

CHILDREN WELFARE CENTRE **Clara's College of Commerce**

(Affiliated to University of Mumbai and NAAC Accredited)

Address - Yari Road, Versova, Mumbai - 400061

Contact No - 7738501168, Website - claracollegeofcommerce.edu.in

THE GENDER POLICY OF THE COLLEGE

About the Policy:

Clara's College of Commerce, affiliated to University of Mumbai, is a Hindi Linguistic Minority college which aims at providing equal access and opportunities to the not only linguistic minority but socially, educationally, economically and physically disadvantaged groups irrespective of the gender. It focuses on providing equal opportunities of development in all spheres for all the genders.

Policy Statement:

Clara's College of Commerce shall adopt policies and practices that promote gender equality and ensure equal opportunity in admissions, curricular and extra-curricular activities, recruitments, training and development for both male and female students and teaching and non-teaching staff and ensure protection of women against harassment and discrimination.

Objectives of the Policy:

1. To assert the institution's commitment towards being a gender sensitive institution.
2. To ensure equal opportunities of development for boys and girls, men and women at various levels in the college.
3. To develop a framework for ensuring gender sensitive institution.
4. To organise various sessions and workshops on gender sensitization, women empowerment and constitutional rights of women.



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5. To ensure a safe, secure, healthy and conducive environment for both boys and girls in the college and for men and women at work place.

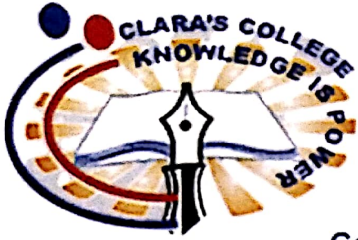
Strategies:

1. Develop awareness on Gender issues through Gender sensitizing programmes.
2. Promote participation of both the genders on decision making and leadership at various levels in the institution.
3. Promote collaborations with organisations that promote policies of gender equality.

Execution of the Policy:

In order to achieve Gender Equality in the institution, following are practiced:

1. **Reservation Policy:** Strict reservation policy for minority, backward and girl students in different categories is followed in admissions.
2. **Equal opportunities:** Equal opportunities are provided to male and female students in academic, sports, cultural and other activities.
3. **Various Committees:** College also ensures safe and pleasant environment for the women by abiding the UGC directives of Prevention of Sexual Harassment at work place and has set up Internal Complaints Committee, Grievance Redressal Cell and Anti-Ragging Committee to look into any matters of concern from teachers and students.
4. **Women Development Cell:** WDC organises and conducts various special programmes for personality development of female students and women such as celebration of World Women Day, workshops, awareness and gender sensitization programmes, yoga, health check up, defence training, webinar on women's constitutional rights, cyber crimes, etc.



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- 5. Recruitment and Promotion:** Recruitment and appointment to various teaching and non-teaching posts are made on the basis of merits, qualifications and skills, thereby ensuring equal opportunities of promotions and placements for all the gender. Equality in promotion benefits, training and working conditions are ensured.
- 6. Equal Pay and Terms of Employment:** Equal pay and terms of employment are practiced for men and women and provide welfare facilities like maternity leaves for the women staff.

Clara's College ensures gender equality in the campus in all respects and discourages any kind of discrimination on the basis of gender. Institution undertakes various gender responsive and gender sensitization programmes.

DR. BABITA KANOJIA
IQAC, COORDINATOR

DR. MADHUKAR GITTE
PRINCIPAL

Principal
Claras College of Commerce
Yar' Road, Versova,
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