



MORIGAON COLLEGE

MORIGAON, ASSAM, PIN- 782105

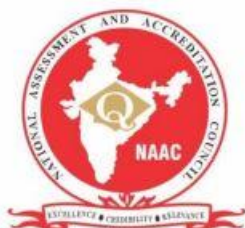
CRITERIA – 7

Institutional Values and Best Practices

7.1.1

Gender Audits & Gender Policy

Submitted to



THE NATIONAL ASSESSMENT AND
ACCREDITATION COUNCIL



**GENDER AUDIT REPORT
(2018-19 to 2019-20)
MORIGAON COLLEGE**



Profile of Morigaon College

Established on July 1, 1964, Morigaon College is one of the oldest and premiere educational institutes in Morigaon district of Assam. Morigaon College is affiliated to Gauhati University and recognized under Section 2 (F) and 12 (B) of UGC, is a co-educational institute offering 04 UG programmes in Arts, Science and Commerce and BCA, 02 PG programmes in Geography and Zoology, Vocational courses on Food processing, Mass communication and Journalism and 01 PGDC programme on Disaster management. The college is also well equipped with science laboratories capable of facilitating advanced research works. The college is situated on the eastern side of Morigaon town and is 70 kms away from Dispur, the capital of Assam. It has a total campus area of 9.91 acre and build up area of 10,607.43 sq. meters.

In terms of infrastructure, Morigaon College has boys' hostel, girls' hostels, principal quarter, indoor stadium, auditorium and play ground. The college has various committees and cells such as Anti ragging committee, Grievance and redressal cell, sexual harassment redressal cell and unit of NCC and NSS for both boys and girl students, for students support and smooth conduct of other activities. Morigaon college library is enriched with text books, reference books above 40,000, along with e-journal and e-books.

Morigaon College is now preparing for the 4th cycle of NAAC accreditation by preparing perspective plans on the basis of seven criterion of NAAC format. The IQAC of the college is preparing mechanism and SOP for each cell and committees for overall development of the college. The IQAC has also reconstructed, reevaluated and statistically analysed the feedback collected from students, teachers, alumni and parents. The IQAC has already introduced a good number of value-added courses under supervision of various departments. The college has also renovated class rooms that are well-equipped with ICT facilities and the college campus is fully wi-fi enabled. The college has signed MoUs with different institutions for training, internship, research and innovation.

Gender Audit

Gender audit aims to monitor the gender balance of an institution and assesses whether an institution is adhering to government rules, policies, formulated for up gradation of women in the society. There are two aspects of a gender audit:

- Internal audit: Internal audit is an internal gender audit tries to examine the internal quality of an institution and assess whether such internal policies contribute to gender equality and inclusion in the organisation.
- External audit: An external audit analyses whether the policies, programmes, projects, services, reflect gender development, inclusiveness and progressiveness.

College Gender Audit Committee

The gender audit has been undertaken by the IQAC, Morigaon college through the gender audit committee consisting of a chairman, a vice chairman, two external committee members and two internal committee members. The committee monitors the gender balance and gender sensitisation within the college.

The gender audit committee of Morigaon College comprises of the following members:

S. No.	Name	Designation	Institution
1	Dr. Lila Kanta Barthakur	Chairman	Principal, Morigaon College
2	Dr. Ranjit Kumar Kalita	Vice Chairman	IQAC Coordinator & Associate Professor, Department of Mathematics, Morigaon College
3	Dr. Manoj Kumar Das	External Committee Member	Assistant Professor, Department of Assamese, R.G. Baruah College, Guwahati, Assam
4	Dr. Deepan Das	External Committee Member	Assistant Professor, Department of Political Science, R.G. Baruah College, Guwahati, Assam
5	Dr. Hemalata Sarma	Internal Committee Member	Associate Professor, Department of Political Science, Morigaon College
6	Dr. Dipali Das Talukdar	Internal	Assistant Professor,

		Committee Member	Department of Anthropology, Morigaon College
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Objectives of Gender Audit

The gender audit at Morigaon College has been carried out to attain the following objectives:

- Zero discrimination policy on the basis of gender.
- Safe and secure environment for all genders in the campus.
- An active, unbiased and accessible Sexual Harassment Redressal Cell and Internal Complaints Committee to address all gender related issues with confidentiality.
- To organize personality development, awareness programs, etc. aiming at the development of self confidence and self-esteem of girl students, women faculty and staff in the college and instil awareness on problems of women and gender discrimination.
- To maintain an environment of gender balance and gender sensitivity in the campus.

Gender Audit Methodology

The methodology adopted for conducting the gender audit involves constitution of a gender audit committee which consists of a Chairman, Vice Chairman, two internal committee members and two external committee members. The committee regularly evaluates the gender related policies and measures being followed in the campus.

Morigaon College Gender Policy

The college also follows a comprehensive gender action plan which is prepared annually after thorough evaluation and consultation. The following are the specific gender policies being adopted by Morigaon College for the year:

1. Organizing programs for economic empowerment of women in adopted villages.
2. To implement the Constitutional Provision of women reservation in the Students' Union Body.

3. Regular participation of girl's students in the programs organized by DistrictAdministration.
4. To organize driving training program for women teachers.
5. To start a traditional dress weaving centre.
6. To encourage gymnasium facilities for women.
7. Cooking with recipes.
8. Gardening, flower decoration/ bridal decoration.

Gender Action Plan

The following is the action plan being adopted to implement the campus gender policy:

1. To organize awareness programs for women health and hygiene.
2. To promote and organize self-defence programs for girl students.
3. Cutting and netting training program for women from the disadvantage sections of the adopted villages.
4. Celebrating World Women Day with popular talk for women issues like identity, health and hygiene and political representation.
5. Installation of wash rooms for transgender.
6. Installation of more CCTV Camera in the campus for women safety and security.

Gender Sensitization Plan

In order to promote and ensure an environment of free and unbiased treatment towards man and woman in society, the college frames annual gender action plan at the beginning of every session. To increase facilities and to empower the woman by ensuring participation of woman, the following plans have been framed to execute:

1. To increase facilities and amenities for safety and security of woman.
2. To make the counselling system in the college proactive and vibrant to address and sort out solutions of the problems and issues of girl students and woman employees.
3. The members of Morigaon Mahavidyalaya Mahila Manchha and Teacher-in-Charge have been empowered and entrusted with responsibility to ensure appropriate facilities of health and hygiene in the common rooms for woman and girls.
4. To set up a Day Care Centre in the campus for the children of employees.

