



BAHONA COLLEGE
বাহনা মহাবিদ্যালয়
Affiliated to Dibrugarh University

**Supporting Documents for
NAAC Self Study Report (SSR)
(3rd Cycle)**

Period: 2016-2021

Criterion 7	Key Indicator: 7.1
Institutional Values and Best Practices	Institutional Values and Social Responsibilities
Metric Number: 7.1.1	Measures initiated by the Institution for the promotion of gender equity during the last five years

**Prepared and submitted by
Bahona College**

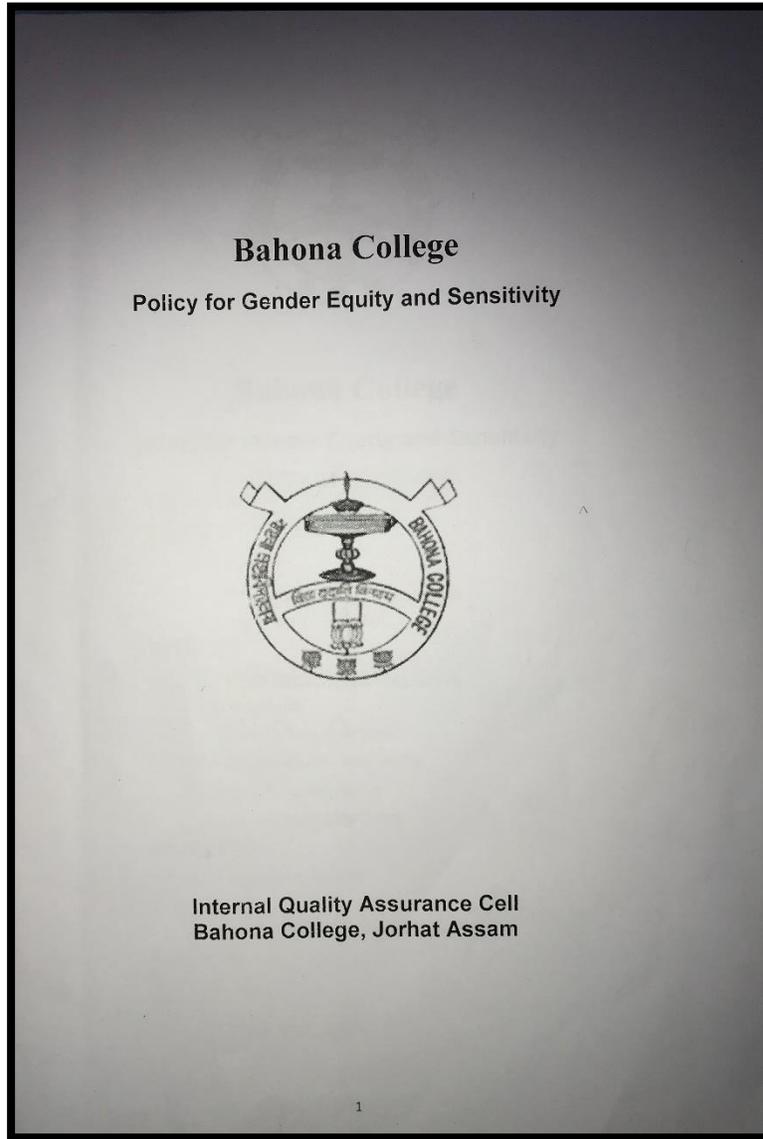




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Metric No:	Heading
7.1.1	Measures initiated by the institution for the promotion of gender equity during the last five years

ANNUAL GENDER SENSITIZATION ACTION PLANS



Policy for gender equity and sensitivity 2018 (page 1)


(Dr. P.K. Dutta)
Principal,
Bahona College




Coordinator
IOAC
Bahona College, Jorhat
Pin-785101



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Bahona College

Policy for Gender Equity and Sensitivity

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(Dr. P.K. Dutta)
Principal,
Bahona College




Coordinator
IOAC
Bahona College, Jorhat
Pin-785101



Bahona College

Policy for Gender Equity and Sensitivity

PART ONE

1.1 Preamble

Bahona College is committed to creating and maintaining an environment free of all forms of gender violence, harassment, exploitation, intimidation and discrimination for its stakeholders who comprise of the students, teachers, staff, amenity providers & visitors. The college will ensure that every member of the college community should be aware that while the college is committed to the right to freedom of expression and association, it strongly supports gender equality and opposes any form of gender discrimination and violence. In order to achieve this, the knowledge, perspectives, actions and sensitivity of the staff and students must be harnessed to contribute to creating and sustaining a gender just environment in learning, teaching, research, administration and management. This policy will guide all operations at Bahona College to ensure gender equity, gender sensitivity and equal opportunity for women. This policy will be called the Bahona College Policy for Gender Equity and Sensitivity. The College may identify departments and disciplines that will carry out focused work on gender equality, sensitivity and equal opportunity for women. In addition, all Bahona College employees and students shall have a responsibility to help ensure that the intentions of the policy are realized and that the principles of respect, tolerance and consideration are upheld in letter and spirit.

