

"Social Transformation Through Dynamic Education"

Bharati Vidyapeeth's

**NEW LAW COLLEGE, SANGLI.**

'A' Grade Accredited  
by NAAC, Bengaluru

▪ Founder & Chancellor:

**Dr. Patangrao Kadam**

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▪ I/C Principal

**Dr. Pooja Prashant Narwadkar**

B.A.LL.M.,NET,Ph.D.

## Gender Policy

Bharati Vidyapeeth's New Law College has a Gender policy to ensure good gender balance. Ours institution is the most preferred institute for girls. Girls from the Sangli city and nearby villages take admission to our college. The average number of girls in our college is maximum. Our institution works towards the overall development of students. Our institution has developed safe, secure and organized learning environment for girls.

The college confirms the implementation of gender related University's rules, policies and actions as it forms a constituent part of Shivaji University. The Gender policy tries to ensure gender equality at strata of the college.

The college always concentrates on students' qualitative performance along with their overall personality development. Observing the gender equality, the girls are provided with various facilities and special attentions.

The Gender policy is integral part of all institutional policies and programs. Gender equality and equity aims at ensuring both women and men including staff and students are considered equal and treated equally in terms of dignity and rights. It aims to empower the girl students. The atmosphere in the college is such that there is not any kind of discrimination particularly based on sex. The Gender policy provides guidelines and frameworks for promoting gender equality. The institute raises awareness regarding gender sensitization by organizing various events. The college has formed the Antiaging Committee Ladies Club, Grievance Redressal cell. The Gender Equity Policy in the college provides a framework of principles and practices that will improve the opportunities to all the students regardless of whether they are males or females. The Gender Equity Policy has been developed so that no students in the college campus are disadvantaged on the basis of gender.





The Indian constitution provides equality before law for women under Article 14. The Article 15 prohibits discrimination on the grounds of religion, race, caste, sex, place of birth. Framing a Gender policy is a commitment towards our Indian Constitution. The overall effort is to promote gender equality within the institution and to strengthen the gender sensitivity among students and staff. The institution is taking conscious and continuous efforts to maintain a balanced and equal environment. Our college pays special attention when it comes to sharing of responsibilities among the staff members with a view of maintaining gender balance. Various Committees at college level are also structured by giving equal opportunities of representation to both male and female students. Also, while selecting the C.R. (Class Representative) it is done in purview of maintaining equal percent of participation of both male and female students respectively.

### **Objectives**

1. To organize seminar, workshop for girl students to enhanced capacity building and personality development.
2. To organize activities on women empowerment, healthcare, physical, moral, cultural and skill development of students.
3. To participate on save the girl child national program- Beti Bachao Beti Padhao Project.
4. To abolish discrimination on the basis of gender.
5. To create gender equality and equity in education system.
6. To eliminate gender discrimination and harassment at the workplace.
7. To motivate the girls for higher education.

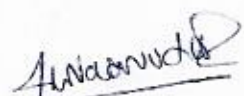
### **GENDER SENSITIVE FEATURES**

Gender sensitive features are carefully observed in every corner of the system. By forming various committees like Anti-ragging, Internal Complaints, and providing adequate facilities to girls, gender equality is kept upright in the college.

### **The Gender Equity Vision:**

The vision of this Gender Equity Policy document is 'To offer equal opportunity for everyone in the campus; where there is no discrimination on the basis of gender in offering opportunities, in the allocation of resources and access to educational services'. The college adheres to a vision that focuses on gender equality and women empowerment.



  
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**Mission:**

The mission is to achieve gender quality in the society, to promote the social, educational, economic development of women, eliminating discrimination against women, developing policy guidelines, regulations, procedures and practices that will serve to ensure equal rights and opportunities for women & men in the institution.

**Strategies:**

- Recruiting adequate women staff and ensuring the balance, an objective of achieving a numerical balance in all posts at all levels as far as possible.
- Ensuring equal opportunities for male and female staff for personal growth, in promotion benefits, training and working conditions.
- Ensuring equitable representation & participation of men & women in various functional committees of the institution.
- Providing a safe and secure workplace for women staff, free from sexual harassment with a Internal complaint committee or Grievance Redressal Cell to look into specific concerns.
- Providing an enabling and friendly work environment where both men and women enjoy and actively participate in work.
- Reviewing the institutional structure, functioning, problems in relation to gender imbalances among staff and the work environment time to time and taking definite steps to address the same
- Sensitizing the male students and staff and mobilizing their support towards gender balance in the campus.
- Following all statutory requirements related to maternity and paternity leaves.
- Ensuring that staff access to and use of information technology is gender equitable.



*Anand...*  
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