5. To organize Awareness Programmes of gender equity and the programmes will be led by Morigaon Mahavidyalaya Mahila Mancha in coordination with IQAC.

Gender Equality

Morigaon College recognises gender equality as one of the 17 sustainable development goals adopted by United Nations. The college is putting forward its best efforts towards girls, transgender and women students, teaching and non-teaching staff to equally participate in the academic, social and cultural life of the college by providing infrastructural facilities, non-discriminating environment.

The objectives of the policy are:

1. Ending all forms of discrimination against all women, transgender and girls everywhere.
2. Creating an environment through different policy that fosters the development of women.
3. Equal access to participation and decision-making.
4. The enjoyment of all human rights and fundamental freedom by women on equal basis with men in all spheres.
5. Equal access to quality education, career and vocational guidance, employment and equal remuneration.

Features of the policy:

1. Strict implementation of policy for Women and Transgender as framed by Government of Assam.
2. Inclusion of students and teachers in the organisation of academic and co-curricular and facilitating their participation in the same.

Infrastructural Support

The following are the infrastructural support available at the college for moving the college campus towards achieving Gender Equality:

- Morigaon Mahavidyalaya Mahila Mancha

- Two girls' hostel
- Girl's Common room
- Rest room
- Creche for children of working mother
- Sexual harassment redressal cell
- Physical and technological support
- Conduct awareness programme
- Child care leaves
- Employment generation scheme like vermi-compost, netting-cutting and weaving
- Student welfare fund
- Women's Cell

Special Initiatives:

Events related to women's development & women awareness programs:

8th March, 2018: Observation of International Women's Day. A Street Play on "Equality is our Right" was organised by the Morigaon Mahavidyalaya Mahila Mancha. Further, an Awareness Program on Women Trafficking, Vulnerability, Impact and Action was organised. The Resource Person of the event was Shahnaz Begum Shah.

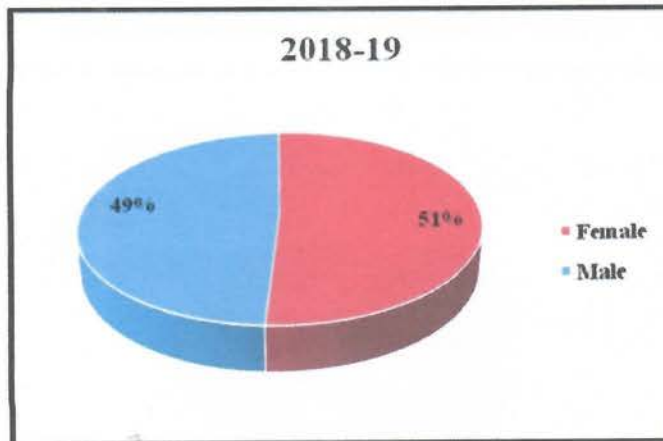
8th March 2019: International Womens' Day was organised in collaboration with International Human Rights and Anticrime organisation. Along with a discussion program, a Free Eye Check-up camp was organised.

8th March, 2020: During the year 2020, International Womens' Day was organised on the theme "I am Generation Equality: Realizing Womens' Right". A Talk was delivered by Dr. Kabita Devi Kusre, Associate Prof., Nonoi College.

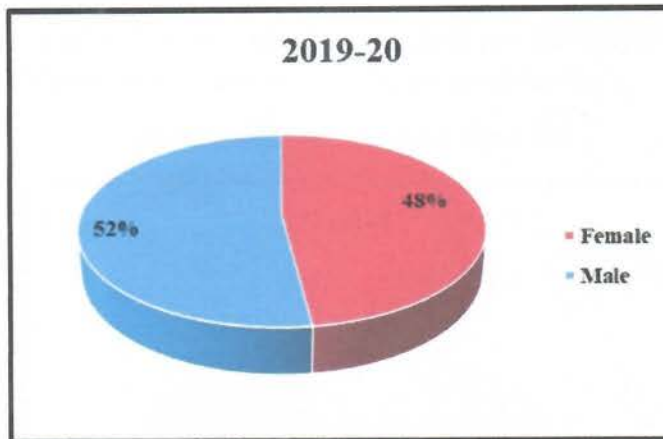
Gender Balance within the Institution

The gender balance of an institution can be determined quantitatively by comparing the number of male, female and other genders within the institute. The following are the statistics related to proportion of male, female and other gender within the college for students, non-teaching staff and faculty, respectively for the relevant years.

Student's male female ratio 2018-19

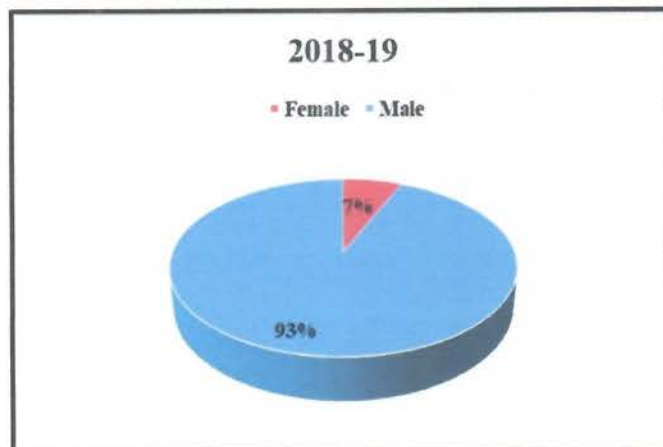


Student's male female ratio 2019-20

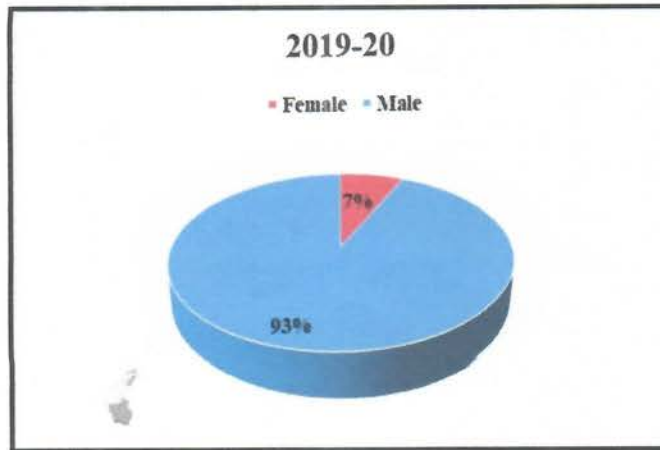


As observed from the pie-charts for students during the relevant years, the male-female ratio is sufficiently balanced.

