

GOVERNMENT COLLEGE OF COMMERCE AND ECONOMICS
BORDA-MARGAO, GOA
Affiliated to the Goa University

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GENDER POLICY

Government College of Commerce and Economics, Borda, Goa strives relentlessly to provide quality education and equal opportunities to the entire student community without discriminating them on the basis of their gender. The Gender policy provides a frame work of principles and practices that will improve the academic environment and provide equal opportunities to all students regardless of their gender.

Scope:

The Principles of the Policy and its implementation mechanisms are applicable to all staff and students of the College.

Objectives:

- ✓ To create an environment that respects and is sensitive to gender diversity.
- ✓ To prevent commission of any act that violates the principles of gender equity.
- ✓ To ensure a safe and secure campus for the girl students.
- ✓ To prevent gender injustice, act against complaints of gender bias and violation of gender rights.

Principles:

- ✓ The institution is committed to provide equal opportunity admission to all students.
- ✓ Providing learning environment which is supportive and comfortable to all students.
- ✓ Providing academic environment that is safe and free from all forms of harassment and violence.

- ✓ All students would be able to achieve their full potential irrespective of their gender.
- ✓ Gender of the student will not determine their capacity to learn.
- ✓ Acknowledgement and respect for positive cultural values and individual differences.
- ✓ Equal opportunities would be provided to students to excel in academics, cultural, sports and other areas of interest.
- ✓ Raising students' awareness through various activities conducted on the theme Gender Equality.
- ✓ Student representations in various committees irrespective of their gender to foster a culture of equality.

Mechanism:

- ✓ Implementation of the Gender Champions Programme of the Ministry of Women and Child Development, Government of India.
- ✓ Appointment of Gender Champions.
- ✓ Appointment of a teacher as Nodal Officer.
- ✓ A Ladies Representative in the Student Council.
- ✓ The Internal Complaints Committee to address any issues of sexual harassment of women.
- ✓ Students can represent gender related grievances to their mentors, the Counsellor as also the Principal of the College.
- ✓ Constitution of a Staff and Women Welfare Committee.