

Title of the Practice: Gender Sensitization

Objectives of the Practice

- To instill a sense of equality, justice, mutual respect, and accountability among the students of both genders.
- To generate awareness regarding equality in law, social system and democratic activities.
- To provide an integrated and inter-disciplinary approach to understand the social and cultural constructions of gender that shape the experiences of women and men in society.
- To advocate and ensure the same personal freedom for men and women, protection against all sorts of aggression and exploitation.
- Equality of men and women with regard to social, economic and political representation and participation.

The context

Our College takes pride in being one of the safest and best sensitized HEI of the district as far as gender equality and safety is concerned. The ratio of male and female staff as well as that of male and female students speaks volumes to authenticate this claim of ours. Usually, women are treated differently and unequally than men in career, home, society etc. it's a common type of discrimination that we see throughout the world even in developed countries. Moreover, laws related to gender sensitization is not only crucial for the balanced development of young minds but also help our students in building correct moral values, the self-disciplined national spirit. Initiatives were taken for gender awareness and sensitization in the society regarding the rights of women. It has been observed that gender discrimination exists at all walks of life and in every part of society including everyday conversation at the workplace and public places.

The Practice

The College has an active and well-equipped Women Development Cell that addresses all gender-related issues through a number of awareness generating programmes, events, extension lectures and competitions. The Cell gets financial assistance as Women Cell grant from the state government. The development cell also looks into various special needs and safety requirements of the girl students and is always prepared for their assistance and counseling. The College facilitates girl students with common room, dedicated girls wash rooms, water-coolers, parking facility, recreational gadgets and facilities in the girls common room, sanitary pads vending machine and incinerators etc. A provision of health check up and guidance on health, nutrition and hygiene under the supervision of the doctors and qualified medical teams is a regular feature. To maintain a gender sensitive environment 'Women Grievances Cell' also deals with cases of complaints where face to face interaction and counselling resolves such issues. In addition to this the College also has Internal Complaint Committee on the UGC guidelines to take care of

all the issues of sexual harassment at workplace for girls and female staff. Women Development Cell organizes special Self-Defense workshops, Yoga and aerobic classes for the girls. Girls are motivated to participate and enroll in NCC and NSS wings of the College, as it strengthens and develops their confidence and leadership qualities. Special efforts are also made through Legal Literacy Cell to familiarize them with their constitutional rights and safeguards. Special skill development workshops are also planned and organized for the overall development and empowerment of girl students of the College. College is also inspired by the Govt. Schemes like 'Beti Batao Btiti Padho, Mahila shakti Kendra, working women hostel etc. All the committees of the college initiate activities time and again to make our students sensitive about this issue.

Evidence of Success

Our cultural beliefs reinforce the idea of acceptable behavior of males and females. This includes various socializing agents like parents, teachers, media, etc. Legal Literacy cell of the college organizes lectures of advocates on gender issues time to time. These lecturers are really informative for our students and sensitize students towards fair gender. Students are counseled to treat their class mates equally and they are given evidence by their teachers who treat their students equally. College teachers keep close eyes on the students to see their behavior. Although, deeply rooted gender roles can be changed over time since social values and norms are not static. We can also vouch that gender roles are not static but they differ with culture society and historical periods. Contextualization is the key to any concept we like to inculcate or sensitize in our students. Ministry of women and child development also plays the role of a torch bearer in breaking gender stereotypes. It helps people in examining their personal beliefs and attitudes and questioning the realities of both sexes. This is a success of gender equality.

Problems encountered and Resources Required

Problem occurred when we try to break stereotype views of culturally and socially constructed roles. Gender of a human being is biologically different and it doesn't change with place and time. Usually women are treated unequal and as second sex in society. Precisely, it is the psychology of a human that makes this differentiation based on their upbringing and social environment. So the biggest challenge is to change the psychology through law and education. WE can do it by treating opposite sex equally or more politely. The resources required for this is definitely financial initiatives and mental training. Workshops are required and finally monitoring over the change is our prime concern. We gave this carte blanche to our students to express their views and we try to quench their thirst and all these kinds of questions asked.