1.2 Guiding Principles

Gender equality is an international commitment and recognized as a prime Sustainable Development Goal. Gender inequality, violence and discrimination are condemned as a form of human rights violation, a transgression of common dignity and an infringement on life and liberty and fundamental rights as defined by the Constitution of India. India's support for gender equity, sensitivity and equal opportunity are expressed in Articles 14, 15, 19(1)(g), 21 of the Constitution of India. India's ratification of the International Covenant on Economic, Social and Cultural Rights (in 1979) and the Convention on the Elimination of All Forms of



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Discrimination Against Women (CEDAW, ratified in 1993), Resolutions of the Fourth World Conference on Women in Beijing in 1995 confirm the country's commitment to gender equity. Thus, this policy will be guided by the provisions in the following:

INTERNATIONAL INSTRUMENTS:

1. Universal Declaration of Human Rights, 1948
2. International Covenant on Economic, Social and Cultural Rights (ICESCR), 1966
3. Convention on the Elimination of All Forms of Discrimination against Women, 1979
4. Convention on Rights of Persons with Disabilities, 2006

INDIAN LEGISLATION:

1. The Sexual Harassment of Women at Workplace (PREVENTION, PROHIBITION and REDRESSAL) Act, 2013
2. The Criminal Law (Amendment) Act, 2013
3. The Indecent Representation of Women (Prohibition) Act, 1986
4. The Immoral Traffic (Prevention) Act, 1956
5. The Indian Penal Code, 1860
6. The Indian Evidence Act, 1872

OTHERS

1. UGC Saksham Measures for Ensuring the Safety of Women and Programmes for Gender Sensitization on Campuses.

1.3 Objectives of the Policy

- a) To fulfill the national commitment to gender equality that is inclusive of the rights of the LGBTQ community.
- b) To prevent violations of National Acts that prohibit gender injustices.
- c) To create a gender sensitive environment that respects gender diversity.
- d) To ensure equal opportunity to all women without any discrimination.
- e) To evolve mechanisms for the prevention and redressal of gender-based violence and discrimination.
- f) To ensure the implementation of this policy in letter and spirit.


(Dr. P.K. Dutta)
Principal,
Bahona College




Coordinator
IOAC
Bahona College, Jorhat
Pin-785101



PART TWO

2.1 Definitions

Gender: The term 'Gender' in a broader context refers to social constructions of attributes, relationships and opportunities associated with being male and female. For the purpose of this policy the term gender refers only to those who publicly identify with being female.

Employee: Employee means any person who is a current employee of the College, and includes permanent, fulltime, part-time, and contracted staff.

Student: Student means any person registered at Bahona College for academic purposes.

Resources: Resource include physical resources as well as resources in terms of guidance, online resources, academic resources

Facilities: Facilities mean all infrastructural facilities and educational facilities provided by the College.

Equity: Equity means fair and equal treatment for all based on their needs. To ensure equity, treatment that is different but which is considered equivalent in terms of rights, benefits, obligations and opportunities might be required.

Unconscious Bias: It means a bias one may have towards a woman or women without conscious awareness of the impact of one's attitudes or behaviour.

2.2 Jurisdiction

This policy covers any act of injustice, violence, discrimination and insensitivity to any female employee or student in Bahona College. This policy will guide the College in all its activities and functions including:

1. Recruitment and Promotions
2. Employees Development Opportunities
3. Formation of Committees
4. Leave and Security
5. Admission Process and Enrollment
6. Curricular, Extra-curricular and Co-curricular Activities
7. Teaching, learning and evaluation



8. Employees -Student Relationship
 10. Events and Programmes
 11. Research and Consultancy
 12. Facilities and Resources
 13. Training and Counseling
 14. Participation and Involvement
- Not limited to the above.

2.3 Implementing Guidelines

The college from time to time will set up Committees that will implement the goals of this policy. The mechanisms will include those Committees set up to implement different Acts such as the Internal Complaints Committees under the Sexual Harassment of Women at Workplace (PREVENTION, PROHIBITION and REDRESSAL) Act, 2013, Gender Champion (Ministry of Women & Child Development, GOI) etc.