Non-Teaching Staff male female ratio 2018-19

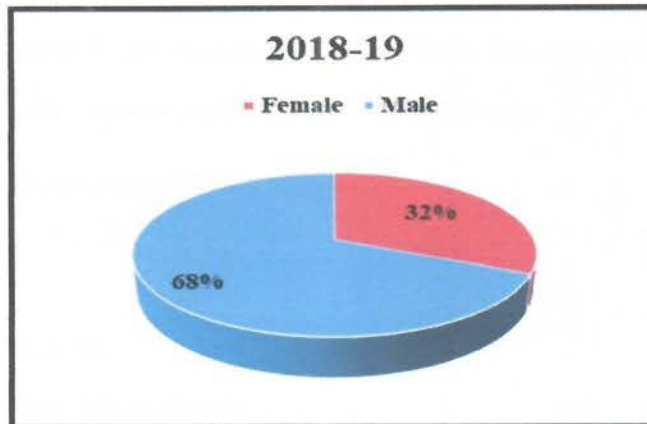


Non-Teaching Staff male female ratio 2019-20

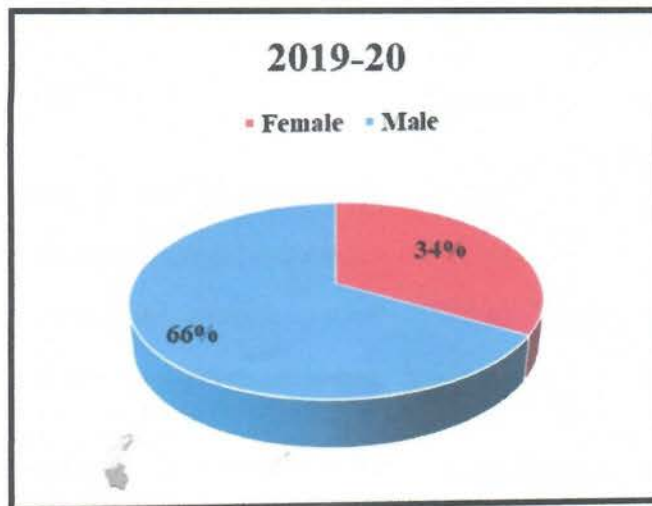


In case of non-teaching staff, it can be observed that the number of male employees is comparatively significantly higher compared to female employees.

Faculty male female ratio 2018-19



Faculty male female ratio 2019-20



In case of faculties, it is observed that the balance is slightly skewed towards male faculties in the college.

College Committees Facilitating Gender Sensitisation

The following are various committees, cells and units formed within the college that promotes gender equality and sensitisation within the campus:

1. Morigaon Mahavidyalaya Mahila Manchcha
2. NCC for girls
3. NSS for girls
4. Discipline Committee
5. Internal Complaints Committee
6. Grievance Redressal Committee
7. Sexual Harassment Redressal Committee
8. Health Awareness Cell
9. Anti Ragging Committee

Gender Audit Survey

A gender audit survey was conducted among the students of the college to ascertain whether there is any gender-based discrimination in the campus and find out the viewpoints of the students regarding maintenance of gender balance in the college. The results of the survey are as follows:

CRITERIA	RESPONSES (In %)		
	AGREE	DISAGREE	NEUTRAL/ NO ANSWER
The college environment is free of gender-based discrimination.	72	21	7
The college has a safe environment for girl students and female employees.	88	8	4
There are equal opportunities in the campus for girls and boys.	67	33	0
The college conducts gender sensitisation and gender awareness programs such as awareness of sexual harassment, as a part of its curriculum.	58	16	26
There are adequate number of toilets available in the campus for girls and female employees.	55	36	9
There is a functional grievance redressal cell in the campus.	59	25	16
There is a girls' common room available in the college with good facilities.	54	23	23

The results from the gender audit survey implies that overall, the college has managed to maintain a satisfactory gender balance. However, some dissatisfactions have been observed in case of toilet and other facilities available for female students at the college.

Conclusions

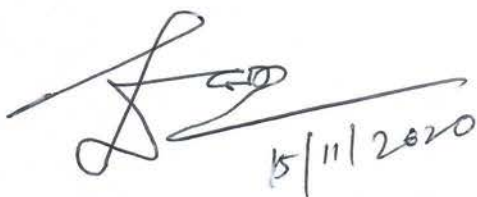
The audit reports that the college's gender policies are well rounded and well drafted and fulfils the objectives of all round gender development. The feedback received from the students, staff and teachers indicate a positive gender-neutral environment in the campus. The audit also indicates the involvement of satisfactory numbers of female representatives in the decision-making body of the college.

Recommendations

In the coming years the college aims to:

- Start a training program on development of self-employment skills for women of nearby areas.
- Built a separate gender-neutral restroom in the campus.

- Organise more gender inclusive co-curricular and extra-curricular activities.
- Organise self-defence training program for girl students.
- Encourage participation of girl students in various sports activities of the college.
- Organise more awareness programs on legal rights of women.
- Organise awareness programs on transgender rights and issues.
- Organise health awareness programs and screening camps.
- Employ more female non-teaching staff to maintain a well-represented gender balance.



