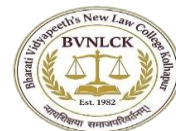




Social Transformation Through Dynamic Education

BHARATI VIDYAPEETH'S NEW LAW COLLEGE, KOLHAPUR



(● Permanently Affiliated to the Shivaji University, Kolhapur, ● Recognized under section 2(f) and 12 (b) of the UGC Act, ● Approved by the Bar Council of India and ● Reaccredited with B+ grade by the NAAC)

Near ChitraNagari, Kolhapur (M.S.) 416013

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GENDER EQUITY AND GENDER SENSITIZATION POLICY

1. Preamble

Bharati Vidyapeeth's New Law College, Kolhapur is committed to fostering an inclusive, equitable, safe, and respectful academic and work environment for all students, teaching staff, non-teaching staff, and stakeholders. The College recognizes that gender equality is a fundamental human right and an essential component of social justice, dignity, and sustainable development.

The College shall strive to eliminate discrimination, bias, harassment, and unequal treatment based on gender and promote equal opportunities in education, employment, leadership, and participation in institutional activities.

The **Gender Equity and Gender Sensitization Policy** is aligns with the values of the Constitution of India, UGC Regulations, Bar Council of India norms, NAAC requirements, and the provisions of the POSH Act, 2013.




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2. Legal Framework

This Policy is framed in accordance with:

1. The Constitution of India, particularly Articles 14, 15, 16, 19 and 21.
2. The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.
3. University Grants Commission Regulations and Guidelines.
4. Rules and Regulations of the Bar Council of India.
5. Policies and guidelines of Shivaji University.
6. Guidelines issued by Bharati Vidyapeeth.

3. Vision

To create a gender-sensitive, inclusive and equitable educational environment that promotes dignity, respect, equality, and empowerment of all individuals.

4. Objectives

The objectives of this Policy are:

1. To ensure equal opportunities irrespective of gender.
2. To promote gender sensitivity and awareness among students and employees.
3. To prevent gender-based discrimination and harassment.
4. To create a safe and secure campus environment.
5. To encourage participation of all genders in academic, administrative, cultural, and leadership activities.
6. To promote constitutional values of equality and social justice.
7. To establish effective grievance redressal mechanisms.

5. Scope

This Policy shall apply to:

- All students.
- Teaching staff.
- Non-teaching staff.
- Contractual employees.
- Visiting faculty.
- Interns and trainees.
- Alumni while participating in institutional activities.
- Visitors and stakeholders interacting with the institution.



The policy shall apply to all activities conducted within and outside the campus under the authority of the College.

6. Policy Statement

The College shall:

6.1 Equality and Non-Discrimination

- Ensure equal treatment and opportunities irrespective of gender.
- Prohibit discrimination in admission, recruitment, promotion, training, evaluation, and participation.
- Promote merit-based opportunities without gender bias.

6.2 Respect and Dignity

- Foster mutual respect among all members of the institution.
- Encourage professional and ethical conduct.
- Promote a culture free from stereotypes and prejudice.

6.3 Inclusive Participation

- Encourage equal participation in academic, co-curricular, extracurricular, research, extension, and leadership activities.
- Promote representation of all genders in committees and institutional bodies.

6.4 Safe Campus Environment

- Maintain a secure campus environment.
- Provide adequate lighting, sanitation facilities, and safety measures.
- Ensure accessible grievance redressal mechanisms.

7. Gender Sensitization Measures

The College shall undertake the following initiatives:

1. Gender sensitization programmes.
2. Workshops and seminars on gender justice.
3. Legal literacy programmes on rights of women and marginalized groups.
4. Celebration of International Women's Day and related events.
5. Awareness campaigns on equality, dignity, and inclusion.
6. Orientation programmes for newly admitted students and employees.



7. Inclusion of gender-related issues in academic discussions and activities.

8. Prevention of Sexual Harassment

The College adopts a zero-tolerance approach towards sexual harassment.

The institution shall:

- Constitute an Internal Complaints Committee (ICC) as per law.
- Create awareness regarding prevention of sexual harassment.
- Ensure confidential and fair redressal of complaints.
- Protect complainants from retaliation or victimization.
- Take appropriate disciplinary action wherever required.

9. Internal Complaints Committee (ICC)

The Internal Complaints Committee shall:

1. Receive and inquire into complaints.
2. Conduct awareness programmes.
3. Recommend corrective and disciplinary measures.
4. Promote a safe and respectful environment.
5. Submit periodic reports as required by law.

10. Facilities Supporting Gender Equity

The College shall endeavor to provide:

- Separate washroom facilities.
- Ladies' Common Room.
- Safe drinking water facilities.
- Accessible grievance redressal mechanisms.
- Counselling and mentoring support.
- Adequate safety and security arrangements.

11. Responsibilities

A. College Administration

- Implement this Policy effectively.
- Provide necessary resources.
- Ensure compliance with applicable laws and regulations.



B. Faculty Members

- Promote gender-sensitive teaching practices.
- Encourage respectful classroom interactions.
- Support awareness programmes.

C. Students

- Respect diversity and equality.
- Refrain from discriminatory conduct.
- Report incidents of harassment or discrimination.

D. Employees

- Maintain professional conduct.
- Support implementation of gender equity initiatives.
- Participate in awareness programmes.

12. Grievance Redressal

Any student or employee facing gender-based discrimination, harassment, or related concerns may approach:

- Internal Complaints Committee (ICC)
- Student Grievance Redressal Committee
- Principal
- Appropriate institutional authorities

All complaints shall be handled fairly, promptly, and confidentially.

13. Monitoring and Review

The implementation of this Policy shall be monitored by:

- Internal Complaints Committee
- IQAC
- College Administration

The Policy shall be reviewed periodically and revised whenever necessary in accordance with legal and institutional requirements.



14. Expected Outcomes

1. Promotion of gender equality and inclusion.
2. Enhanced awareness regarding rights and responsibilities.
3. Increased participation of all genders in institutional activities.
4. Prevention of discrimination and harassment.
5. Development of a safe, respectful, and inclusive campus culture.




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