



**Daulat Ram College**

**University of Delhi**

## **Gender Policy**

Daulat Ram College is a prestigious women's college engaged in imparting liberal education to women. The college is enshrined in its motto "**Salvation through knowledge**" i.e to disseminate knowledge in science, commerce and liberal arts among girls to make them empowered women capable of bringing social change. At the college, we ensure that students are trained to respect all genders, support inclusion and sustainable development. The college remains committed to educating, engaging, and instilling right values among students for furthering national developmental goals.

The gender policy of Daulat Ram College lays out a set of guidelines and principles established by the institution to ensure a safe, inclusive, and equitable environment for all individuals, regardless of their gender identity or expression. It aims to promote gender equality, prevent discrimination, and support the rights and well-being of all members of the college community.

### **For its Students**

#### **As a policy, the college-**

- ✓ Ensures the moment a student enters the college premises, she enters a hassle-free impartial environment wherein safety measures including well-lit pathways, security personnel, CCTVs have been implemented.
- ✓ Organizes Orientation program to explain the working of the Gender Champion Cell and Women Development Cell and give details about various policies followed.
- ✓ Supports gender impartiality and women's empowerment. This is achieved through leadership development programs, scholarships, and opportunities for women to engage in research, sports, and other co-curricular activities. **Pahal: Gender Champion Cell** of Daulat Ram College aims to provide a safe space for students, to discuss issues and

complexities of gender. Providing equal opportunities for all, creating positive social norms to encourage inclusivity.

- Pahal is unique in its way, having brought the conversation of gender to the table.
  - Discarding preconceived notions, how gender is more than just two categories.
  - Empowers students and harnesses their true potential for sustainable and gender-responsive development.
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- ✓ Certifies that campus facilities, such as hostel, restrooms, gymnasium, canteen, medical room are designed to meet the specific needs of women. The college works on issues ranging from security of women students and gender sensitisation camps to self-defence training on campus and women trainers in sports and extracurricular activities.
  - ✓ Is committed to offer support services that address the unique needs and concerns of women. This includes counselling, mentorship programs, health services.
  - ✓ Is committed to preventing and addressing gender-based violence, including sexual harassment, assault, and discrimination. It provides mechanisms such as Internal Complaints Committee and Grievance Redressal Committee for reporting incidents, conducting investigations, and offering support to survivors.
  - ✓ Is committed to provide opportunities emphasize leadership development and provide ample opportunities for female students to take on leadership roles in student organizations, clubs, and academic societies. The college has a Students' Council formed of representatives of all Courses to organise programmes throughout the year to create awareness about the role to be played by the student community to bring about gender sensitization.
  - ✓ Is committed to organize interactive sessions on wellness with Gender and environment sustainability. The college aims to organize awareness programs on sexual harassment and legal awareness (various laws related to Gender), legal acts on domestic violence, dowry and sex-

determination, Self care (Hormonal Health and Nutrition), Sensitization about LGBTQI, Gender and Sexuality.

- ✓ Aims to work on projects such as of Gender wage differentials, Women Enterprenurship, empowering women in Delhi or urban slums through digital literacy, political participation of women, portrayal of gender stereotypes across different cultures. With these projects, the college hopes to move towards an equitable society.
- ✓ Displays Helpline numbers at various places in the campus. To ensure the safety of students, patrolling squad will be made available in and around the campus.

**For its Employees, Daulat Ram College:**

- ✓ Ensures fair treatment to its diverse workforce.
- ✓ Is committed to providing equal opportunities, irrespective of gender, religion, ethnicity.
- ✓ Promotes a working environment where all employees are treated with respect and dignity. Harassment and discrimination based on gender are prohibited and there is zero tolerance towards these.
- ✓ Recognizes and respects the gender identity and expression of all employees. It has provisions for separate restroom for all employees consistent with their gender identity.
- ✓ Provides parental leave, including maternity, paternity, and adoption leave, and ensure that it is available to all employees on an equal basis, regardless of gender. The female employees based on government guidelines avail CCL.
- ✓ Makes provisions for training programs and educational resources aimed at promoting awareness and understanding of gender-related issues and fostering an inclusive workplace.