



THE BOMBAY SALESIAN SOCIETY  
**DON BOSCO COLLEGE OF ARTS & COMMERCE (NIGHT COLLEGE)**

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Affiliated to University of Pune  
ID NO. PU/PN/AC/453/2013

## Gender Equity Policy

### Introduction:

Don Bosco College of Arts and Commerce (Evening) is dedicated to promoting gender equity and creating a safe, inclusive, and empowering environment for all students, faculty, and staff. Our Gender Equity Policy outlines the principles and actions we will undertake to ensure gender equality and to address gender-based discrimination and harassment.

### 1. Commitment to Gender Equity:

**Equal Opportunities:** Ensure equal access to educational and employment opportunities for all, irrespective of gender.

**Inclusive Curriculum:** Integrate gender studies and gender-sensitive topics into the curriculum to foster understanding and awareness.

**Gender Representation:** Strive for balanced gender representation in leadership positions, committees, and decision-making bodies within the institution.

### 2. Prevention of Gender-Based Discrimination and Harassment:

**Zero Tolerance:** Adopt a zero-tolerance approach to gender-based discrimination, harassment, and violence.

**Reporting Mechanism:** Establish clear and confidential reporting mechanisms for incidents of gender-based discrimination and harassment.

**Support Services:** Provide support services, including counseling, to individuals affected by gender-based discrimination or harassment.

### 3. Safe and Inclusive Campus Environment:

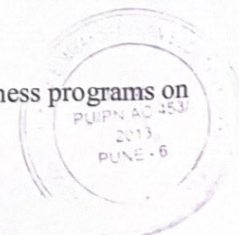
**Safe Spaces:** Create safe spaces on campus where individuals can discuss gender issues and seek support.

**Gender-Neutral Facilities:** Provide gender-neutral restrooms and changing facilities to accommodate all gender identities.

**Anti-Bullying Policy:** Enforce an anti-bullying policy that addresses gender-based bullying and promotes respect and dignity for all.

### 4. Gender Equity Education and Training:

**Awareness Programs:** Conduct regular workshops, seminars, and awareness programs on gender equity and related issues for students, faculty, and staff.





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**Training Programs:** Implement training programs on gender sensitivity, unconscious bias, and inclusive practices for all members of the college community.

**Resource Center:** Establish a gender equity resource center that provides information, resources, and support on gender-related topics.

### 5. Gender Equity in Admissions and Employment:

**Non-Discriminatory Admissions:** Ensure that admissions processes are free from gender bias and that all applicants are treated equitably.

**Fair Recruitment:** Implement fair recruitment and promotion practices that promote gender diversity and equity in employment.

### 6. Monitoring and Accountability:

**College Women Development Committee:** Form a College Women Development Committee responsible for overseeing the implementation and monitoring of the Gender Equity Policy.

**Regular Audits:** Conduct regular audits and assessments to evaluate the effectiveness of gender equity initiatives and identify areas for improvement.

**Transparency:** Maintain transparency in gender equity efforts by publishing annual reports on progress and challenges.

### 7. Collaboration and Partnerships:

**Community Engagement:** Engage with local communities, NGOs, and other educational institutions to promote gender equity and share best practices.

**Advocacy:** Advocate for gender equity policies and practices at local, regional, and national levels.

### Conclusion:

By implementing this Gender Equity Policy, we are committed to fostering a campus culture that values diversity, promotes gender equality, and ensures the well-being and empowerment of all individuals. We believe that gender equity is essential for academic excellence and the holistic development of our students and staff.

