

GOBINDGARH PUBLIC COLLEGE

Ph. : 01765-251770



(Affiliated to Panjab University, Chandigarh)
ALOUR, POST BOX NO. 31, KHANNA-141401
DISTT. LUDHIANA (PB.)

Managed by :
Gobindgarh Educational
& Social Welfare Trust

Ref. No.....

Dated.....

Policy for Gender Sensitization:

With reference to the direction of Ministry of Women and Child Development D.O. No. I 8-26/201 s-UI A dated 8th July 2015 for Guidelines for appointment of Gender Champions in educational Institutions and a clarion call by UGC, the following guidelines and policy has been constituted for the same:

Introduction:

Gobindgarh Public College is committed to fostering an inclusive and respectful environment where all individuals are treated with dignity and equality. In accordance with the guidelines set forth by the University Grants Commission (UGC) and the concept of Gender Champion, we recognize the importance of gender sensitization in creating a campus culture that promotes gender equity, respect, and safety for all members of our college community. This policy aims to empower students to take an active role in promoting gender sensitization within the college and beyond.

Vision:

In addition to the formal vision of the college, the vision of Gender Sensitization Policy is to cultivate a college community where every individual feels valued, respected, and empowered regardless of their gender. We aspire to create an environment that celebrates diversity, promotes inclusivity, and fosters mutual respect among students, faculty, staff, and administrators. By appointing Gender Champions, we aim to harness the leadership potential of students to drive meaningful change, challenge stereotypes, and promote a culture of gender equality within our institution.

Objectives:

- 1. To Empower Student Leaders:** Select and train a cohort of Gender Champions who will serve as advocates for gender equality and lead initiatives to promote gender sensitization within the college.
- 2. To Raise Awareness:** Organize workshops, seminars, and awareness campaigns to educate the college community about gender issues, including gender discrimination, sexual harassment, and gender-based violence.
- 3. To Promote Inclusivity:** Implement policies and practices that ensure equal opportunities and treatment for all individuals, regardless of gender identity or expression, in academic, extracurricular, and administrative settings.
- 4. To Prevent Discrimination and Harassment:** Establish clear guidelines and procedures for reporting and addressing incidents of gender-based discrimination, harassment, and violence. Provide support services and resources for survivors of gender-based violence.

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5. **To Empower and Train:** Provide training and resources to equip Gender Champions with the knowledge, skills, and tools to advocate for gender equality, challenge stereotypes, and promote positive cultural change within the college community.
6. **To Foster Collaboration:** Collaborate with student organizations, community groups, and external stakeholders to amplify the impact of gender sensitization initiatives and address gender-related issues both on and off-campus.
7. **To Monitor and Evaluation:** Regularly assess the effectiveness of Gender Champion initiatives and activities through feedback mechanisms, surveys, and data analysis. Make necessary adjustments and improvements to ensure the continuous improvement of our efforts.

Roles and Responsibilities of a Gender Champion:

1. Advocacy and Leadership:

- Serve as a visible and vocal advocate for gender equality and inclusivity within the college community.
- Lead and participate in initiatives, campaigns, and events aimed at raising awareness and promoting gender sensitization on campus.
- Act as a role model for respectful and equitable behavior and encourage others to actively support gender equality efforts.

2. Education and Awareness:

- Organize and facilitate workshops, seminars, and discussions on gender-related topics to educate fellow students about the importance of gender sensitization.

3. Support and Empowerment:

- Empower students to challenge stereotypes, confront biases, and advocate for gender equality through peer support networks and mentorship opportunities.

4. Collaboration and Networking:

- Forge partnerships with external organizations, community groups, and stakeholders to leverage resources and expand the reach of gender sensitization initiatives beyond the college campus.

5. Monitoring and Evaluation:

- Collect feedback and data on the effectiveness of gender sensitization initiatives and activities, including participation rates, awareness levels, and impact on campus culture.
- Regularly evaluate the progress and outcomes of Gender Champion initiatives and make recommendations for improvement based on findings.

Eligibility Criteria:

A Gender Champion should fulfill the following eligibility criteria -

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- Gender Champions can be both boys and girls above 16 years of age.
- Should be enrolled in and regularly attending school or college.
- She/he must have secured minimum of 50% marks or equivalent grade in the annual examination/school leaving certificate.
- Excellent oral, written, and presentation skills.
- Should have demonstrated leadership qualities.
- Excellent understanding of the socio-cultural issues and prevailing gender norms and practices.

Appointment of Nodal Teachers:

Depending on the strength of the educational institution, one or more teacher will be assigned to function as nodal teachers to facilitate the activities of the Gender Champions.

Duties and Responsibilities of Nodal Teachers:

- Provide overall guidance to the Gender Champions on various aspects of activity implementation.
- Participate in all meetings organized by the Gender Champions.
- Motivate and influence the Gender Champions to constantly pursue their activities.
- Communicate with a wide range of stakeholders to facilitate the work of the Gender Champions.
- Facilitate Gender Champions to organize training programmes and other events.

Selection Process:

The process of selecting the Gender Champion is as follows:

- Head of the Institution will put up the guidelines/eligibility criteria in the notice board/Telegram Channel/WhatsApp groups.
- Applications from interested Gender Champions shall be invited giving time of at least one month.
- Applications shall be received by the Office of the Head of the institution.
- Short Listing of eligible candidates will be done by the Screening Committee formed by the Principal/Head of institution.
- Also at least one member should be a woman or a lady teacher, to be co-opted by the Committee.
- After verification of the credentials of the shortlisted candidates, the incumbent can be called by the Principal/Head of the institution (heading the Screening Committee) for screening/interview and selection.
- The Principal will issue the Gender Champion Badge and the selection letter to the best candidate/s.

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Our college is committed to empowering students to become agents of change in promoting gender equality and sensitization within the college community. Through the implementation of this Gender Champion Policy, we aim to harness the leadership potential of students to drive meaningful change, challenge stereotypes, and create a more inclusive and respectful campus culture. We call upon all members of the college community to actively support and collaborate with our Gender Champions in their efforts to promote gender equality and create a safer and more equitable environment for all. Together, we can build a future where every individual is valued, respected, and empowered regardless of their gender.

Under this Policy following Committee / Cell have been formed:

Gender Championship Committee

Mr. Rajesh Kumar (Convener, Assistant Professor in Business Administration)

Ms. Ruchika Jain (Co-Convener, Assistant Professor in Commerce)

Mr. Hanish Jindal (Member, Assistant Professor in Commerce)

Ms. Navneet Bhaskar (Member, Assistant Professor in Commerce)

