

GENDER POLICY DOCUMENT



St. Xavier's College, Burdwan

A Jesuit Institution

(Affiliated to the University of Burdwan)

GENDER POLICY

To make the experience of education and learning more liberal and experimental, it is very imperative to practice the community engagement as it provides a crucial connection to the dynamic world. Keeping this motto in mind, St. Xavier's College Burdwan aims to assure and ensure the importance of 'Gender Equity' and 'Gender Equality' throughout the overall development process of its students and members. Reflecting on Gender Equity, it is the concept of everyone having the same platform irrespective of their gender. And referring to that, Gender Equality is where every person gets equal access to every opportunity irrespective of their gender identity. For the generational practice of unethical oppression against the women in the society, gender equity reflects on how, even in 21st century, women and others are not at par with their counterparts, the Males in the society. Discriminating against the women and others in any aspect can result to be devastating for the society. Hence, considering the dire need of gender equity and equality, the college follows principles and specific measures to empower its members and students, especially the ones coming from the class where special needs are a requisite. The college aims to uplift the spirit of its women students, staff and faculty through promoting their psychological, social and intellectual well being. Following the Constitutional Acts, Fundamental Rights act and Preamble, this institution is also pioneering in creating awareness about practising the justifiable women's rights through various seminars, workshops, unique practices and observation of occasions.

OBJECTIVES OF THE COLLEGE THAT REFLECT THE GENDER NEUTRAL APPROACH:

Below are some of the functions of college to reach the goal of gender neutrality/gender inclusivity-

1. To ensure educational, psychological, social and economic empowerment/upliftment of women students and employees.
2. Guiding the students as well as the female faculty and staffs regarding the Women Welfare Laws in Indian Constitution.
3. To practice the importance of social, economic, racial and spiritual equality irrespective of gender.
4. To notify the most frequent forms of problems women face regarding gender discrimination in the society.
5. To continue the noble practice of hygiene amongst the students.
6. To make understanding of gender inclusiveness amongst everyone.
7. To emphasize on women's empowerment through organizing various seminars, workshops, talks and events.
8. To introduce and practice multidisciplinary approach for complete personality development of the students, aiming to inculcate their important social role.

9. To build self dignity and self confidence amongst the female students for the betterment of their personalities.
10. To gender sensitise every student and staff members to spread the notions of inclusivity.

In terms of accomplishment of the above adjectives, the college primarily necessitates the following measures.

GENDER SENSATIZAION AND WOMEN EMPOWERMENT:

1. Workshops, awareness campaigns, special talks, seminars, celebration of Gender Specific dates reflect the inquisitiveness of seeking gender sensitization.
2. Distribution of members within the various College Committees, Departmental Heads and members of Departmental Clubs also reflect the noble practice of gender balance within the college premise.
3. Certain Clubs and Cells also arrange and promote Self Defence Workshops for the Women students.
4. Cricket match, exclusively for the women students of various departments is organized on a regular basis as a part of Annual Sports of the Institution.

SAFETY AND SECURITY OF THE FEMALE STUDENTS, FACULTIES AND STAFF MEMBERS:

1. All the buildings and floors of both Academic and Administrative building are secured with functional CCTV cameras all along during the college hours.
2. Institution also has two fundamental committees, Discipline and Anti-Ragging Committee and ICC (Internal Complain Committee) that take well care of all the female personnel within the campus.
3. A separate girls' common room with the facility of a stretcher, a movable hospital bed, a sanitary napkin vending machine and a sick bed is also present in the administrative building.

MENTAL, PSYCHOLOGICAL AND PHYSICAL WELL BEING:

1. For attending the mental and psychological needs of the female student, a certified Psychologist Counsellor, Mrs. Madhuri Hazra, a faculty of BA (H) English department is there within the college campus during the college hours.
2. For any kind of physical emergency need, the Sharanya Multi-specialty Hospital in Burdwan works in collaboration with the institution that serves any emergency as well as long term need for the students, employees and staffs.
3. The institution also has a provision of providing Maternity Leave as per the college policy.

EDUCATIONAL AID AND CAREER OPPORTUNITIES:

1. Irrespective of Gender, college management helps and assists the students to apply for the scholarship scheme provided by central and state government.
2. Beside this, College management also provide institutional scholarship to the students belong to poor economic background.
3. As per this institutional scholarship, college management waives the tuition fees (fully or partially).

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