



**Shree R. P. Arts, Shree K. B. Commerce and Smt. B. C. J. Science College
Khambhat**

Gender Policy

The institution recognizes gender as a student's social identity that can be male, female, trans or non-binary. Given the systemic nature of gender discrimination our approach to gender issues has been an integrated and holistic one, focusing on challenging gender stereotypes and subverting common sense perceptions of culturally prescribed gender roles. We believe in integrating and embedding gender concerns within every activity on campus including teaching, research and administration. Every constituency within the campus, that is, students, teaching and non-teaching staff is sensitized on gender issues on a regular basis through workshops, interactive sessions and a short-term certificate course.

The Gender Issues Cell exists as a mandated body as per Section 3.2 (15) of UGC Guidelines (Prevention, Prohibition and Redressal of Sexual Harassment of women employees and students in higher educational institutions) Regulations, 2015. The college has Collegiate Women Development Cell (CWDC), which works in close association with Internal Committee that addresses all complaints of sexual harassment within the Institute as per Section 4 of the UGC Guidelines (Prevention, Prohibition and Redressal of Sexual Harassment of women employees and students in higher educational institutions) Regulations, 2015.

Objectives

- To promote a nuanced understanding of gender as a social location and how it intersects with other marginal locations of caste, class, disability and ethnicity.
- To ensure equitable access and use of resources, sustain spaces for conversations around gender and sexual identities through regular gender audits and sensitization programmes.
- To support a zero-tolerance policy against all forms of sexual harassment.
- Identify discriminatory behaviour towards persons in gender marginal locations, including cis-women, trans-persons or those with non-normative sexualities and expressions.
- To strengthen institutional mechanisms that redress incidents of gender-based discrimination.
- Train and sensitize students who can champion gender awareness through workshops and other activities.
- To support advocacy on gender sensitization and establish collaborations and linkages with women's rights and trans advocacy groups.
- To establish a Women's Studies and Research Centre.