

ANNUAL GENDER SENSITIZATION ACTION PLAN

Gokhale Memorial Girls' College is an all-women institution whose first mission is to impart a sound holistic education to the students not only to empower them but also enable them to become confident, self-reliant and responsible citizens. However, the Staff consists of male and female employees. The institution promotes gender equality through various policy initiatives undertaken for providing equal opportunities to staff and students. It has a Committee of Internal Complaints which is an all-encompassing committee to look into the problems, grievances and complaints of the students, the teaching staff and the non-teaching staff and plays an important role in ensuring equal opportunity for all, especially in cases of financially weak students and slow learners. The objectives are -


- *To create awareness regarding gender discrimination, violence against women, deprivation of women, rights of transgender persons and other issues through lectures, seminars, talks, workshops, debates, showing films and documentaries etc.*
- *To facilitate a gender-sensitive environment enabling members of the teaching and non-teaching staff to maximize their potential.*
- *To create a transparent environment of discussion, dialogue, tolerance and solution.*
- *To deal with cases of sexual / psychological/emotional/physical harassment objectively and as much as is possible for an academic institution.*

The most important initiative taken by the Committee has been in creating an environment in which the students and the staff jointly participate in college actions and activities with an open mind and without inhibitions. Complaints and grievances are addressed with utmost care and confidentiality.

The Covid-19 pandemic posed a great challenge for everyone. A State-level Webinar titled "Feminism" was organised on 30/06/2020 jointly by the Department of Philosophy and Department of Bengali with speakers Dr. Aditi Dasgupta and Prof. Sanat Kumar Naskar. Dr. Dasgupta spanned a wide trajectory of women's movements from 1848 and looked at three prominent schools of feminist theories while Prof. Naskar discussed the topic from an Indian perspective with emphasis on heterogeneity and multiple patriarchies contributing to the existence of multiple feminisms which have changed over time in relation to the historical and cultural contexts, levels of consciousness, perceptions and actions of individual women and women as a group.

The Department of Economics organized a Two-Day International Webinar with two eminent speakers. On 9th July 2021, Dr. Sarmila Banerjee, Former Rajiv Gandhi Chair Professor, Department of Economics, University of Calcutta spoke on "Age, Aging and Elderly: Asset or Liability" and elaborated the possibilities of fruitful application of the life experiences of elderly women, thereby filling in the gaps in training and knowledge of a younger generation of women; in turn also ensuring gainful use of the stock of knowledge accumulated by the elderly, over a lifetime. In this way, the capabilities of elderly women, a "hidden resource" would be put to gainful use and reduce their dependence on others.

Besides promoting equality for all, the College undertakes strict policies for ensuring safety and security of the girl students and also the female staff by recruiting women security personnel from a reputed security service provider, NIS Management Limited. There is an 8-hour long security arrangement at the entry gate. Students can enter only on showing their Identity Cards. Trespassing is strictly prohibited and monitored by the security positioned at the entry gate. The personnel also keep a close watch on the entry and exit of individuals such as guardians, vendors, service personnel, visiting students from other institutions and the like. CCTV cameras installed at vantage points keep a 24-hour vigil on all activities and movements in the premises, thus enhancing the safety and security of staff and students in the College. Post-covid, the College has plans to organize gender sensitization programmes with NGOs, other organizations and experts in the academic session 2021-22 to foster academic interest in and community awareness of gender issues.


Principal
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Gokhale Memorial Girls' College