



SOP on Gender Equity

ASANNAGAR MMT COLLEGE

End Objective:

- 1) To address cases of any form of gender discrimination/gender injustice, if any
- 2) To create awareness among the students and the staff about the legislative changes made in the recent years to fight gender discrimination
- 3) To create awareness among the staff about the anti-sexual harassment legislation in India and address the cases of sexual harassment at workplace, if any
- 4) Offering equal opportunities to men and women as employees

Date of Approval: 14/08/2021

Signature of the Secretary, Governing Body who authorizes the introduction of the SOP:

Principal

Asannagar Madan Mohan Tarkalankar College

To whom applicable to ~~Non-Students~~ Students of Hons. & Programme Courses

Sl.	Area	Activities	Allotment of Responsibilities
1	Addressing cases of gender discrimination/gender injustice, if any	a) Setting up a complaint box b) Regular functioning of Cell against Sexual Harassment c) Regular functioning of Women's Cell	a) Cell against Sexual Harassment with Principal as Chairman b) Women's Cell with Principal as Chairman
2	Creating awareness about gender discrimination	a) Highlighting the issues on gender in the delivery of curriculum b) Celebrating Women's Day by organising events and	a) Faculties in general b) Women's Cell with Principal as Chairman



		<p>felicitating women achievers in the community</p> <p>c) Displaying messages against the use of misogynistic/sexist remarks against women and transsexuals</p> <p>d) Organizing seminars/webinars on issues such as early marriage of girl students and the subsequent increase in the number of drop-outs, female foeticide, domestic violence against women and legislative reforms in the domain</p>	
3	Offering Equal Opportunities to Girl Students	a) Encouraging girl students to take part in NSS-run activities/annual sports/cultural events	<p>a) NSS</p> <p>b) Cultural Subcommittee</p> <p>c) Dept. of Physical Education</p>

To whom applicable: Faculties & Non-Teaching Staff

Sl.	Area	Activities	Allotment of Responsibilities
1.	Sexual Harassment at the Workplace	a) Holding talks/seminars on gender equity and anti-sexual harassment legislation in India	a) Cell against Sexual Harassment with Principal as Chairman
2.	Offering Equal Workplace Opportunities for Men and Women as Employees	a) Women employees entrusted with the responsibility for performing as convenors of various cells/subcommittees	<p>a) Teachers' Council</p> <p>b) Governing Body</p>
3.	Reducing Gender Inequities in Distributing	a) Making no gender discrimination in	<p>a) IQAC</p> <p>b) Governing Body</p>



	Resources among and Offering Benefits to the Employees	allowing the employees to participate in faculty development programmes and offering to them loans and other admissible financial benefits	
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