



# **Bahona College**

## **Policy for Gender Equity and Sensitivity**

### **CONTENTS**

#### **PART ONE**

- 1.1 Preamble
- 1.2 Guiding Principles
- 1.3 Objectives of the Policy

#### **PART TWO**

- 2.1 Definitions
- 2.2 Jurisdiction
- 2.3 Implementing Guidelines
- 2.4 Teacher-Student Relationship
- 2.5 Monitoring and Review
- 2.6 Amendments to the Policy

#### **PART THREE**

- 3.1 Financial Assistance

#### **PART FOUR**

- 4.1 Accountability and Transparency

#### **PART FIVE**

- Activation

# **Bahona College**

## **Policy for Gender Equity and Sensitivity**

### **PART ONE**

#### **1.1 Preamble**

Bahona College is committed to creating and maintaining a community in all the stakeholders can work together in an environment free of all forms of gender violence, harassment, exploitation, intimidation and discrimination. Every member of the college community should be aware of 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 all staff and students must be harnessed to contribute to creating and sustaining at all times a gender just environment in learning, teaching, research, administration and management. This policy will guide all operations at Bahona College to ensure gender equity and gender sensitivity equal opportunity for women. This policy will be called the Bahona College Policy for Gender Equity and Sensitivity. The College may identify Departments, disciplines that will carry out focused work on gender equality, sensitivity and equal opportunity for women. In addition, all Bahona College employees and students 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

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. 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. Protection of Women from Domestic Violence Act, 2005
4. The Indecent Representation of Women (Prohibition) Act, 1986
5. The Immoral Traffic (Prevention) Act, 1956
6. The Indian Penal Code, 1860
7. 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.
- b) To prevent violations of National Acts that prohibits 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.

## 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, Extr-acurricular 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

## **2.3 Implementing Guidelines**

The colleges 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.
9. In evaluating students, a policy of fair treatment of male and female students alike will be employed.

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 the College will
  - a) Identify a nodal teacher every year for the Gender Champions Programme,
  - b) Create an adequate budget for GC activities and
  - c) Hold an award ceremony at the end of every academic year to present certificates to GC's based on reports of work done.and
  - d) At least one male student will be selected every year as a Gender Champion.
  - e) The college will conduct training programme Gender Champions to sensitize them on duties and responsibilities.
  - f) At the end of every academic year the College GC Committee will organize a local level event at which Nodal teachers will present the report 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 (24<sup>th</sup> January) 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 Programme.

## **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 that or any other student. This issue adversely affects academic and professional ethics.
2. 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.
3. A student who has broken off a relationship is also vulnerable of being graded with low marks.
4. 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.
5. There is also the possibility that the student has felt pressurized all along to "consent" to the relationship for fear of being victimized.
6. 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.
7. 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. A Gender Monitoring and Review (GMR) Committee will be set up at the College to oversee the implementation of the Policy and the evaluation of any grievances.
- 2. The GMR Committee will have equal representation of male and female employees and students.
- 3. The GMR Committee 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 every year.
- 5. Grievances received by the GMR Committee should be reported to the Head of the Institution and referred to the relevant body for redress 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.

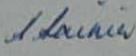
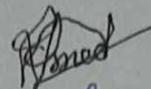
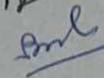
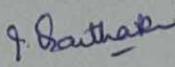
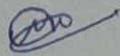
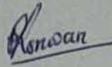
## **PART FOUR**

### **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.

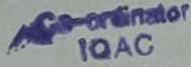
## Part Five : Activation

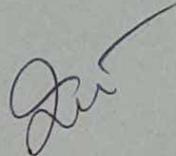
Committee of drafting the Policy of Bahona College Gender Equity and Sensitivity is –

Dr. Shantana Saikia (Adviser) :   
Dr. Rolique 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 1<sup>st</sup> July 2018.

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

  
Co-ordinator  
IQAC  
Bahona College, Jorhat  
Pin 785101

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

Principal  
Bahona College