Proof of Organisation wide awareness and undertakings on policies with zero tolerance













Gender Policy

Onda Thana Mahavidyalaya is dedicated to advancing the policy of equality for all, regardless of gender, religion, caste, race, or place of birth. The institution is committed to upholding the principle of equality enshrined in the Constitution of India, with a particular focus on gender equality. This entails ensuring parity in opportunities, responsibilities, and rights without any form of gender-based discrimination. To ensure a gender-neutral and balanced environment, there is a necessity for a comprehensive gender policy that articulates institutional dedication to this cause. The policy aims to foster a gender-sensitive atmosphere by providing equal opportunities and access to all stakeholders in all institutional services. Additionally, it seeks to embed gender-related considerations in all institutional strategies and policies. This gender policy is applicable to all stakeholders affiliated with the institution.

The Gender Policy of the Institution is to provide:

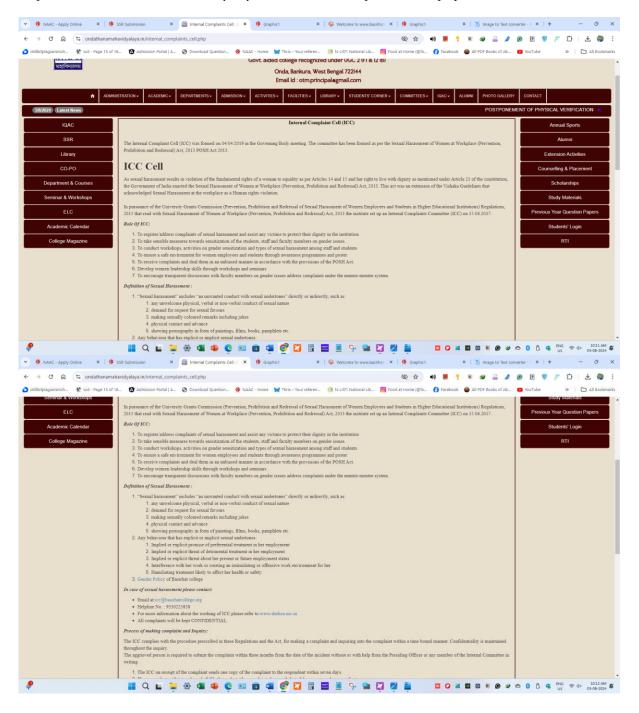
- 1. Establish an institutional environment that upholds gender equality across all fields without any form of discrimination.
- 2. Maintain a balanced representation of genders in all decision-making processes within the institution.
- 3. Implement robust security and safety measures to ensure the well-being of all stakeholders.
- 4. Institute an accessible and impartial Grievance Cell, Internal Complaint Committee, and Anti-Ragging Cell to fairly address all forms of gender-related and other harassment issues.
- 5. Conduct regular seminars and workshops to promote gender awareness and sensitization among all stakeholders.
- 6. Support and amplify the voice and representation of women through the initiatives of an active Women Development Cell.
- 7. Ensure that all stakeholders, with a particular focus on gender and socially disadvantaged groups, are treated with proper respect, safeguarding their dignity.
- 8. Cultivate an environment that encourages the free and equitable expression of opinions for all genders.
- 9. Guarantee equal access to all facilities and services available on the campus for all stakeholders, regardless of gender.
- 10. An institutional environment to provide empowerment, entrepreneurship and life skill education to its students, with a special focus on female students, through its various value-added courses.

