

POLICY ON ANNUAL GENDER SENSITISATION PLAN



CACHAR COLLEGE::SILCHAR

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POLICY ON ANNUAL GENDER SENSITISATION PLAN

1. The Context:

Cachar College is committed to fostering an inclusive, equitable, and safe environment for all members of its community, irrespective of their gender identity. Recognizing the importance of addressing gender-related issues and promoting gender equality, the college has formulated an Annual Gender Sensitisation Plan. This policy outlines the college's annual gender sensitisation plan aimed at promoting awareness, addressing biases, and encouraging equitable participation in all academic, extracurricular, and administrative activities.

2. Objectives:

The Annual Gender Sensitisation Plan aims to:

- (1) Create awareness about gender equality and inclusivity among students, faculty, and staff.
- (2) Address and challenge gender stereotypes, biases, and discriminatory practices.
- (3) Encourage respectful communication and behavior among all community members.
- (4) Provide a platform for discussion and resolution of gender-related issues.
- (5) Empower individuals to recognize and address gender-based violence, harassment, and discrimination.

3. Implementation Framework:

3.1 Committees and Cells:

Cachar College has an active Women's Cell called "**Sucheta**". This cell aims to raise awareness about harassment and discrimination through education and by frequently by organising awareness lectures, workshops, counselling sessions, short term courses, celebrating days, etc.

The College also constituted an **Internal Complaints Committee (ICC)** as per Govt. guidelines to receive and investigate complaints of sexual harassment at College campus.

3.2 Curriculum Integration:

Faculty members, serving as part of the Board of Undergraduate Studies (BUGS) of the affiliating university, are deeply committed to integrating gender sensitization into the curriculum of biological sciences, languages, humanities, social sciences, and professional courses. This initiative aims to empower students with the awareness and skills needed to dismantle stereotypes, foster equality and contribute to a fair and just society.

3.3 Awareness Programmes:

The NCC, NSS, Internal Complaints Committee (ICC), and Women's Cell of Cachar College play a pivotal role in fostering awareness and empowerment within the college community. They regularly commemorate important occasions like International Women's Day (IWD), Induction Programme for freshers, etc. through thoughtfully curated events such as awareness lectures, workshops, and interactive counselling sessions.

Beyond celebrations, they are also committed to capacity-building initiatives, offering skill based short-term courses for self reliance and promoting entrepreneurship by organizing competitions and setting up stalls.

In collaboration with experts, activists, and leading organizations, they design and deliver specialised training programs that address critical topics such as gender sensitivity, workplace ethics, and legal rights.

3.4 Capacity Building:

The college undertakes a variety of capacity-building activities aimed at equipping students, faculty, and staff with the skills, knowledge, and perspectives necessary to challenge stereotypes, advocate for equality, and contribute to an equitable society. These include, gender sensitivity workshops, legal awareness sessions, establishing peer mentorship programmes, discussions on historical and contemporary gender issues, organizing competitions, exhibitions, and skill-building workshops to promote economic empowerment, particularly for women and marginalized groups, etc.

3.5 Community Outreach:

The NCC, NSS, and Women's Cell of Cachar College play a pivotal role in fostering awareness and empowerment in the adopted village "Masughat". Awareness camp in school, poster campaigns, digital awareness drives, street play, and social media campaigns focusing on gender equality are frequently organised by these units/cells in collaboration with collaboration with NGOs and social organizations.

3.6 Infrastructure Development:

Cachar College recognizes the critical role of gender-sensitive infrastructure and takes several steps to ensure the development of infrastructure that supports gender equality, inclusivity and safety on campus. This includes installation of CCTV cameras and lighting systems throughout the campus, separate girls' and boys' common room, designated changing rooms, separate lavatory, installation of sanitary napkin vending machines and incinerators in all women's restrooms, girls hostel, etc.

3.7 Awards and Scholarships:

Cachar College actively promotes gender equality by recognizing and encouraging efforts toward social service and community development activities including gender sensitisation through awards and scholarships. These initiatives aim to inspire individuals and groups to contribute to creating an inclusive and equitable society. This includes, Mahatma Gandhi Sewa Saurav Puraskar (For Best NSS Volunteer), Vikram Best NCC Cadet Award (Boys), Manikarnika Best NCC Cadet Award (Girls), and Best Graduate Award. The Cachar College also provides institutional and sponsored scholarships to both boys and girls showing excellence in various academic fields.

4. Action Plan:

4.1 Short-term or Regular Plans (Annual):

- (1) Encourage students contributing social service and community development activities including gender sensitisation with awards.

- (2) Organize awareness lecture/ legal awareness sessions/ poster campaigns/ digital awareness drives/street play/ social media campaigns focusing on gender equality in the campus and adopted village.
- (3) Reconstitute Gender Sensitisation Committee (GSC) if necessary.
- (4) Organise awareness lecture on gender sensitisation for freshers in the induction programme.
- (5) Organise skill-building workshops to promote economic empowerment, particularly for women and marginalized groups, etc.

4.2 Long-term plans (5 yrs):

- (1) Establish a dedicated Gender Studies Cell to encourage research, fieldwork, and publications on gender-related issues.
- (2) Introduce long-term skill-building training centre focused on empowering women and marginalized genders through entrepreneurship and leadership training.
- (3) Launch awards and scholarships for students, faculty, and staff contributing significantly to gender equity initiatives.

5. Policy Review:

This policy shall be reviewed annually by the Gender Sensitisation Committee in consultation with the college administration and stakeholders to ensure its relevance and effectiveness.

7. Reference:

CCS/POLICY/DEV/2024.01

This Policy is drafted by IQAC and approved in the IQAC meeting held on 21.08.2024 in the office of the IQAC, Cachar College, Silchar vide Resolution No 6.