



रामलाल आनंद कॉलेज

दिल्ली विश्वविद्यालय

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**Ram Lal Anand College
(University of Delhi)**

Version-I: GENDER POLICY

Community engagement is a significant aspect of liberal education and experiential learning in institutions. It provides the critical connection with the real world. Ram Lal Anand College of University of Delhi works with the motto to ensure that the relevance of Gender Equity and Equality is accepted in the overall development process of students. 'Gender equality' means equal outcomes for women, men, and gender-diverse people. 'Gender equity' is the process to achieve gender equality. Gender equity recognizes that women and gender-diverse people are not in the same 'starting position' as men. This is because of historical and social disadvantages. Treating women, gender-diverse people and men equally might not actually be fair. In fact, it can create further disadvantage. Gender equity measures are often needed to level the playing field. The college thus following principles and measures of gender equity aims to empower women students particularly the ones coming from backward classes of society by contributing to their psychological, social, and intellectual growth. It engages students, through various workshops, seminars, panel discussions, and helps them understand and protect rights of women according to the provisions in the acts and constitution of India.

The college functions to fulfill the following objectives:

- To provide Social, Educational and Economic Empowerment to Women students.
- To create social awareness about the problems of women particularly regarding gender discrimination.
- To prevent sexual harassment and to promote general well-being of female students at the College.
- To enable students, understand Women's role in society. To develop multidisciplinary approach for the overall personality development.
- To organize activities, competitions, seminars, workshops relating to women development.
- To develop a sense of self-confidence among women students.
- Persistent sensitizing and capacity building among the female students through gender champions of the college.
- To guide students and spread awareness about Women Welfare Laws.

- To assert the importance of spiritual, economic, social, racial and gender equality.
- To highlight the importance of health, nutrition, and hygiene in women.
- To spread awareness about the requirements of girl's hygiene, health, nutrition, education, and safety among society

To accomplish these objectives, the college focusses on following effective measures:

SAFETY AND SECURITY OF FEMALE STUDENTS

- 24x7 Helpline for female students. The details of teachers available for help are present on the college website and displayed prominently on the college walls.
- Constant monitoring of campus through CCTVs.
- Constitution of Internal Complaints Committee as per DU/UGC guidelines.
- Constitution of Women Welfare Advisory Committee.
- Girl's common room for relaxing, changing and playing indoor games.
- Women security guard at the main gate during college timings.
- Cleaning of washrooms exclusively by female housekeeping.

GENDER SENSITIZATION AND WOMEN'S EMPOWERMENT

- Constitution of Gender Sensitization Committee with student gender champions nominated/elected to spread the message of gender requirements and equality.
- Gender champions: weekly help desks, constant interaction with other students. Organization of seminars, panel discussions, interactive sessions, etc.
- Self-defense workshops.
- Awareness campaigns, Poster-making, slogan writing, wall-graffiti, story-writing, etc. Monthly Movie screenings related to gender issues.

PHYSICAL AND MENTAL WELL-BEING

- Interactive session with eminent specialist doctors, Dieticians and nutritionists.
- Focus on hygiene by installation of sanitary-pads vending machine in girl's common-room.
- Availability of Psychologist Counselor
- Special games for girls introduced. Provision of Admissions at UG level for girls under sports quota.

EDUCATIONAL AND CAREER-OPPORTUNITIES

- College works with the motto “**Beti Bachao Beti Padhao**”. College encourages female students particularly the ones coming from backward classes towards higher education.
- College grants relaxation in merit cut offs for admission to women candidates in most programs offered by college.
- Aiming at economic empowerment through active careers by providing special scholarships for girl students through Endowment Funds.
- Provision of 30 scholarships in the form of Student Aid Fund exclusively for girls.
- Women topper of each class felicitated at suitable occasions.
- Best women student award in Science, Commerce and Management, and Arts and Humanities.
- Opportunity to girl students to share their views and thoughts on Gender Issues in the e-journal “Asmi”


Prof. Rakesh Kumar Gupta
(Principal)