



Harmal Panchakroshi Shikshan Mandal's
Ganpat Parsekar College Of Education
Vidya Sankul, Bhom Plateau, Harmal - Goa
(Affiliated to Goa University, Recognised by NCTE)
Recognised under Section 2(f) of the UGC Act, 1956

Policy on Gender champions



Preamble:

HPSM's Ganpat Parsekar College of Education is committed to creating a campus that upholds the principles of equality, dignity, inclusion, and respect for all. The College believes that gender equality is fundamental to quality education and sustainable social development. It recognizes that educational institutions play a vital role in eliminating gender stereotypes, promoting equal opportunities, and nurturing responsible citizens who uphold constitutional values.

In accordance with the Constitution of India, the National Education Policy (NEP) 2020, the University Grants Commission (UGC) guidelines, the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, and the Government of India's Gender Champions Initiative, the College establishes this Gender Champions Policy to encourage students to become ambassadors of gender equality and social justice.

Gender Champions shall serve as peer leaders who inspire fellow students to promote mutual respect, challenge discriminatory attitudes, encourage equal participation irrespective of gender, and contribute towards creating a safe, inclusive, and discrimination-free campus.

Purpose:

The policy aims to institutionalize the Gender Champions Programme by providing a structured framework for identifying, training, and supporting student leaders who will actively promote gender equality within the institution and the community.

Objectives:

The objectives of the Gender Champions Policy are to:

- Promote gender equality and gender justice.
- Develop leadership among students for social transformation.
- Eliminate gender stereotypes and discriminatory practices.
- Foster mutual respect and equal participation in academic and co-curricular activities.
- Encourage students to become advocates of inclusivity and diversity.
- Support institutional mechanisms such as the Internal Complaints Committee (ICC), Anti-Ragging Committee, Equal Opportunity Cell, and Grievance Redressal Cell.
- Create awareness regarding gender-related rights, laws, and government initiatives.

Scope:

This policy shall apply to:

- All undergraduate students.
- Faculty members coordinating the programme.
- Administrative staff supporting programme activities.
- Student clubs and committees associated with gender sensitization.



Eligibility for gender Champions:

A Gender Champion shall (Total 4- 2 from each program):

- be a regular student
- possess leadership qualities
- have good communication skills
- demonstrate sensitivity towards gender issues
- maintain good conduct
- possess willingness to volunteer
- Uphold institutional values.

The College shall endeavour to ensure balanced representation of different genders and programmes.

Selection process:

The Principal shall constitute a Selection Committee comprising:

- Principal (Chairperson)
- IQAC Coordinator
- Presiding Officer of ICC
- Faculty Coordinator
- One senior faculty member

The Committee shall:

- invite nominations;
- scrutinise applications;
- conduct interaction/interview if required;
- recommend selected students.

The tenure shall ordinarily be **one academic year**.

Faculty mentor:

The Principal shall nominate a Faculty Mentor who shall:

- guide Gender Champions;
- coordinate activities;
- maintain records;
- organise training programmes;
- liaise with IQAC and ICC;
- prepare annual reports.

Role of Gender Champions:

Gender Champions shall:

- serve as peer role models;



- promote respect for all genders;
- discourage gender stereotypes;
- encourage equal opportunities;
- assist in awareness campaigns;
- organise educational programmes;
- encourage reporting through appropriate institutional mechanisms;
- promote respectful behaviour;
- undertake community outreach.

Gender Champions *shall not investigate complaints nor act as disciplinary authorities.*

Gender Champions may organise:

- awareness programmes;
- debates;
- poster competitions;
- slogan competitions;
- street plays;
- panel discussions;
- film screenings;
- self-defence workshops;
- community awareness campaigns;
- observance of important national and international days.

Monitoring:

- The Faculty Mentor shall maintain:
 - nomination records
 - attendance
 - photographs
 - reports
 - feedback
 - annual action plan;
 - outcome reports.

IQAC shall review the programme annually.

Gender Champions shall ordinarily meet at least once every semester under the guidance of the Faculty Mentor.

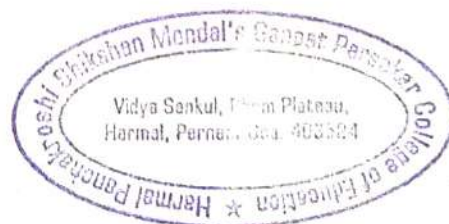
Minutes shall be maintained.



Annexure I

Suggested Annual Calendar

Month	Activity
July	Selection & Orientation
August	Gender Equality Workshop
September	Awareness Campaign
October	International Day of the Girl Child
November	Community Outreach
January	National Girl Child Day
March	International Women's Day
April	Annual Review



[Handwritten Signature]

Annexure 2

APPLICATION FORM FOR ENGAGEMENT AS GENDER CHAMPION

1. Name (in Block letters) : _____
2. Sex (Male / Female) : _____
3. Date of Birth (DD/MM/YY) : _____
4. Parent / Guardian's Name : _____
5. Residential Address : _____

6. Mobile Number : _____
7. Email Address : _____
8. Community (SC/ST/OBC/Gen) : _____
9. Educational Qualifications :

Sr No.	Program	Class	Aggregate marks in last exam passed

10. Why do you want to become a Gender Champion (not more than 250 words)? (Attach separate page)

Declaration: I hereby declare that the statements made in the application are true and complete to the best of my knowledge and belief. I understand that the action can be taken against me in the event of any of the said information furnished by me being found false or incorrect.

Signature of Applicant:

Date:

Place:

(Handwritten Signature)