Dr. Manoj Kumar Das, Assistant Professor,
Department of Assamese, R.G. Baruah
College, Guwahati, Assam

External Committee Member

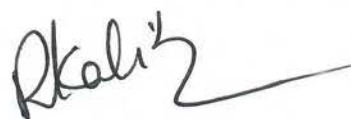


Dr. Deepan Das, Assistant Professor, 15/11/2020
Department of Political Science, R.G. Baruah
College, Guwahati, Assam

External Committee Member



Dr. Lila Kanta Barthakur
Chairman, Gender Audit Committee
Principal, Morigaon College

Dr. Ranjit Kumar Kalita
Vice Chairman, Gender Audit Committee
IQAC Coordinator & Associate Professor,
Department of Mathematics, Morigaon
College

Hemalata Sharma

Dr. Hemalata Sarma, Associate Professor,
Department of Political Science, Morigaon
College

Vice-Chancellor
Morigaon College

Dipali Das Talukdar

Dr. Dipali Das Talukdar, Assistant
Professor, Department of Anthropology,
Morigaon College

Internal Committee Member
Assistant Professor, Morigaon College

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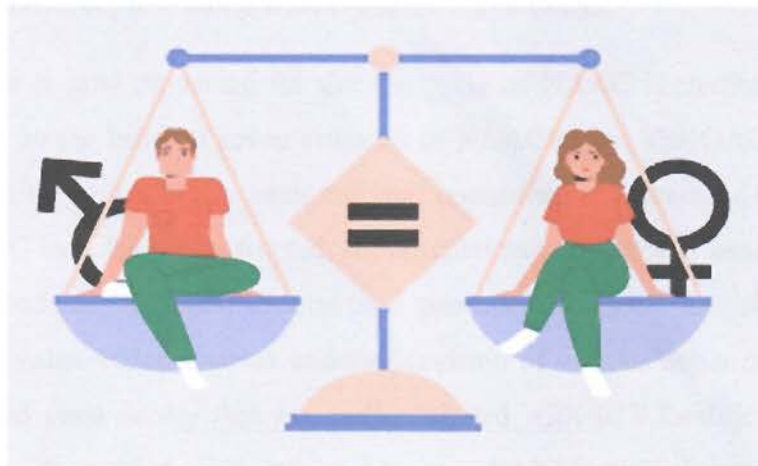




Morigaon College
Affiliated to Gauhati University
NAAC Accredited B Grade Institute with CGPA 2.47

GENDER AUDIT REPORT

(2021-22 to 2022-23)



Profile of Morigaon College

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3	Dr. Bijoy Kumar Nath,	External Committee Member	IQAC Coordinator & Assistant Professor of Economics, Charaibahi College, Morigaon, Assam
4	Ms. Rimjim Baruah,	External Committee Member	Assistant Professor of English, Mahapurusha Srimanta Sankaradeva Viswavidyalaya, Nagaon, Assam
5	Dr. Pallavi Hazarika	Internal Committee	Assistant Professor, Dept. of

		Member	Political Science, Morigaon College
6	Dr. Maumita Choudhury	Internal Committee Member	Assistant Professor, Dept. of Commerce, Morigaon College

Objectives of Gender Audit

The following goals are pursued through the gender audit at Morigaon College:

- Zero-tolerance policy for gender discrimination.
- A secure environment on campus for people of all genders.
- A Sexual Harassment Redressal Cell and Internal Complaints Committee that are active, objective, and accessible to resolve any gender-related matters in confidence.
- To plan personality development, awareness, and other activities aimed at boosting girl students' self-confidence and self-esteem as well as the understanding of issues affecting women and gender discrimination among the college's faculty and staff.
- To keep the campus's gender-balanced and gender-sensitive atmosphere.

Gender Audit Methodology

The methodology adopted for conducting the gender audit involves constitution of a gender audit committee which consists of a Chairman, Vice Chairman, two internal committee members and two external committee members. The committee regularly evaluates the gender related policies and measures being followed in the campus.

Morigaon College Gender Policy

The college also follows a comprehensive gender action plan which is prepared annually after thorough evaluation and consultation. The following are the specific gender policies being adopted by Morigaon College for the year:

1. Planning initiatives for women's economic development in the villages that have been adopted.
2. To put into effect the Constitution's clause of reserving seats for women in the Students' Union Body.
3. The regular engagement of female students in various programs of the college.
4. To prepare and market the products of textile handlooms in the campus.

5. To organise skill-based training programs.

Gender Action Plan

The following is the action plan being adopted to implement the campus gender policy:

1. To plan awareness campaigns for women's hygiene and health.
2. To encourage and coordinate self-defence classes for female students.
3. A training program in cutting and netting for women from the less developed areas of the adopted villages.
4. Commemorating International Women's Day by promoting discussions of identity, hygiene, and political representation for women.
5. The construction of gender-neutral restrooms.
6. Adding additional CCTV cameras to the campus for the safety and security of women.

Gender Sensitization Plan

In order to promote and ensure an environment of free and unbiased treatment towards man and woman in society, the college frames annual gender action plan at the beginning of every session. To increase facilities and to empower the woman by ensuring participation of woman, the following plans have been framed to execute:

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4. Commemorating International Women's Day by promoting discussions of identity, hygiene, and political representation for women.
5. The construction of transsexual restrooms.
6. Adding extra CCTV cameras to the campus for the safety and security of women.

Gender Equality

Morigaon College recognises gender equality as one of the 17 sustainable development goals adopted by United Nations. The college is putting forward its best efforts towards girls, transgender and women students, teaching and non-teaching staff to equally participate in the academic, social and cultural life of the college by providing infrastructural facilities, non-discriminating environment.

The objectives of the policy are:

