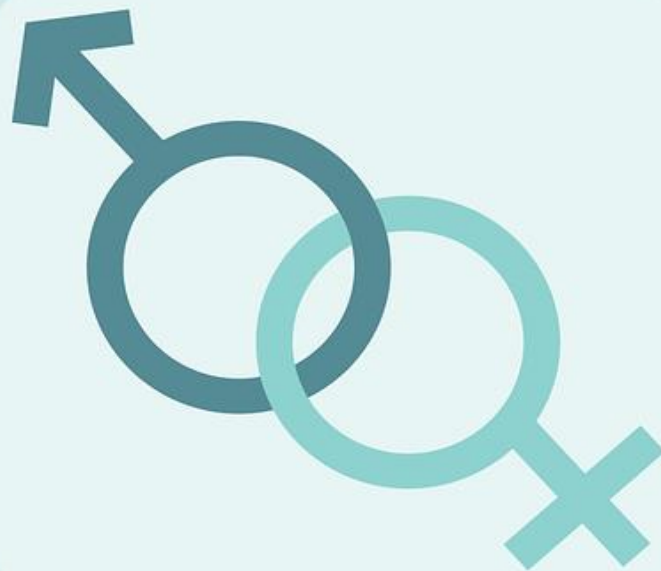




*Cosmopolitan's*

**VALIA CHHANGANLAL LALJIBHAI COLLEGE OF COMMERCE AND  
VALIA LILAVANTIBEN CHHAGANLAL COLLEGE OF ARTS**



# **GENDER SENSITIZATION POLICY**

## **Introduction**

Cosmopolitan's Valia College of Commerce and Arts has always been sensitive towards gender issues. In order to deal with issues related to gender, the college has a gender policy in place. The college encourages members of the student body, faculty and administrative staff irrespective of gender to participate in all the activities related to the organisation. The gender policy of the college ensures a gender sensitive work culture to all the employees. The gender policy encompasses all internal and external stakeholders of the college.

## **Objectives of the Policy**

- To create a gender sensitive work environment
- To provide equal opportunities to all students and employees irrespective of gender.
- To provide equal access to the resources, responses and services of the college irrespective of gender.
- To eliminate gender discrimination and harassment at the college.
- To ensure equity of treatment as a right for all equally

## **Major Elements of the Policy**

- Ensuring gender balance with respect to recruitment and retention of faculty and administrative staff at all levels of the organisation.
- Ensuring equal opportunities in terms of working condition, growth and training to all the employees, irrespective of gender.
- Ensuring gender balance in representation and participation in various functional committees of the college.
- Providing a safe and secure campus and deter and prevent any sexual harassment.
- Raising awareness towards women's role in socio-economic development of the society and country as a whole.
- Creating awareness on women related issues through extension services.
- Creating consciousness and motivation towards gender equality in different sections of the society.
- Providing counselling, guidance and life skill education to girl students.
- Promote the spirit of entrepreneurship among female students.
- Instil a sense of self confidence among female students.