



DNYANDEEP COLLEGE OF SCIENCE & COMMERCE

At./Post. Morvande - Boraj, Tal. Khed, Dist. Ratnagiri, Pin. - 415 709.

NAAC Accredited 'B++' Grade, Cycle-II

Tel. : 02356 299330

ISO 9001 : 2015 Certified



Permanently Unaided College

Affiliated to Mumbai University Vide Aff./Recog - 1/2960 of 2009 dt. 9/6/09

Outward No. :

Date : / / 20

Gender Policy

1. Title

Gender Policy of Dnyandeep college science and commerce

2. Preamble

This Gender Policy outlines Dnyandeep college of science and commerce commitment to promoting gender equity, equality, diversity, and inclusion within all aspects of college life. The policy aligns with national and international frameworks on gender justice and seeks to create a safe, inclusive, and empowering environment for all students, faculty, and staff, regardless of gender identity or expression.

3. Vision

To foster a gender-sensitive academic and social environment that ensures equal opportunities, respect, and dignity for all members of the Dnyandeep college community.

4. Mission

To integrate gender perspectives into teaching, research, administration, and community outreach, thereby eliminating gender-based discrimination and promoting inclusivity.

5. Objectives

1. Promote gender equality in all academic and administrative processes.
2. Prevent and respond to gender-based discrimination, harassment, and violence.
3. Ensure equitable representation of all genders in decision-making positions.
4. Encourage gender-sensitive curriculum development and research.
5. Provide capacity-building and awareness programs on gender sensitivity.

6. Scope

This policy applies to all students, teaching and non-teaching staff, management, and visitors associated with Dnyandeep college.

7. Guiding Principles

Equality: Equal rights and opportunities for all genders.

Non-Discrimination: Zero tolerance for gender-based bias or harassment.

Inclusivity: Recognition and respect for diverse gender identities and expressions.

Accountability: Institutional mechanisms to monitor and evaluate policy implementation.

Confidentiality: Protection of privacy in all gender-related matters.

8. Policy Measures

a) Gender Sensitization

Conduct workshops, seminars, and campaigns on gender awareness.

Include gender sensitivity modules in orientation programs.

b) Gender-Based Violence Prevention

Establish an Internal Complaints Committee (ICC) as per UGC and POSH guidelines.

Ensure a confidential and impartial grievance redressal mechanism.

c) Equal Opportunity and Representation

Promote gender balance in committees, leadership roles, and student bodies.

Encourage female and gender-diverse participation in STEM and leadership programs.

d) Curriculum and Research

Integrate gender perspectives across subjects.

Encourage gender-focused research and publications.

e) Facilities and Support

Provide gender-neutral restrooms where possible.

Offer counselling and mentorship for gender-related concerns.

Ensure safety and security measures on campus.




Principal
Dnyandeep College
Of Science & Commerce
A/p.Morvande-Boraj (Khed)