



Gender Awareness and Empowerment Policy

Introduction:

Y.C. Institute of Science, Satara is committed to promote gender equality, awareness, and empowerment among its students, faculty, and staff. This Gender Awareness and Empowerment Policy outlines our dedication to addressing gender issues, creating awareness, and fostering a gender-neutral and inclusive environment on campus. We recognize the importance of working collaboratively with NGOs, social outreach units, and campus organizations to achieve these objectives.

Objectives:

Our Gender Awareness and Empowerment Policy aims to achieve the following objectives:

1. **Identification of Gender Issues:** Collaborate with NGOs and other community partners to identify and address gender-related issues through social connections and outreach programs.
2. **Raise Awareness:** Create awareness among students and teachers about gender issues, gender equality, and the importance of a gender-neutral environment.
3. **Strengthen Gender Action Programs:** Enhance gender action programs through workshops, seminars, and poster exhibitions to educate and engage the campus community.
4. **Campus Organizations' Involvement:** Involve campus organizations, including the Social Outreach and Enabling Centre (SOEC), the NCC unit, the committee for prevention of sexual harassment, and NSS, in promoting gender issues, identifying resources, and implementing gender-related programs and activities.

5. **Support Student and Teacher Initiatives:** Support and encourage initiatives taken by students and teachers addressing gender issues, including research projects, events, and awareness campaigns.
6. **Sensitivity Building:** Conduct workshops, seminars, and poster exhibitions to create sensitivity towards gender issues and foster a more inclusive environment.
7. **Women Empowerment:** Organize programs on women empowerment and raise awareness about legal issues related to women's rights.
8. **Overall Wellbeing:** Promote awareness of women's overall wellbeing, including their health and hygiene, through educational programs and initiatives.

Strategies

1. Collaboration with NGOs

- Establish partnerships and networks with NGOs working on gender-related issues.
- Organize regular meetings and dialogues to identify and understand local gender challenges and opportunities.

2. Awareness Campaigns

- Organize awareness campaigns through workshops, seminars, and awareness sessions for students, faculty, and staff.
- Utilize digital media, campus events, and newsletters to disseminate information on gender issues.

3. Gender Action Programs

- Conduct workshops, seminars, and poster exhibitions to educate and engage the campus community on gender topics.
- Develop gender-sensitive curriculum and resources.

4. Campus Organizations' Roles

- Assign specific responsibilities to the SOEC, NCC unit, the committee for prevention of sexual harassment, and NSS in promoting gender awareness and empowerment.
- Ensure these organizations actively participate in gender-related initiatives.

5. Support Initiatives

- Establish a fund or grant program to financially support student and teacher-led initiatives addressing gender issues.
- Recognize and celebrate successful projects and initiatives.

6. Sensitivity Building

- Provide regular training and workshops on gender sensitivity and inclusion for all members of the campus community.
- Encourage open dialogues and discussions on gender issues.

7. Women Empowerment and Legal Awareness

- Conduct specialized programs and workshops on women's empowerment and legal rights.
- Collaborate with legal experts and NGOs to provide accurate and up-to-date information.

8. Wellbeing Awareness

- Organize health and hygiene workshops and awareness programs for women.
- Promote regular health check-ups and access to support services.

Conclusion

This Gender Awareness and Empowerment Policy represents our commitment to creating a campus environment that is inclusive, respectful of diversity, and actively addresses gender issues. By working together with NGOs, campus organizations, and the entire campus community, we aim to achieve gender equality and empower all individuals to thrive in a gender-neutral and supportive environment.

Principal

Yashvantrao Chavan Institute of Science, Satara [2021-22]