



GENDER SENSITIZATION POLICY AND REPORT

SUNDARBAN HAZI DESARAT COLLEGE



“We cannot all succeed when half of us are held back.”
Malala Yousafzai

Tarun Mandal
Principal
Sundarban Hazi Desarat College
Pathankhali, South 24 Parganas

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Tarun Mandal
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Sunderban Hazi Desarat College
Pathankhali, South 24 Parganas

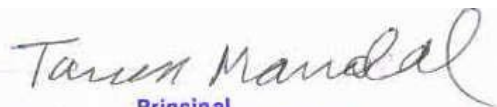
Context and Objectives

Context-

Discrimination and violence against women have been a problem worldwide and their deprivation from the aegis of fundamental human rights, freedom has been detrimental to the growth and development of human society at large, and in this scenario the role of education and in turn institutions of Higher Education becomes essential to minimize and in time eradicate the systems and ethos of gender inequality. The UNESCO has committed to promoting equality of gender through the processes of education and the UGC-Saksham Report of 2014 outlines that, of the total enrolment of undergraduate students in India, on average 42 per cent are women, and in many of the Indian states, they comprise the majority. The Saksham Report highlights the basic fact that the upcoming days of modern education in India, the huge aspirations of its young population needs to be supplanted by necessary policy changes by the HEI's in general and the onus remains on these institutions to adapt and adopt to these changes, to ensure that ideas of equality, dignity and the opportunity to indulge and experience the general life of an undergraduate student is without the fear of harassment and segregation becomes intrinsic cornerstones of the experience that the institution offers.

Objectives-

SundarbanHaziDesarat College, being situated in a rural hamlet, in the remotest recesses of the Sundarbans in West Bengal, remains committed to the challenge of ensuring a gender equitable campus environment, and formulate policies and plans based on those policies for establishing and sustaining a community in which students, instructors, and non-teaching staff can collaborate in an atmosphere free of gender violence, harassment, exploitation, intimidation, and


Principal
Sundarban Hazi Desarat College
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discrimination. While the College respects the right to freedom of expression and association, it strongly promotes gender equality and rejects all forms of gender discrimination and violence.

Institutional Policy on Gender Sensitization

SundarbanHaziDesarat College in this sense occupies a unique position in the spectrum of the national average of women's enrolment, with more than 50% of the student strength of the College are females. In this sense it becomes imperative for the institute to fulfill our aims in developing a sustainable and inclusive environment by fostering the growth of a gender sensitive campus by empowering our female students, so they can as citizens and women, contribute to the development of their community. The College has drafted and adopted the following policies for fostering a gender sensitive environment on the campus.

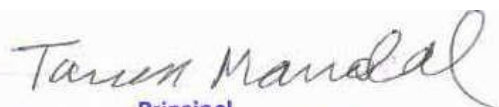
1. A Gender Sensitization Cell is to be established in the institution to promote gender equality in all aspects of campus life and throughout the college community.
2. To formulate a definite code of conduct ensuring gender equity on Campus.
3. Providing women with the skills and self-confidence they need to participate in the nation's development process.
4. Provide ongoing support and monitoring for the Complaints Committees Against Sexual Harassment on Campuses' operations, as well as monitor their compliance with the Sexual Harassment Act of 2013.
5. By prohibiting any form of harassment or exploitation, the institution can maintain a pleasant and dignified environment for female staff and students. It is addressed by the college's ICC and Gender Sensitization Cell
6. Focus on developing and enhancing the leadership skills and organizational capabilities of female students and faculties.

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7. Promoting participation and equitable gender representation in various decision-making capacities.
8. Building a suitable climate to offer equitable opportunity for women to take up leadership positions in both Academic and Administrative sectors.
9. Women's participation in the socio-economic growth of the society and the country is being made more visible.
10. Using extension services to raise awareness of women's issues.
11. Gender mainstreaming initiatives including diverse stakeholders from schools, colleges, civil society organizations, and women's groups.
12. Organizing seminars, workshops, and special lectures to raise awareness and motivation for gender equality in many segments of society.
13. The College aims to provide counselling, mentoring and life skills for female students.