1. Ending all forms of discrimination against all women, transgender and girls everywhere.
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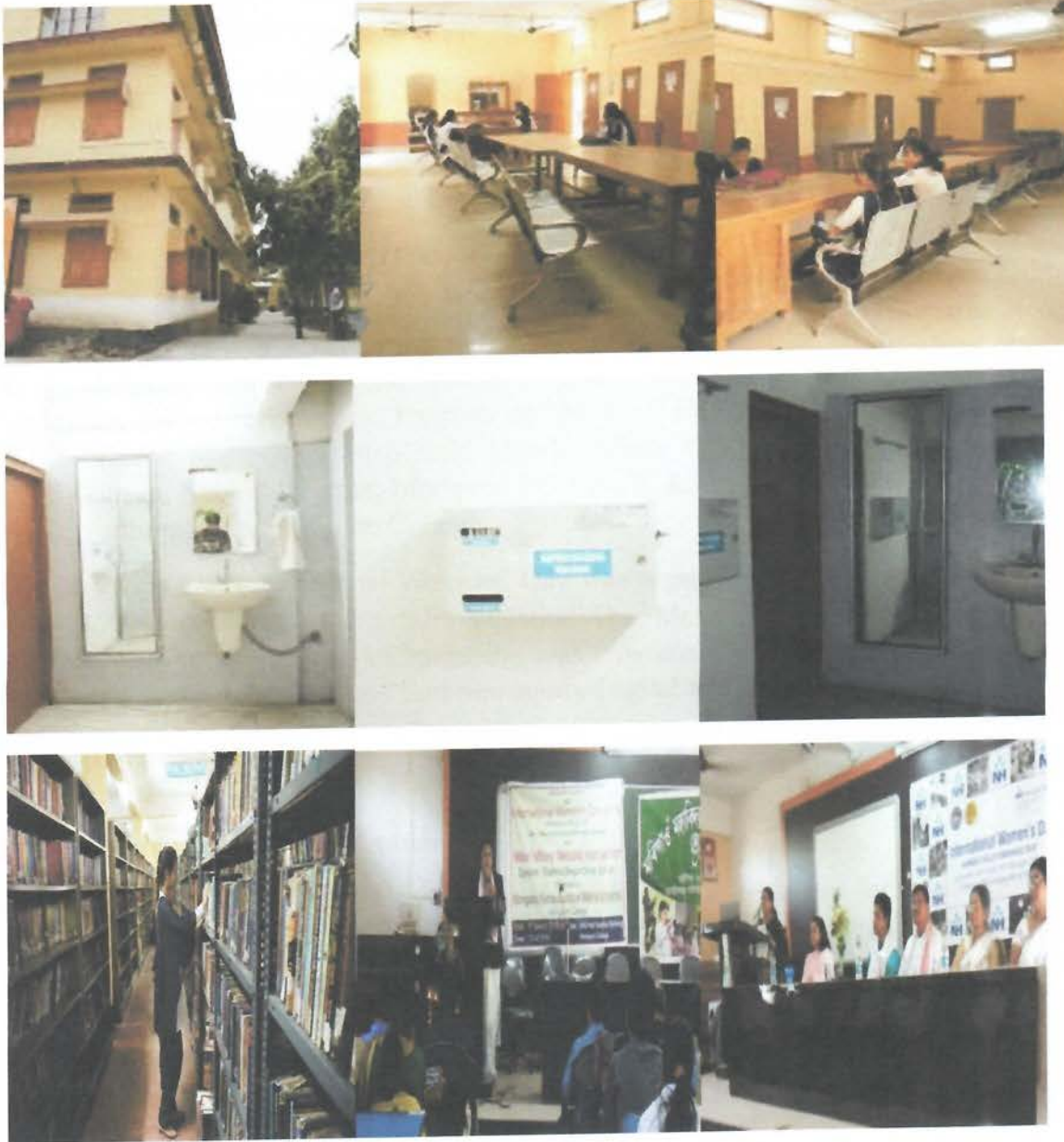
Features of the policy:

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Infrastructural Support

The following are the infrastructural support available at the college for moving the college campus towards achieving Gender Equality:

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- Girl's Common room
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- Creche for children of working mother
- Gender neutral toilet
- Sexual harassment redressal cell
- Physical and technological support
- Conduct awareness programme
- Child care leaves
- Employment generation scheme like vermi-compost, netting-cutting and weaving
- Student welfare fund
- Self-defence training for girl students
- Course facilitating gender sensitisation: Gender Sensitisation, Women Power and politics, Feminism, Women's Right, Women's Writing,



Special Initiatives:

Events related to women’s development & women awareness programs:

8th March, 2021: In observance of International Women’s Day, 2021, an essay competition was organised on “Effect of Online Education on Students during Covid 19” by the Morigaon Mahavidyalaya Mahila Mancha. The Mahila Mancha also inaugurated “Shonkhodhwani” the annual wall magazine.

29th November, 2021: A “Free Dental Health Checkup cum Awareness Program on Oral Health”, in association with Indian Dental Association, Assam Branch & District Health Society, Morigaon was organised by Morigaon Mahavidyalaya Mahila Mancha.

1stDecember, 2021: A Sexual Harassment and Redressal- Awareness Program, in association with Anti Sexual Harassment and Redressal Cell, Morigaon college was organised by Morigaon Mahavidyalaya Mahila Mancha. Dr. Dipali Das Talukdar, President, Sexual Harassment Redressal Cell was the chief speaker for the session.

8th March, 2022: A Workshop on Nutrition for Women &Children was organised for the women and children of Barigaon village which is an adopted village of the college by Morigaon Mahavidyalaya Mahila Mancha. A Free BMI check was also conducted at the adopted village. The Mahila Mancha also launched “Shonkhodhwani” the annual wall magazine.

12th May, 2022: A Lecture Program on “Come &Embrace the Transgender” was organised by Morigaon Mahavidyalaya Mahila Mancha where the Resource Person was Rituparna Neog, Queer activist.

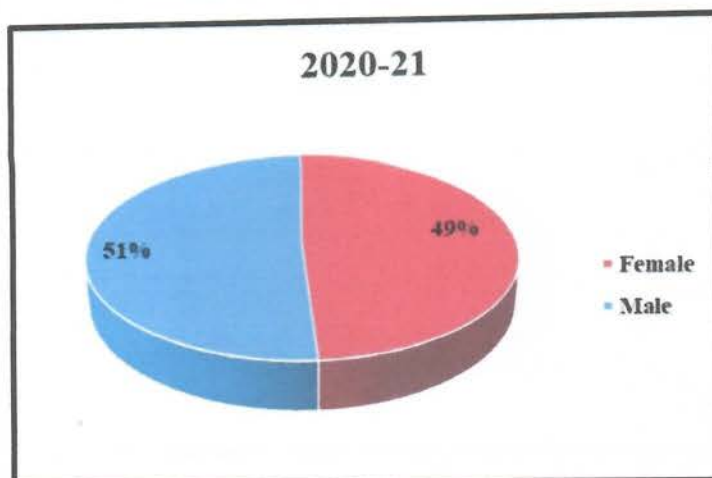
21st February, 2023: An Awareness Program on Menstrual Health & Hygiene was organised by the Morigaon Mahavidyalaya Mahila Mancha where the Resource Person was Mrs. Nilakshi Bhuyan, Subject Teacher, Morigaon HS school, & Dipali Das Talukdar, Associate Professor, Anthropology, Morigaon College.

8th March, 2023: The International Womens’ Day was organised on the theme “DigitALL: Innovation and technology for gender equality”.The Mahila Mancha also inaugurated “Shonkhodhwani” the annual wall magazine and “Swotosini”, a bi-lingual magazine. A popular talk was also organised on “Embrace equity-Digital all: Innovation & technology for gender equality”.

