



DUM DUM MOTIJHEEL RABINDRA MAHAVIDYALAYA

Regd. u/s 2(f) and 12B of the U.G.C. Act., NAAC Accredited

[Affiliated to West Bengal State University]

208/B/2, Dum Dum Road, Kolkata 700074

E-mail: ddmrm2020@gmail.com

ISO 9001:2015, ISO 14001:2015 and ISO 50001:2018 Certified Institution

GENDER POLICY

The gender policy of Dum Dum Motijheel Rabindra Mahavidyalaya shall not violate any of the prescribed norms and principles provided by the UGC-MHRD and also the Dept. of Higher Education, Govt. of West Bengal, or any other body or cell or unit empowered by proper authority to issue guidelines with respect to gender and its allied concepts in educational institutions.

The college shall make best attempts to implement to the best of its capacity all programmes, events, campaigns, etc. that may prove to be beneficial to the purpose of ensuring gender equality as also gender equity.

All gender related issues, complaints; grievances shall be reported by the victims in a free and fair condition. No external influence of any kind shall stand in the way of redressal of those complaints and all problems shall be dealt with strictly in accordance with the norms and regulations received from appropriate authority.

The college campus shall be free and fair for all. No bias shall be observed and gender bias in any form whatsoever shall not be tolerated from any person, individual, or community, etc. whatsoever.

The college campus shall continue to display hoardings, bearing slogans and make all alert against ragging, sexual harassments or even any kind of abuses. It shall be the solemn purpose of this institution to inspire in all stakeholders the need to uphold and cherish those values that make prove to be conducive to the growth of a healthy ambience and women/ girls especially shall be able to enjoy the bliss of an education system that values and respects the ideals of a culture that ensures women's rights and liberties to the best capacity.

That grievances, reports, complaints against any form of gender discrimination, sexual harassment or any behaviour, gesture or comment that may appear detrimental to the spirit of the institution or harm the spirit of unity and integrity of the nation and its constitution shall be strictly dealt with in accordance with the prescribed for such institutions as ours and shall be resolved as far as permissible within the powers of jurisdiction of the apex body (governing body) and that also implies the range and jurisdiction of the grievance cell and ICC of the college.



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FEATURES FOR IMPLEMENTATIONS

- No one single individual / community / section, group or class shall be treated differently.
- The college shall try to provide some common facilities to all, irrespective of any caste, creed, sex, race or discrimination.
- All shall be equal and equality shall be followed in all spheres of activity, academic, cultural, sports or otherwise.
- Since equality cannot always suffice in ensuring equal treatment, equity must be observed.
- That legal advice and help, if required may be sought in those instances where the issue fails to resolve within amicable terms and internally.
- That such issues arising out of such instances where the victim may feel abused or threatened, shall be dealt with utmost care and confidentiality shall be maintained.
- The supporting documents shall be preserved under care and all evidences shall be confidentially maintained.

That the institution shall make every attempt to utilize all its resources, committees, wings, sections to create an upsurge against discrimination and gender discrimination in particular. Accordingly, poster competitions, slogan writing, hoardings, cultural events, exhibitions, exhibits, researches, shall be continued to establish the evils of gender discrimination. That programmes may be inclusive of drama presentations, creative writings, competitions, debates, etc.

That the non-academic MOUs may also be explored to create scope for such interactive programmes, expert opinions, that may inform stakeholders about the gender bias and discriminations so rampant in society. All gender sensitization issues shall be addressed.

Seminars, Webinars, Talks, Panel Discussions may be arranged to disseminate notions of medical and health related issues as well. Free health camps may be organized.