Annual Gender Action Plan

1. Arrangement of various seminars and workshops through the ICC, Gender Sensitization Cell, NSS and the IQAC, to create awareness within the various stakeholders about gender sensitization.
2. Ensuring safety and security for the women, both students and teachers on the Campus, through development of Physical facilities.
3. Various add-on courses to be initiated focussing specifically for job orientation of female students.
4. Inspiring students to participate in different subject-based programmes and cultural activities to sensitize about gender discrimination.
5. Bringing more female students under the ambit of the NSS Unit of the College.

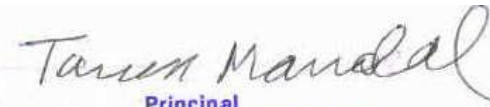

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6. To initiate gender sensitization through the screening of movies and documentaries.
7. Beginning of Self-Defence course for women students of the College.
8. To provide encouragement to the girl students to participate in various sporting competitions.
9. Organizing regular and periodical counselling sessions and mentoring for students.
10. Seek legal advice and assistance that is consistent with the larger anti-discrimination policy framework, which understands that gender-based violence is frequently exacerbated at the intersections of numerous fault lines such as caste, class, religion, and disability.

Report of Action Taken

Gender Sensitization entails raising knowledge about gender issues and working to create an atmosphere that promotes gender equality. It is critical for men and women to collaborate in a secure and dignified manner. Keeping these factors in mind, the college has taken several steps to raise awareness. They are as follows:

1. Department of Education and Department of Political Science, SundarbanHaziDesarat College arranged a special Guest Lecture on **“Legal Rights of Women and Children: Special Emphasis on Domestic Violence and POCSO”** on November 13, 2020. The resource person of the lecture session was Mr. Q A M Firoz, Ex WBJS, Advocate. Another one-day state-level workshop was organized by Department of Economics and Department of Political Science on **“Legal Assistance to Trafficking and Cyber Crime with special reference to Women of Sundarbans”** on August 9, 2019.


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Sundarban Hazi Desarat College

Online Special Lecture
organized by
Department of Education and Department of Political Science

Topic: Legal Rights of Women and Children: Special Emphasis on Domestic Violence and POCSO

Date and Time: November 13, 2020 (11:00 AM to 12:00 PM)

Resource Person:
Mr. Q A M FIROZ
EX WBJS. ADVOCATE

Meeting URL:
<https://meet.google.com/xfa-fddb-hwp>

Chayanika Dutta (You)
Pompa Bhattacharyya

2. Following safety and security measures have been taken for women, both teachers and students.

- i. CCTVs have been installed at various places in the Campus, namely, the College Gate, near the entry and exits of the various buildings of the College, at the corridors of the different floors to ensure safety and security of the female students particularly and staff.
- ii. ID cards have been issued to the students to restrict the entry of outsiders
- iii. Lady Attendant and Guard have been appointed
- iv. Well-protected Girls Hostel was established
- v. The College has set up a Gender Sensitization Cell and an Internal Complaints Committee to look after specific complaints and comments regarding issues of harassment and create a gender equitable atmosphere on the campus.
- vi. Grievance Cell and Women Harassment Cell are properly and actively functioning in the college
- vii. The NSS Unit of the College has seen success in bringing more female students under its ambit, where women comprise about 60% of the total NSS Volunteers in the College (as per AISHE Data; Survey Year 2020).
- viii. The College has separate Common Room for girl students.