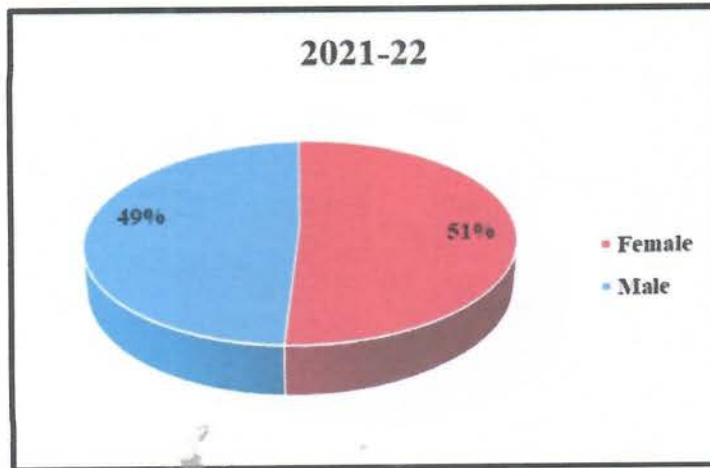
Gender Balance within the Institution

The gender balance of an institution can be determined quantitatively by comparing the number of male, female and other genders within the institute. The following are the statistics related to proportion of male, female and other gender within the college for students, non-teaching staff and faculty, respectively for the relevant years.

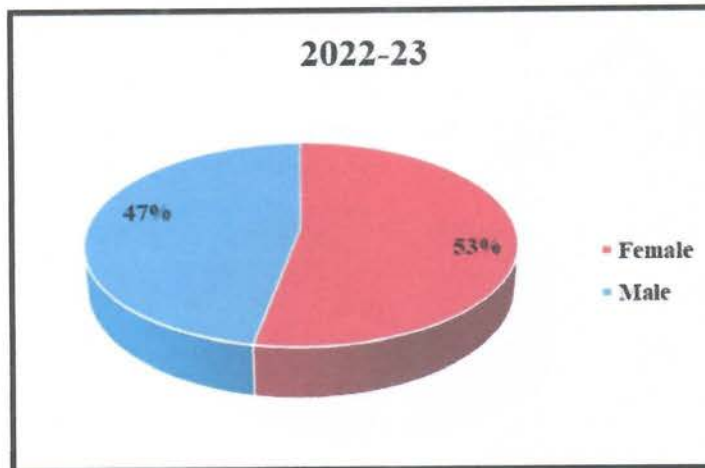
Student’s male-female ratio 2020-21



Student’s male-female ratio 2021-22

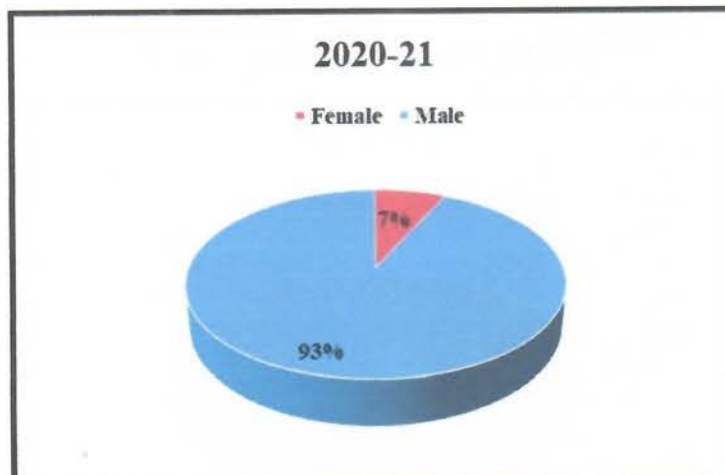


Student's male-female ratio 2022-23

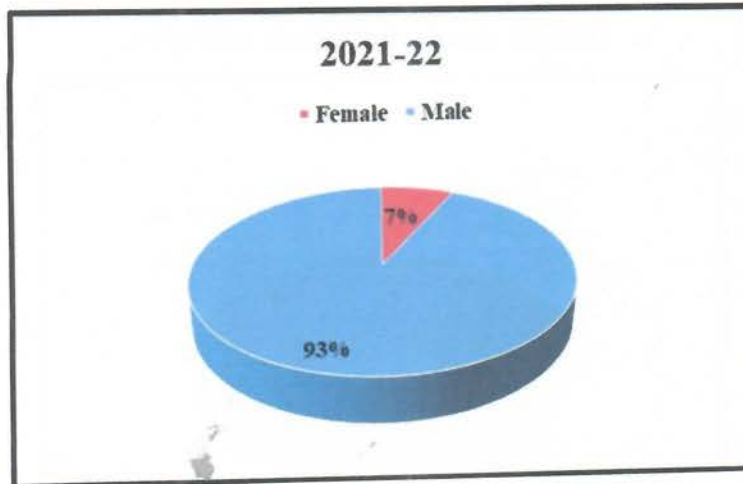


As observed from the pie-charts for students during the relevant years, the male-female ratio is sufficiently balanced.

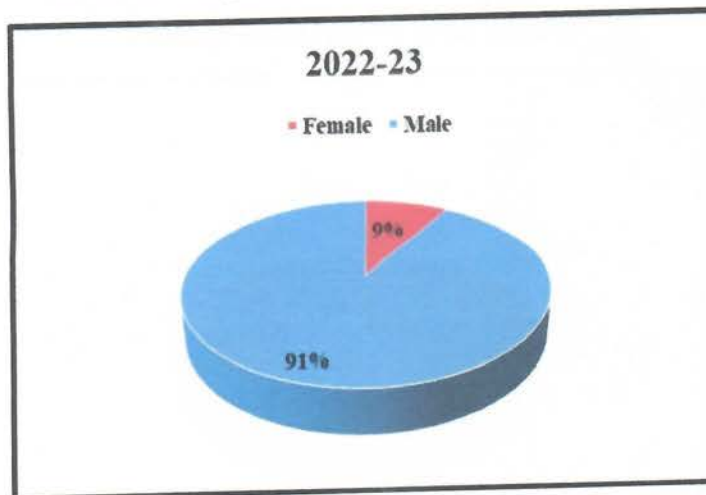
Non-Teaching Staff male female ratio 2020-21



