

Gender Equality, Gender Sensitisation, Grievance Redressal Mechanism

- Safety of women is a paramount concern and the campus facilities and amenities ensure it. Basic hygiene facilities for all the genders which includes clean, well maintained and fully functioning separate restrooms equipped with 24 hours tap water supply, soap, covered dustbins, sanitary pad disposal bins are available. Proper sanitary staff is deployed to keep the facilities clean and usable at all times in the institution. Female hostels are allotted only female wardens. Hostels are equipped with all modern amenities and services including mess and laundry. The campus is divyangjan friendly.
- The campus and the adjoining areas are well lit which includes the sports ground and the hostel premises. CCTVs are installed everywhere in the campus. There are no dark stretches anywhere on the campus. The campus has walls on all its sides and unauthorized access of outsiders to the campus is strictly curtailed to ensure the safety of the students. A system of marking the visitor's book is also in place.
- Sharada Group of Institutions has many vehicles including buses and four-wheelers for the ease of commute for staff and students (especially female staff) which assists them in going to the nearby hospital also in times of need. Emergency health care services are provided on a 24 hours basis within the campus.
- Pre-school facilities are available for the convenience of female staff.
- Self-defense classes for female students are organised on a regular basis.
- Professional counselling services are available on the campus to address the psychological and emotional concerns of the students.
- Gender sensitization seminars, contests/exhibitions/debates/ etc. are organised regularly to sensitize the students, teachers and other staff about the existing gender stereotypes that reinforce gender based discrimination and violence. Women's Day is also celebrated and some selected pieces are published in the campus magazine.
- Personality Development Classes are organised for the students so that the young students have confidence in all their undertakings. Further, entrepreneurship workshops, placement training, and all such sessions are given. There is no discrimination in the name of gender, and equal opportunities are extended to everyone. Further, female students are also encouraged for sessions on work-life balance and women entrepreneurs. Leadership qualities are encouraged among all the students. Legal awareness is provided for the girl students to be particularly aware of their rights provided by the Indian constitutional framework and Indian Penal Code guidelines so that the students don't fall a prey to the gender stereotypes and injustice in the society in the name of gender differences.
- Leading a healthy life towards a gender-inclusive society which also includes the third gender. Sensitisation workshops and guest talks are conducted on this topic. Notable personalities including writers, eminent professors and practicing advocates are called as resource persons for such sessions.
- Gender inclusive language is used for all the official communication issued by/ from this college (administration).



Sharada
COLLEGE

- Sharada College has an Internal Complaints Committee (ICC) constituted as per the legal requirements in the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. The ICC will work towards prevention and grievance redressal and look into all complaints of sexual harassment filed by the women students and women staff members and adhere to all the rules and regulations stipulated in this Act.
- The College maintains a zero tolerance policy towards gender discrimination and oppression and follows the grievance redressal mechanism as per the official gazette of India, University Grant Commission (Prevention, prohibition and redressal of sexual harassment of women employees and students in higher educational institutions) Regulation, 2015. For details related to University Grants Commission (prevention, prohibition & redressal of sexual harassment of women employees & students in higher educational institutions) Regulations 2015 click here https://www.ugc.gov.in/pdfnews/7203627_UGC_regulations-harassment.pdf
- We have zero tolerance towards any substance abuse or drugs use inside the campus and we follow the guidelines in line with the directives issued by the UGC from time to time.