



**GOVT. COLLEGE OF ARTS, SCIENCE & COMMERCE**  
**KHANDOLA, MARCELA – GOA 403 107. (INDIA)**  
(Affiliated to Goa University) (Estd. 1989) Ph. / Fax: 0832-2287718  
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Accredited by NAAC with ' A ' Grade ( 28/03/2017 to 27/03/2022 )

## **GENDER EQUALITY & WOMEN DEVELOPMENT POLICY**

The Government College of Arts, Science and Commerce, Khandola, Marcela, Goa is committed to preach and practice gender equality and communal harmony at the institution. Every member of institution including students, teachers and non-teaching staff shall work together in an environment free from gender discrimination, verbal abuse, violence, harassment, exploitation and intimidation or any act causing disrespect to others.

### **OBJECTIVES:**

1. Develop the sense of gender equality among all the male and female students.
2. Promote gender sensitization through workshops, seminars, guest lectures, street plays, poster exhibitions, counseling etc.
3. Create conducive environment to ensure equal opportunities for all the students and staff of the institution towards inclusive growth.
4. Ensure the safety of staff and students by installation of CCTV surveillance at important locations on campus & review regularly.
5. Achieve academic, emotional, social and cognitive development of students through counseling center and mentoring sessions.
6. Establish a monitoring committee and develop mechanisms for prevention and redressal of gender-based violence and discrimination, including sexual harassment at the College, thereby maintaining a favorable and dignified atmosphere for women staff and girl students in the college campus.
7. Develop and enhance leadership skills and organizational competence among female students and faculties and sensitize staff, students & society on HIV/AIDS prevention, support system for women related issues.



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The policy for women development is a comprehensive strategy aimed at promoting the empowerment, inclusivity and well-being of women in various aspects of life. The objectives of such a policy vary depending on the specific needs and context of a country or organization.

**Mechanisms:**

- 1. Gender Equality:** Promote equality between men and women by addressing discriminatory practices, attitudes, and biases that hinder women's progress.
- 2. Economic Empowerment:** Facilitate women's access to education, training, employment opportunities, and entrepreneurship initiatives to enhance their financial independence and decision-making power.
- 3. Health and Well-being:** Ensure equitable access to healthcare services, reproductive rights, and related support systems, including maternal and child health, mental health, and other health issues specific to women.
- 4. Education and Skill Development:** Enhance educational opportunities for girls and women, focusing on both formal and informal education, technical and vocational skills training, and advancements in science, technology, engineering, and mathematics (STEM) fields.
- 5. Leadership and Political Mechanism:** Implementing a policy for women development requires a range of mechanisms, including but not limited to
- 6. Capacity Building:** Provide training and capacity-building programs to equip women with the skills, knowledge, and resources needed to succeed in different domains, including leadership, entrepreneurship, and technology.
- 7. Supportive Infrastructure:** Develop and strengthen infrastructure such as childcare facilities, healthcare centers, safe transportation, and affordable housing to address women's specific needs and challenges.
- 8. Awareness and Advocacy:** Raise awareness about women's rights, gender issues, and the benefits of women's empowerment through campaigns, media, and public dialogue. Advocate for policy changes and social norms transformation.

  
Principal

Govt. College of Arts, Science & Commerce, Khandola - Goa

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