Non-Teaching Staff male female ratio 2021-22

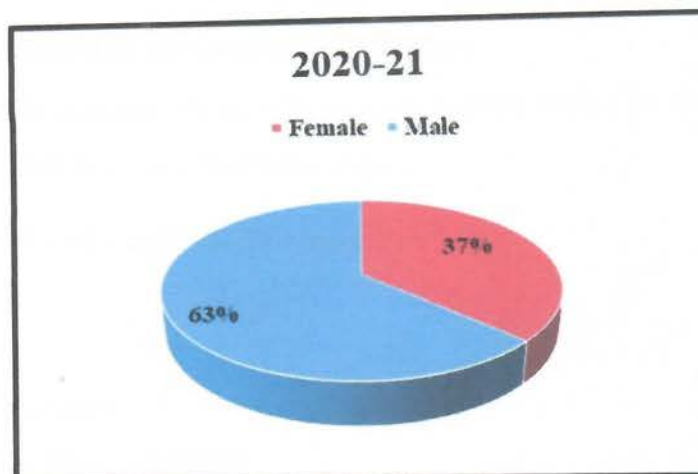


Non-Teaching Staff male female ratio 2022-23

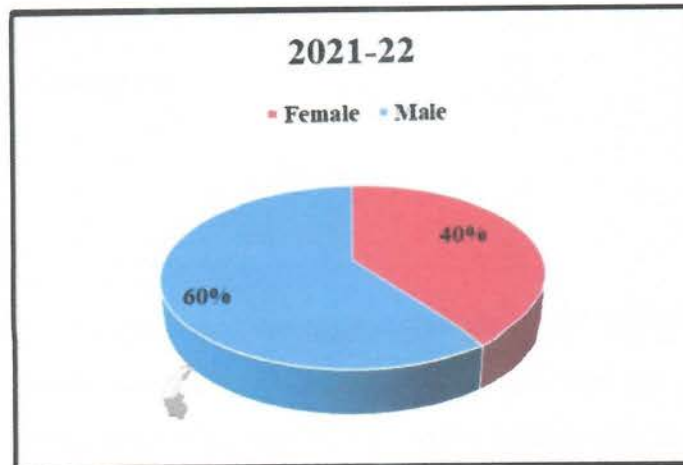


In case of non-teaching staff, it can be observed that the number of male employees is comparatively significantly higher compared to female employees.

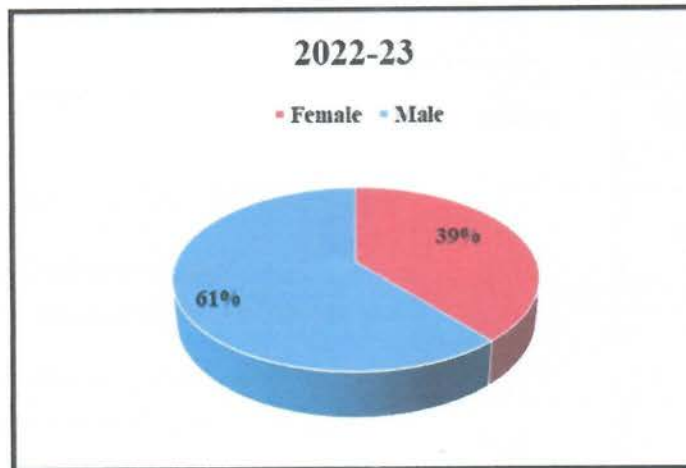
Faculty male female ratio 2020-21



Faculty male female ratio 2021-22



Faculty male female ratio 2022-23



In case of faculties, it is observed that the balance is slightly skewed towards male faculties in the college. However, the proportion can be seen to have improved in comparison to the last few years.

College Committees Facilitating Gender Sensitisation

The following are various committees, cells and units formed within the college that promotes gender equality and sensitisation within the campus:

1. Morigaon Mahavidyalaya Mahila Manchcha
2. NCC for girls
3. NSS for girls
4. Discipline Committee
5. Internal Complaints Committee
6. Grievance Redressal Committee

7. Sexual Harassment Redressal Committee
8. Health Awareness Cell
9. Anti Ragging Committee
10. Women's Cell

Gender Audit Survey

A gender audit survey was conducted among the students of the college to ascertain whether there is any gender-based discrimination in the campus and find out the viewpoints of the students regarding maintenance of gender balance in the college. The results of the survey are as follows:

CRITERIA	RESPONSES (in %)		
	AGREE	DISAGREE	NEUTRAL/NO ANSWER
The college environment is free of gender-based discrimination. কলেজপরিবেশলিংগভিত্তিকবৈষম্যরপরা মুক্ত।	77	11	12
The college has a safe environment for girl students and female employees. কন্যাছাত্রীরাবাবেসহবিদ্যালয়খনতনিরাপদপরিবেশআছে।	85	7	8
There are equal opportunities in the campus for girls and boys. ছোৱালীআৰুৰাৰবাবেকেম্পাছতসমানসুযোগদিয়াহয়।	71	15	14
The college conducts gender sensitisation and gender awareness programs such as awareness of sexual harassment, as a part of its curriculum. মহাবিদ্যালয়খনেইয়াৰপাঠ্যক্রমৰঅংশহিচাপেযৌননিৰ্যাতনৰসজাগতাৰদৰে লিংগসংবেদনশীলতাআৰু লিংগসজাগতাকাৰ্যসূচীঅনুষ্ঠিতকৰে।	63	5	32
There are adequate number of toilets available in the campus for girls and female employees. কন্যাছাত্রীৰবাবেকেম্পাছতপৰ্যাপ্তসংখ্যকশৌচাগাৰউপলব্ধআছে।	59	23	18
The toilets available for girls have all the necessary facilities for girl students and female employees such as sanitary napkin disposal machine, disposal bins, etc. ছোৱালীৰবাবেউপলব্ধশৌচাগাৰতকন্যাছাত্রী-ছাত্রীআৰু মহিলাকৰ্মচাৰীৰবাবেপ্রয়োজনীয়সকলোসা-সুবিধাযেনে-চেনিটেৰীনেপকিননিষ্কাশনমেচিন, নিষ্কাশনবিনইত্যাদিআছে।	47	39	14
There is a functional grievance redressal cell in the campus.	65	23	12

কেন্দ্রীয় গ্রেভিয়ার্স কোষে অভিযোগ নিবারণ কোষ আছে।			
The grievance redressal cell maintains confidentiality of complainants. অভিযোগ নিবারণ কোষে অভিযোগকারীকে গোপনীয়তা বজাই রাখা হয়।	60	18	22
There is a girls' common room available in the college with good facilities. কলেজে তরুণীদের জন্য একটি ভাল সুবিধা উপলব্ধ আছে।	60	34	6

The gender audit survey was conducted among the students of the college for the years 2020-21, 2021-22 and 2022-23 to find out whether the college gender balance has been adequately maintained. It is observed from the responses of the survey that the students overall have a positive image of gender equality maintained in the college. But in case of infrastructural facilities for girl students, the college seems to have been unable to provide adequate facilities like number of toilets, sanitary napkin, disposal bins etc. The common room for girls also shows dissatisfactory responses.