1. Gender stereotyping will be prohibited.
2. All forms of bias and discrimination including unconscious bias against women will not be tolerated.
3. Gender sensitivity will be employed in all recruitment, promotions and opportunity for leadership, to uphold the policy of equal representation of men and women.
4. In selection of staff for professional development opportunities and training, there will be no gender-based discrimination.
5. Special focus will be given to improve women's participation and representation in different areas of study, research, counseling, consultancy and any other fields in which women are underrepresented.
6. In formation of any Committee, the representation of women is mandatory.
7. In keeping with National and State policies, women specific leave will be granted.
8. No student will be denied admission on the grounds of gender/ sexual orientation.
9. In evaluating students, a policy of fair treatment of male and female students alike will be employed.



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10. In organizing any event or programme, including meetings and conferences, a gender sensitive approach will be undertaken and women staff and students will be given due respect and representation.
12. The Guidelines for the Gender Champions (GC) Programme vide OM No.4-2/2014-WW dated 3 June 2015 of the Ministry of Women & Child Development, Government of India will be carried out in letter and spirit.
13. The Principal of college on the advice of the ICC will
 - a) Appoint a Gender Champions Committee of students based on merit for a period of two years.
 - b) The Gender Champions will function under the ICC and the ICC will orient them on their authority, duties and responsibilities at the time of their appointment.
 - c) The Principal will create an adequate budget for GC activities
 - d) Hold an award ceremony at the end of every academic year to present certificates to outgoing GCs based on reports of work done.
14. All the employees and the students will necessarily undergo gender awareness and sensitivity training.
15. Gender sensitive approaches will be practiced in teaching and learning processes across the departments.
16. Women specific infrastructure facilities will be provided on campuses. In creation of new development, renovation of existing infrastructure and other resources, women specific needs will be addressed.
17. UGC's 'Saksham' Measures for Ensuring the Safety of Women and Programmes for Gender Sensitization on Campuses will be followed.
18. Proactive measures will be undertaken to facilitate and encourage active participation of women students and employees in all activities of the college.
19. International Women's Day (8 March) and Girl Child Day (24th January), Human Rights Day (10th December) will be commemorated.
20. The college will organize annually at least one programme towards gender awareness and sensitization in addition to the ICC organized awareness and sensitization programme and the activities of the Gender Champions.


(Dr. P.K. Dutta)
Principal,
Bahona College




Coordinator
IOAC
Bahona College, Jorhat
Pin-785101



2.4 TEACHER-STUDENT RELATIONS

1. Teacher-student romantic or sexual relationships will be seen as an abuse of power by the teacher against the student, even if a complaint is not lodged by him/her or any other student.

This issue adversely affects academic and professional ethics and for reasons such as-

- a. Particularly when the teacher concerned is a supervisor, mentor, educator, adviser and evaluator of that student it cannot be viewed as 'voluntary consent' by the student because of the inherent unequal nature of the relationship.
 - b. A student who has broken off a relationship is also vulnerable of being graded with low marks.
 - c. The student might fear victimization and therefore not be in a position to opt out of the relationship with the teacher. The student might feel vulnerable and fear biased evaluation.
 - d. There is also the possibility that the student has felt pressurized all along to 'consent' to the relationship for fear of being victimized.
 - e. Even if academic evaluations are kept completely independent of personal involvements, it is likely that there will be an appearance of bias in the eyes of other students and staff. The other students in the class might suspect favoritism including in evaluation and grading. Faculty members/teachers have a responsibility to avoid any apparent or actual conflict between their professional responsibilities and personal relationships with students.
2. The following are instituted to protect the rights of women students, to prevent sexual abuse or any unfair advantage or disadvantage resulting from personal relationships and to preserve the integrity and objectivity of the educational process:
 - a) Sexual relationships between teachers and students represent a serious conflict of interest and abuse of trust. There is considerable trust vested in a faculty member, who, in turn, bears authority and accountability and therefore this trust should not be abused. There is inherent unequal power by virtue of the teacher's role and title, which heightens the vulnerability of students and the potential for coercion in such relationships.
 - b) It is the duty of the teacher to maintain the boundaries between intellectual development and personal life.



- c) In the interest of upholding the goals and ideals of the learning process, a teacher who is in a romantic/sexual relationship with a student should be removed from supervision and evaluation, as the possibility of favoritism in assessment is possible.
- d) Most students would be apprehensive about lodging a formal written complaint particularly when they are aware that there is no clear policy mandate against a teacher student romantic/ sexual liaison. This policy should therefore supplement the existing policy on Sexual Harassment and allow for inquiries to be conducted by institutional heads into reports that are brought to their notice even in the absence of written complaints. If such reports appear to be accurate, disciplinary action and remedial measures against the teacher or supervisor involved should be taken.

