



Harmal Panchakroshi Shikshan Mandal's

GANPAT PARSEKAR COLLEGE OF EDUCATION

(Affiliated GOA UNIVERSITY and Recognized by NCTE)

Vidya Sankul, BhomPlateau ,Harmal – Goa, 403524



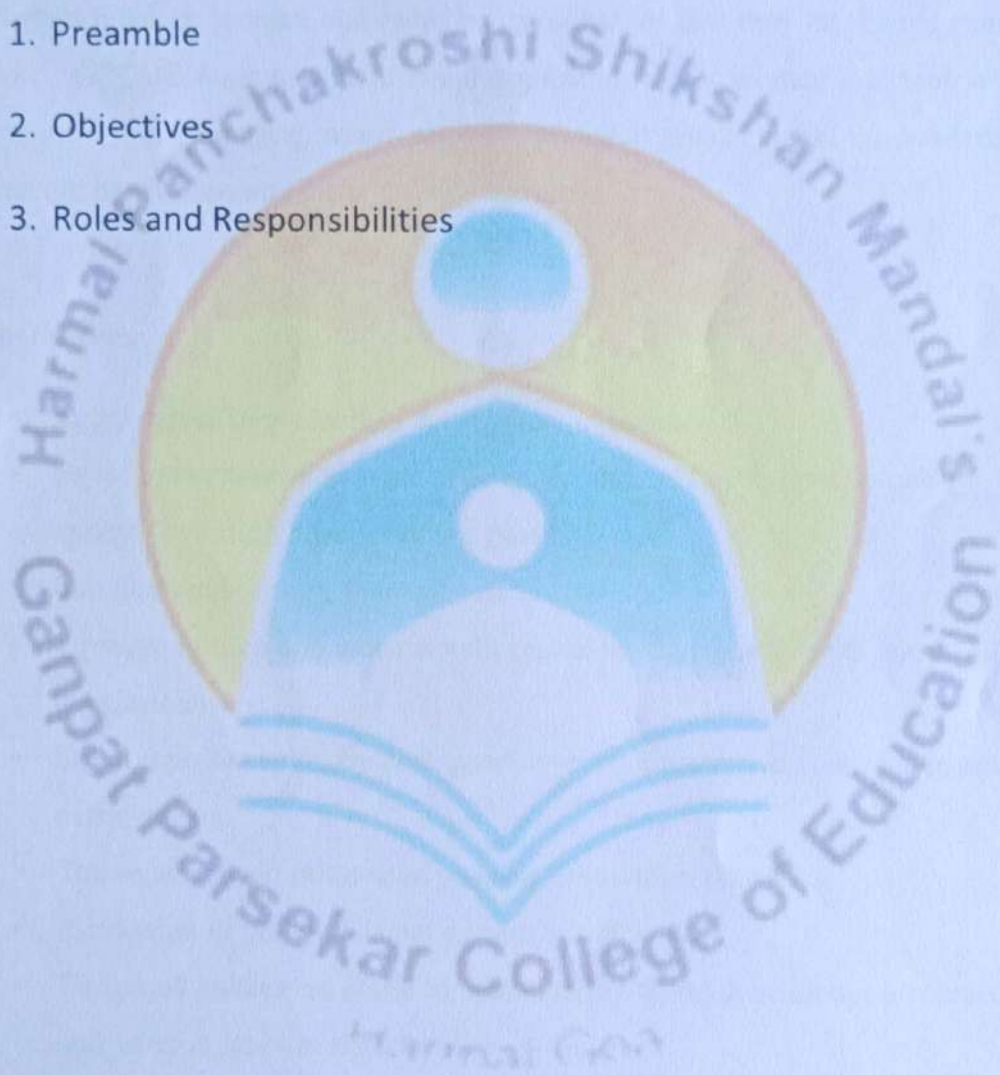
Policy For Gender Equity

2023– 2025



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Preamble

Gender equality "means that women and men, and girls and boys, enjoy the same rights, resources, opportunities and protections. It does not require that girls and boys, or women and men, be the same, or that they be treated exactly alike." GPCOE aims to ensure equal opportunities for women and men on its campus, by encouraging more gender-competent management in academics, research, innovation and other college activities.

Objectives

- Equal career opportunities for women and men.
- Equal opportunities to male and female students in student council, except for ladies' representative posts.
- Fair and equal salary for male and female staff.
- Equality of men and women with regard to academic growth and development.
- Equal representation by both genders in administrative committees and its participation.
- The selection and promotion process is based on equality.
- Admission of students is not gender-based.
- To spread awareness about gender equality through academics, research and various other initiatives of the college.
- Equal opportunities to male and female students in Sports and cultural activities.

Organization structure –

- College Women's development cell

Roles and Responsibilities

- Promote communications that represent unbiased representations of gender equity.
- Conduct workshops that promote diversity and gender-sensitive communication for students and faculty.
- Conduct regular awareness-raising activities among students and staff.
- In classes, faculty members could promote working together, fair representations for leadership roles, facilitate impartial participation, gender balance in team projects when possible, promote students meeting with faculty, having open and closed sessions with faculty members of the appropriate gender for related scenarios, complaints and counselling during class hours and beyond.
- Ensure a balanced gender quota in hiring committees.
- The college student code of conduct promotes gender parity at the governance level.
- Conduct gender sensitization programmes.
- Women- Related themes and topics taken up for discussion and debates .
- Leadership camps organized for the personality development of women students.
- Formation of women's study cell, and Anti-sexual harassment committee.
- Take initiatives to check the functioning of vending machines, and inspect sanitary napkin incinerators.

- Implement measures to evaluate the student's confidence as a result of the gender equity awareness initiative.
- Conduct gender Audit.

Created by IQAC Coordinator and Members –

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Verified and Approved by the Principal

Principal

College stamp