Conclusions


The audit reports that the college has managed to organise a good number of programs aimed at improving gender related awareness among students. The college has also commenced a self-defence training program for girl students. A gender-neutral washroom has also been inaugurated. The feedback received from the students, staff and teachers also points towards a progressive gender-neutral environment in the campus. The audit also indicates the involvement of satisfactory numbers of female representatives in the decision-making body of the college. The Vice Principal of the college as well as President of the Teacher's unit is both female members. During the session, few girl students have managed to perform outstandingly in sports and culture.

Recommendations


In the coming years the college aims to organise more events on the following themes:

- Skill development courses to promote livelihood
- Soft skill and life skill workshop
- Start training programs and certificate courses on development of self-employment skills for women of nearby areas.
- Health and Cancer awareness program
- Mental health awareness programs.

The infrastructural facilities for girl students like number of toilets, sanitary napkin disposal machine, need to be improved and napkin disposal bins must be available and regularly cleaned. The college can develop a common room for girl students with adequate facilities. The college should employ more female non-teaching staff to maintain a well-represented gender balance.


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& Assistant Professor of Economics,
Charaibahi College, Morigaon, Assam

External Committee Member


Ms. Rimjim Boruah, Assistant Professor of
English, Mahapurusha Srimanta Sankaradeva
Viswavidyalaya, Nagaon, Assam


External Committee Member



Dr. Lila Kanta Barthakur
Chairman, Gender Audit Committee
Principal, Morigaon College



Dr. Ranjit Kumar Kalita
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Memo no: MC/2024/

Dated: 09/01/2024

Action Taken Report
On
Gender Audit (2018-19 to 2019-20)

- The College organized training for economically backward women of nearby 5 villages on "Cutting & Tailoring":

Duration - 6 (Six) months
No. of Batches: 03 (Three)
No. of Beneficiary: 22 Nos.

- Separate Washroom has been constructed for gender-neutral students of the college in 2022.
- 3 (Three) days self-defense training Programs for girl Students was organized from 12 July to 22 July, 2022 where 32 interested students were given training by Rijuwana Sultana, an Orange belt Karate Champion.
- Lecture program on "Come and Embrace the Transgender" has been organized to focus the rights and issues of the transgender on 12-05-2022. Rituporna Neog, a renewed Queen Activist, was present as Speaker.

Dr. Lila Kanta Barthakur
Principal

Morigaon College, Morigaon, Assam

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Action Taken Report
On
Gender Audit- (2021-22 to 2022-23)

- A Certificate course on "Weaving" has been offered for student to promote livelihood.
- An awareness programme on "Cancer & Palliative Care" has been organized.
- A Proposal for opening a course on "Makeup Artist" for girls student has been submitted to "New Horizon" which is a partner organization of NSDC.
- 27 nos. of life skill & soft skill Programmes have been conducted during the year 2022-23.
- 10 nos. chair and one table have been purchased for girls Common Room along with some games item such as Carrom Board & Chess during 2022-23.
- Awareness Programme on "Menstrual Health & Hygiene has been organized on 21st Feb, 2023.

Dr. Lila Kanta Barthakur
Principal

Morigaon College, Morigaon, Assam

PRINCIPAL
MORIGAON COLLEGE
DATE: _____

NAAC ACCREDITED 'B' GRADE

অধ্যক্ষৰ কাৰ্যালয় : মৰিগাঁও মহাবিদ্যালয়

Permanently Affiliated to Gauhati University

Recognised by UGC under section 2(f) and 12(B) of UGC Act, 1956

OFFICE OF THE PRINCIPAL



MORIGAON COLLEGE

Morigaon : Assam

Estd. 1964

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POLICY DOCUMENT

POLICY TITLE: Campus Gender Policy

POLICY NUMBER: MC/IQAC/2020/0006

INTRODUCTION:

Gender equality is the 5th goal among the 17 sustainable Development Goals adopted by United Nations. The Constitution of India also recognizes the principle of gender equality in its preamble, Fundamental Rights and under the Directive Principles of State Policy. The Government of India and Government of Assam have taken various measures to secure a better, safe and equal place for women in the society. Recently, India has enacted a law for the protection of rights of transgender persons (Transgender Persons Act 2019) that came into force on 10th January 2022. This policy is being put in place in pursuance with Government Act to make the Morigaon College as a Gender friendly institution

POLICY STATEMENT:

Morigaon College is doing its best effort to girls, transgender and women students, teaching and non-teaching staff to equally participate in the academic, social and cultural life of the College by providing infrastructural facilities, non-discrimination environment.

OBJECTIVES OF THE POLICY

1. Ending all forms of discrimination against all women, transgender and girls everywhere.
2. Creating an environment through different policy that fosters the development of women.
3. Equal access to participation and decision-making.
4. The enjoyment of all human rights and fundamental freedom by women on equal basis with men in all spheres.
5. Equal access to quality education, career and vocational guidance, employment and equal remuneration.

03/03/2020
Coordinator
IQAC
Morigaon College



PRINCIPAL
MORIGAON COLLEGE
DATE: 03/03/2020

FEATURES OF THE POLICY

1. Strict implementation of policy for Women and Transgender as framed by Government of Assam.
2. Inclusion of Students and Teachers in the organization of academic and co-curricular and facilitating their participation in the same.

Infrastructural Support

❖ Making the College campus for achieving Gender Equality:

- Morigaon Mahavidyalaya Mahila Mancha.
- Two Girls Hostel.
- Rest Room.
- Crèche for children of working Mother
- Separate Toilets for Transgender.
- Sexual Harassment Redressal Cell

❖ Physical and technological support :

- Conduct awareness programme
- Child Care leaves.
- Employment generation scheme like vermin compost, netting-cutting and weaving.
- Students welfare fund

NB*The policy is subject to periodic review.

Rkaly
03/03/2020
Coordinator
IQAC
Morigaon College
Date



J. Mani
03/03/2020
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