2.5 Monitoring and Review

1. The ICC, with a panel of advisories will monitor the implementation of this policy and report to the Principal.
2. For this purpose, a second wing of GMR (Gender Monitoring & Review) Committee will be formed.
3. The GMRC will constitute of three teachers and the General Secretary of the College Students' Union.
4. The GMRC will accommodate both male and female employees and students, with female representation being not less than fifty percent.
5. The GMRC will document gender equity/inequity data in all aspects of the functioning of the College.
4. The Committee will submit its report to the head of the Institution through the ICC every year.
5. Grievances received by the GMR Committee or any other faculty/ staff or student shall be reported to the Head of the Institution and referred to the ICC for redressal within one month.

2.6 Amendments to the Policy

1. No amendment to this policy can be made without prior Consultation with all the stakeholders (namely Female students and Female employees).



2. Any recommendation for amendment should be circulated and stakeholders given no less than a month to furnish their response.

PART THREE

3.1 Financial Assistance

1. The college will create a special and adequate Budget Head for the implementation of the Gender Equity, Sensitivity and Equal Opportunity Policy and the activities of the Committees constituted.

PART FOUR

4.1 Accountability and Transparency

1. Setting up of the ICC and the GMRC Committee is a mandatory requirement under this Policy for Bahona College.
2. Annual Reports of the GMRC Committees on programs undertaken with the GCs should be displayed on the website.
3. No information on specific sexual harassment cases addressed by the ICC will be available on public domain and the identity of the victim will be protected.
3. The GMRC will meet twice a year and shall forward to the ICC any specific implementation of gender sensitization program or lacunae noticed therein.
4. Names and contact details of the ICC, GMRC and GCC members will be displayed on the College website and in prominent places on the campus.



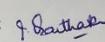
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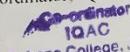
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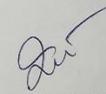
Part Five : Activation

Committee of drafting the Policy of Bahona College Gender Equity and Sensitivity is –

Dr. Shantana Saikia (Adviser) : 
Dr. Rofique Ahmed (Jt. Convener) : 
Dr. Porinita Bora (Jt. Convener) : 
Dr. Indrani Borthakur (Member) : 
Dr. Mridul Dutta (Member) : 
Mrs. Rekha Kunwar (Member) : 

Policy of Bahona College Gender Equity and Sensitivity has been approved in the IQAC meeting on 20.06. 2018. It is decided to effect from 1st July 2018.


(Dr. Rofique Ahmed)
Coordinator, IQAC, Bahona College

Bahona College, Jorhat
Pin 785101


(Dr. Prasanna Kr. Dutta)
President, IQAC, Bahona College
Principal
Bahona College


(Dr. P.K. Dutta)
Principal,
Bahona College




Coordinator
IQAC
Bahona College, Jorhat
Pin-785101

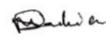


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Action Plan
For Gender Equity
Year : 2019
Prepared by GMRC under ICC, Bahona College

1. One session addressing gender sensitization at the starting of each odd semester session by ICC.
2. Celebration of international women day on 8th March.
3. Celebration of Girl Child Day.
4. At least three sensitization programmes by gender champions
5. Organizing one popular talk on women issues in each semester session.
6. Organizing at least one outreach programme on women empowerment.

Signature of the members of GMR

1. Dr. Aditi Baruah 
2. Mrs. Mainu Moni Saikia 
3. Mr. Randip Phukan 


Dr. Shantana Saikia
Signature of ICC, Presiding Officer

Gender equity action plan of 2019


(Dr. P.K. Dutta)
Principal,
Bahona College




Coordinator
IOAC
Bahona College, Jorhat
Pin-785101



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Action Plan
For Gender Equity
Year : 2020

Prepared by GMRC under ICC, Bahona College

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Day

1. One session addressing gender sensitization at the starting of each odd semester session by ICC.
2. Celebration of international women day on 8th March.
3. Celebration of Girl Child Day.
4. At least three sensitization programmes by gender champions
5. Organizing one popular talk on women issues in each semester session.
6. Organizing at least one outreach programme on women empowerment.
7. Organizing in-campus programme for building capacity of women.
8. Taking measures for girls students' health care.

Me

Dr.

Mr.

Mr.

