



SADHU VASWANI MISSION'S
St. Mira's College For Girls, Pune
An Autonomous (Affiliated to Savitribai Phule Pune University)
Reaccredited by NAAC- A Grade, cycle 3
[ARTS, COMMERCE, SCIENCE, BSc (Computer Science),
BBA, BBA(CA)]
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POLICY TITLE: Gender Policy	
Policy Number:	25
Description of the Policy	This policy relates to all our stakeholders- our women students and entire staff- both male and female. Although ours is a women's college, we believe in the policy of gender equity based on the principle of inclusion and non-discrimination in all our interactions.
Drafting Authority	Vice- Principal, Green Club and Criterion 7
Policy Application	Students, Teaching Staff and Non-Teaching Staff
Effective from:	June 2022-23
Revised on:	NA
References for the Policy	1. International Labour Organization: 2. Ministry of Health and Family Welfare, Government of India: 3. National Policy for the Empowerment of Women(2001) 4. OSAGI Gender Mainstreaming 5. The Constitution of India 6. The Logical Indian universities-to-form-icc-against-gender-bias-36068 7. United Nations Sustainable Development Goals 8. University Grants Commission(UGC)



Jayak
Principal Incharge
St. Mira's College for Girls, Pune.

ST. MIRA'S COLLEGE FOR GIRLS, PUNE

(Autonomous-affiliated to Savitribai Phule Pune University)

GENDER EQUITY POLICY (2022-2023)

Introduction:

St. Mira's College was founded in 1962 as an institution imparting higher education exclusively for women. It is a part of the Mira Movement in Education, born out of the vision of revered Sadhu T.L. Vaswani- founder of the Sadhu Vaswani Mission- our parent institution.

The Mira Movement in Education aims at the empowerment of women- emotional, intellectual and spiritual. Our spiritual mentor is Revered Dada J.P. Vaswani. Blessed by Sadhu Vaswani's vision and Dada J.P. Vaswani's guiding light, the College continues to flourish as a Women's College.

About the Gender Equity Policy:

This policy relates to all our stakeholders- our women students and entire staff- both male and female. The policy of gender equity is based on the principle of inclusion and non-discrimination in all our interactions.

The Constitution of India embodies the government's commitment to equality for both women and men within family, community and society. The Government of India also subscribes to and has endorsed a range of international Conventions such as the United Nations Declaration of Human Rights (1962), the United Nations Convention on the Rights of the Child (1989), and Education for All (United Nations Declaration 1990) and the Beijing Declaration (1995), National Policy for the Empowerment of Women (2001), the UGC (Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and Students in Higher Educational institutions) Regulations, 2015. which called for the mainstreaming of gender issues.

'Gender' in this policy refers to those behaviours and attitudes which are culturally accepted as appropriate ways of being a women (femininity) and ways of being man (masculinity). The sex of a person is biologically determined, whereas ways of being a man or women are learned: they are constructed, reinforced, maintained and reconstructed over time through social and cultural practices. Such social constructions of gender vary across cultures, social class and time.

'Equity' means fairness and without bias. In a social context equity also involves conscience or principles of natural justice.



constructions of gender. The Gender Equity in campus Policy aims to develop every individual to her or his full potential.

Objectives:

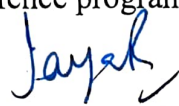
- To inculcate and strengthen the knowledge among the stakeholders (viz students and employees) about the concept of gender equity, right to gender equality and dignified livelihood and earn equal wages for similar work as men.
- To form a Grievance Redressal Cell to prevent gender bias, address issues of gender-based violence [GBV] and execute gender sensitization programs with sensitivity and impact.
- To create awareness and sensitise the girls/women students on importance of menstrual hygiene, abstinence from body shaming, the dangers of unsafe sex, the need to adopt self-defence mechanisms for self-protection and support their preference to sexuality with due respect to LGBTQ+
- To conduct an online compliance of Gender audit on the SAKSHAM portal
- To identify 'Gender Champions' from amongst the students above the age of 16 years enrolled in college, who will create awareness about gender equality amongst students, as per the recommendations by the UGC.

Implementation of the Gender Equity Policy

Under the Gender Equity Policy, St. Mira's College

- Has internalised the implication of gender equality that the interests, needs and priorities of both women and men should be taken into consideration, with due recognition of the diversity of different groups of women and men,
- Takes up gender issues for discussion and debate on a regular basis through lectures, discussion forums, workshops. Conducts one-on-one session with the students on a regular basis where they discuss their problems.
- Safeguards safety of student through CCTV surveillance enabled campus and allocating cleaning of washrooms exclusively to female housekeeping staff.
- Has incorporated gender-related aspects in several of the course curricula of different faculties (Humanities and Commerce).
- Has set up an Internal Complaints Committee and a Grievance Redressal Cell to prevent gender bias .
- Promotes Gender Champions, Awareness Campaigns and Self-defence programmes.




Dr Jaya Rajagopalan
Principal Incharge