Tarun Mandal
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- ix. A two-month Self-Defence Course for girls has been initiated in collaboration with Seigo-Kai Karate-do Association of India in coordination with the IQAC and NSS Unit of the College, from 06.01.2020-09.03.2020. The inauguration programme of the course was held at the Open Stage (*Mukta Mancha*), inside the College Campus. The College has decided to continue the course when normal offline classes resume after the Covid-19 induced Campus lockdown.
3. For the job orientation of female students, college has planned to start various courses, like Beautician Course etc.
4. Different cultural and educational programmes had been initiated and successfully completed, some of which are mentioned below:
 - i. Departmental Excursion to Jorasanko, Kolkata organized by Department of Education and Department of Economics, on March 6, 2020



- ii. An Educational Rally on Child Protection organized by Department of Education, on November 29, 2019

Tarun Mandal
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- iii. A pre-Puja Cultural Event "Sharat Tomar Arun Aloy" on September 20, 2019 and an online celebration "Guru Pranam" (Link: https://youtu.be/xUAg63b_Sd4) on September 5, 2020 were organized by the Cultural Committee of the College and IQAC under the supervision of Smt. Chayanika Dutta, Head, Department of Education and with the wonderful and untiring team effort of students where the majority of the participants were girl students.



Taruna Mandal
Principal
Sundarban Hazi Desarat College
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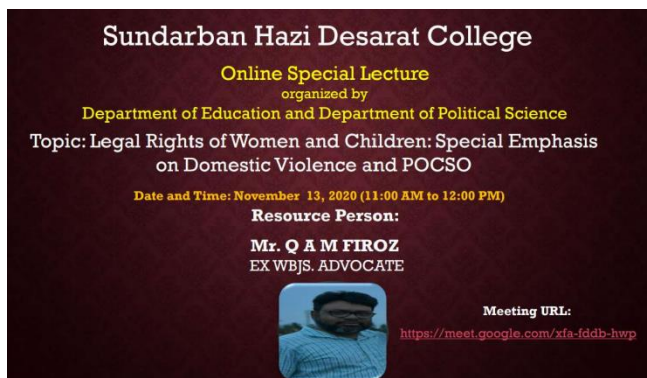
5. Our college is at a remote location and hence hostel-based. Most of the students are staying at hostel. In the various NSS activities, majority of the student volunteers are female students. Some of the activities were mentioned below:
 - i. Social Awareness and Survey Camp in the village Tentultali for the purpose of village adoption on July 11, 2019 where more girl students were nvolved
 - ii. Dengue Awareness Program in the campus and village on September 25, 2019
 - iii. Plastic free campus program and Plastic free village under Swachh Bharat Mission on September 3, 2019
6. Various documentary films were shown to the students to initiate gender sensitization.
7. A comprehensive Self Defence Course was arranged for the female students from January 6, 2020 to March 9, 2020.
8. Girl students were encouraged to take part in various sports events in the Annual Sports Day of the college on February 28, 2020. Several events were organized for the girl students only and for female staff members of the college.



9. Since Psychology is an integral part of the subject Education and there are two female teachers – SmtChayanika Dutta and SmtTanusree Majumdar – in the department of Education, they took several informal sessions of counselling where various problems among the students are identified through various personality tests and remedial measures were suggested in case of any preliminary problem.

Tanusree Majumdar
Principal
Sunderban Hazi Desarat College
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10. Department of Education and Department of Political Science, SundarbanHaziDesarat College arranged a special Guest Lecture on “Legal Rights of Women and Children: Special Emphasis on Domestic Violence and POCSO” on November 13, 2020. The resource person of the lecture session was Mr. Q A M Firoz, Ex WBJS, Advocate. The speaker of the session provided a number of legal advices towards gender-based violence.



Conclusion

The College has striven to undertake many of the programmes and development of the physical facilities as per the policy formulated by the Gender Sensitization Cell and adopted by the College, despite several logistical bottlenecks. However, due to the dual calamitous circumstances, like the lockdown induced by the SARS-CoV2 Pandemic and the natural disasters that the Campus faced during the period, including the Amphan Cyclone on 16.05.2020 and severe floods that affected the whole of the region in June 2021, has hampered the on-campus activities of the institution, and has led to certain delays in the initiation of certain courses, which it must bring to fruition as soon as the UGC and the State Government allows complete and regular functioning of offline academic activities following Covid-19 Protocols. Below are given photographic records of specific facilities and activities provided for women to create a gender equal teaching-learning environment.

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