Apj

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Signature of the members of GMR

1. Dr. Aditi Baruah 
2. Mrs. Mainu Moni Saikia 
3. Mr. Randip Phukan 


Dr. Shantana Saikia
Signature of ICC, Presiding Officer

Gender equity action plan of 2020


(Dr. P.K. Dutta)
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IOAC
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Annual Plan of Action

Year 2021
Of ICC and Gender Champions
Prepared by Gender Monitoring and Review Committee

- 1) To organize sensitization and orientation programme on WHWWP Act
- 2) To organize Health Awareness programme for women staff and girls students
- 3) To celebrate the International Women Day
- 4) To Celebrate the National Girl Child Day


Ilaxi Bora, Member, GMR


Bikram Bora, Member, GMR


Aishawnya Sharma, Member, GMR

Approved by ICC


(Dr. S. Saikia)
Presiding Officer, ICC
Presiding Officer
Internal Complaints Committee
Bahona College

Gender equity action plan of 2021


(Dr. P.K. Dutta)
Principal,
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Coordinator
IOAC
Bahona College, Jorhat
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ACTION TAKEN REPORTS OF GENDER EQUITY ACTION PLANS

Action Taken Report
Year 2019
of ICC and Gender Champions
Prepared by Gender Monitoring and Review Committee

Programmes	Activities	Date	Number of participants
International Yoga Day	Encouraging girls students to participate the Yoga Programme organized by NSS, Bahona College	21.6.2019	36
National Girl Child Day	Speech delivered to the students of Bahona MV School about the formation of good habits and importance of play.	24.01.2019	70
International Women Day	i. Street play on "Dayinir Hotya" ii. Postering on gender equity issues iii. Organizing slogan competition	08.03.2019	56
Felicitation programme	Felicitating Entrepreneur and philanthropist Mr. Kamal Jalan and Mrs. Sheetal Jalan for their services on women health	28.08.2019	78
A Talk on Female Health and Hygiene	A talk on female health and hygiene was organized at Nam Kakila High School, Nimati. Sanitary napkins were distributed among the girls students of class VIII to IX	6.10.2019	170

Members GMR

Dr. Aditi Baruah 

Mrs. Mainu Moni Saikia 

Mr. Randip Phukon 

Approved by

Presiding Officer, ICC



Action taken report of gender equity action plan of 2019


(Dr. P.K. Dutta)
Principal,
Bahona College




Coordinator
IOAC
Bahona College, Jorhat
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Action Taken Report
Year 2020
of ICC and Gender Champions
Prepared by Gender Monitoring and Review Committee

Programmes	Activities	Date	Number of participants
International Yoga Day	Encouraging girls students to participate the Yoga Programme organized by NSS, Bahona College	21.06.2020	30
International Women Day	Felicitation of women entrepreneur Miss Navanita Das known as "Pathar Kanya" meaning Girl of Farming field. Also opening the wall magazine of Women Cell "Astitwa".	07.03.2020	115
Distribution of relief material	Distribution of relief materials among 35 poverty stricken families at Nimati, Hatishal during the Covid 19 pandemic period. It was done in collaboration with Students' Union, Bahona College.	09.05.2020	Members of Students' Union
National Webinar	National Webinar on "Peace, Security and Social Justice : Impact of the Covid 19 Pandemic of Women" – Online mode. It was done in collaboration with IQAC, Bahona College	20.07.2020-21.07.2020	60
Employment	Organizing a talk on "Formation of organized Mentality and Strategy of increasing Employment Opportunity" Online Mode by Amar Alochona Team and female participants were encouraged take part here	16.07.2020	35

Members GMR

Dr. Aditi Baruah

Mrs. Mainu Moni Saikia

Mr. Randip Phukon

Approved by

Presiding Officer, ICC

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Bahona College



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IQAC
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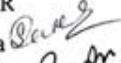


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Action Taken Report
Year 2021
Of ICC and Gender Champions
Prepared by Gender Monitoring and Review Committee

Programmes	Activities	Date	Number of Participants
Celebration of National Girl Child Day	i) Special Lecture on Girl Child: Health and Security". ii) Recitation competition	28 th January 2021	38
Celebration of Women Day	i) A Special talk by Mrs. Prity Bordoloi was delivered on the theme "Choose to Challenge". ii) A book donation Programme iii) Inaguration of Wall magazine 'Astitwa' iii)Felicitation Programme	8 th March 2021	107
Orientation Programme	Organized a state level virtual Orientation programme on "Safety and Dignity of Women in Workspace: Understanding the WHWWP Act from a Gender Lance"	22nd of July 2021	98
Health awareness programme	i) Two days workshop on Yoga and Meditation	29th & 30th November, 2021	200

Member of GMR

Ilaxi Bora 

Bikram Bora 

Aishawnya Sharma 

Approved by Presiding Officer, ICC



Action taken report of gender equity action plan of 2021


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Bahona College




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IOAC
Bahona College, Jorhat
Pin-785101