Principles

- **Equality & Non-Discrimination** – Equal opportunities irrespective of gender
- **Respect & Human Dignity** – Fair and sensitive treatment of all
- **Safety & Well-being** – Priority to physical and emotional security
- **Participation & Leadership** – Encouraging women in decision-making
- **Awareness & Education** – Continuous sensitization initiatives
- **Confidentiality & Fairness** – Objective handling of concerns
- **Accountability** – Defined responsibilities for implementation

5. Institutional Mechanism

The College shall constitute a:

Women Development & Gender Sensitization Cell (WDGSC)

The Cell shall function as a **planning, facilitative, preventive, and monitoring body** for all gender-related initiatives.

6. Composition of the Cell

- Senior woman faculty as Chairperson/Coordinator
 - Women faculty from different departments
 - One male faculty representative
 - One non-teaching staff representative
 - Student representatives (preferably women)
 - External experts (as and when required)
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7. Roles & Responsibilities

The Cell shall:

- Conduct awareness and sensitization programmes
 - Promote women's participation in all domains
 - Organize skill and capacity-building initiatives
 - Act as preventive body against gender bias
 - Provide guidance and referral support
 - Coordinate with counselling and grievance mechanisms
 - Maintain records of meetings and activities
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8. Functioning

- Minimum two meetings per academic year

- Annual action plan and activity report
 - Strict confidentiality in sensitive matters
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9. Programmes & Initiatives

9.1 Awareness

Workshops, seminars on gender equality and legal rights

9.2 Skill Development

Leadership, digital literacy, financial awareness

9.3 Health & Well-being

Mental health, stress management, counselling

9.4 Academic Growth

Encouraging research and professional exposure

9.5 Observance of Days

Women's Day, health and legal awareness events

9.6 Community Outreach

Women education and empowerment drives

9.7 Leadership

Promoting student leadership roles

10. Preventive Framework

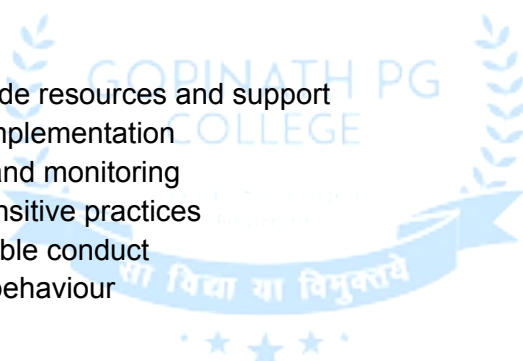
- Zero tolerance toward discrimination
- Ethical and respectful conduct
- Safe campus and digital environment

- Gender sensitization in orientations
 - Coordination with support mechanisms
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11. Redressal Mechanism

- Submission through designated channels
 - Confidential and sensitive handling
 - Impartial inquiry
 - Timely resolution
 - Counselling support
 - Referral in serious cases
 - Secure documentation
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12. Responsibilities

- **Management:** Provide resources and support
 - **Principal:** Overall implementation
 - **WDGSC:** Planning and monitoring
 - **Faculty:** Gender-sensitive practices
 - **Students:** Responsible conduct
 - **Staff:** Professional behaviour
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13. Monitoring & Review

- Periodic review of implementation
 - Feedback-based improvement
 - Documentation of outcomes
 - Policy accessible on institutional platforms
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14. Approval & Implementation

This policy of **Gopinath PG College, Salamatpur, Uttar Pradesh** shall come into effect from the date of its adoption.

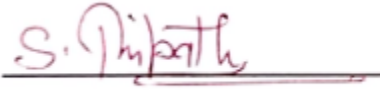
The College reserves the right to amend the policy in accordance with:

- Guidelines of Veer Bahadur Singh Purvanchal University, Jaunpur
 - Regulations of U.P. Rajarshi Tandon Open University, Prayagraj
 - Applicable statutory requirements and best practices
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Signatures

Approved By

Principal
Gopinath PG College
Salamatpur, Uttar Pradesh

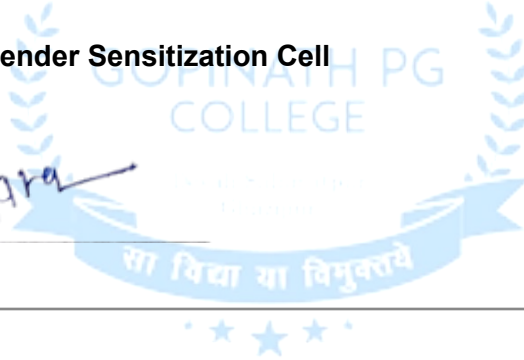


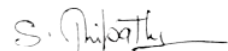
Women Development & Gender Sensitization Cell

Coordinator

Dr. Anjana Tiwari






Principal
Gopinath P.G. College
Devali, Salamatpur-Ghazipur