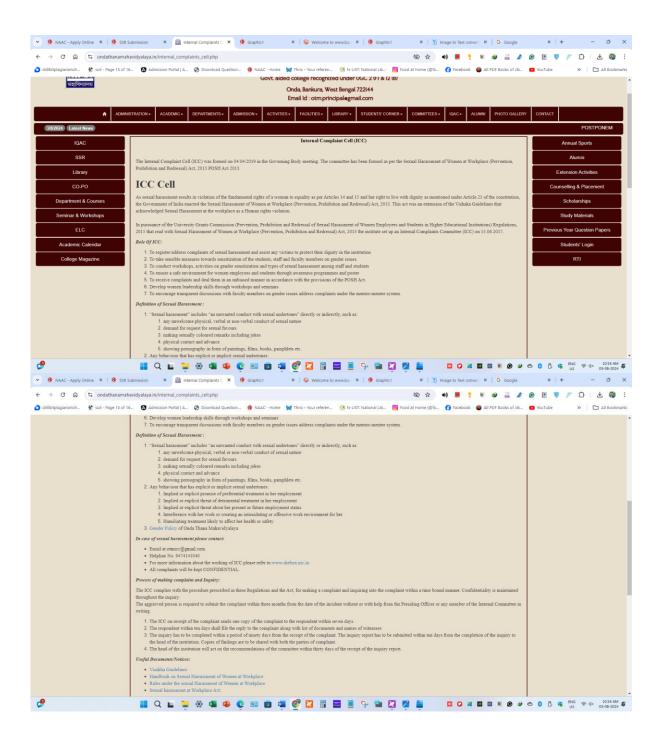


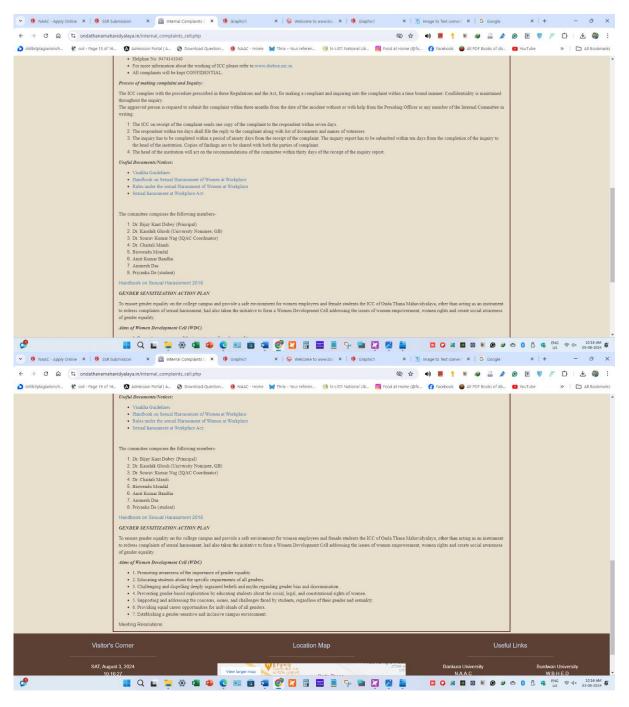
Principal
Onda Thena Mahavidyalaya
P.O.-Murakata, Dist.-Bankura

Internal Complaint Cell

https://www.ondathanamahavidyalaya.in/internal complaints cell.php







About

The Internal Complaint Cell (ICC) was formed on 04/04/2019 in the Governing Body meeting. The committee has been formed as per the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 POSH Act 2013.

ICC Cell

As sexual harassment results in violation of the fundamental rights of a woman to equality as per Articles 14 and 15 and her right to live with dignity as mentioned under Article 21 of the constitution, the Government of India enacted the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. This act was an extension of the Vishaka Guidelines that acknowledged Sexual Harassment at the workplace as a Human rights violation.

In pursuance of the University Grants Commission (Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and Students in Higher Educational Institutions) Regulations, 2015 that read with Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 the institute set up an Internal Complaints Committee (ICC) on 15.06.2017.

Role Of ICC:

To register/address complaints of sexual harassment and assist any victims to protect their dignity in the institution

To take sensible measures towards sensitization of the students, staff and faculty members on gender issues.

To conduct workshops, and activities on gender sensitization and types of sexual harassment among staff and students

To ensure a safe environment for women employees and students through awareness programmes and poster

To receive complaints and deal with them in an unbiased manner by the provisions of the POSH Act.

Develop women's leadership skills through workshops and seminars

To encourage transparent discussions with faculty members on gender issues and address complaints under the mentor-mentee system.

Definition of Sexual Harassment:

"Sexual harassment" includes "an unwanted conduct with sexual undertones" directly or indirectly, such as:

any unwelcome physical, verbal or non-verbal conduct of a sexual nature

demand for request for sexual favours

making sexually coloured remarks including jokes

physical contact and advance

showing pornography in form of paintings, films, books, pamphlets etc.

Any behaviour that has explicit or implicit sexual undertones:

Implied or explicit promise of preferential treatment in her employment

Implied or explicit threat of detrimental treatment in her employment

Implied or explicit threat about her present or future employment status

Interference with her work or creating an intimidating or offensive work environment for her

Humiliating treatment likely to affect her health or safety.

Gender Policy of Onda Thana Mahavidyalaya

In case of sexual harassment please contact:

Email at: otmicc@gmail.com

Helpline No. 9474141040

For more information about the working of ICC please refer to: www.shebox.nic.in

All complaints will be kept CONFIDENTIAL.

Process of making complaint and Inquiry:

The ICC complies with the procedure prescribed in these Regulations and the Act, for making a complaint and inquiring into the complaint within a time bound manner. Confidentiality is maintained throughout the inquiry.

The aggrieved person is required to submit the complaint within three months from the date of the incident without or with help from the Presiding Officer or any member of the Internal Committee in writing.

The ICC on receipt of the complaint sends one copy of the complaint to the respondent within seven days.

The respondent within ten days shall file the reply to the complaint along with a list of documents and names of witnesses

The inquiry has to be completed within ninety days from the receipt of the complaint. The inquiry report has to be submitted within ten days from the completion of the inquiry to the head of the institution. Copies of the findings are to be shared with both the parties of the complaint.

The head of the institution will act on the recommendations of the committee within thirty days of the receipt of the inquiry report.

The committee comprises the following members-

Dr. Bijay Kant Dubey (Principal)

Dr. Kaushik Ghosh (University Nominee, GB)

Dr. Sourav Kumar Nag (IQAC Coordinator)

Dr. Chaitali Mandi

Biswendu Mondal

Amit Kumar Bandhu

Animesh Das

Priyanka De (student)

Handbook on Sexual Harassment 2018

GENDER SENSITIZATION ACTION PLAN

To ensure gender equality on the college campus and provide a safe environment for women employees and female students the ICC of Onda Thana Mahavidyalaya, other than acting as an instrument to redress complaints of sexual harassment, had also taken the initiative to form a Women Development Cell addressing the issues of women empowerment, women rights and create social awareness of gender equality.

Aims of Women Development Cell (WDC)

- 1. Promoting awareness of the importance of gender equality.
- 2. Educating students about the specific requirements of all genders.
- 3. Challenging and dispelling deeply ingrained beliefs and myths regarding gender bias and discrimination.
- 4. Preventing gender-based exploitation by educating students about the social, legal, and constitutional rights of women.
- 5. Supporting and addressing the concerns, issues, and challenges faced by students, regardless of their gender and sexuality.
- 6. Providing equal career opportunities for individuals of all genders.
- 7. Establishing a gender-sensitive and inclusive campus environment.

2018-19

Equal Gender Opportunity

1. Serving the society





Title of the Programme: Swachh Bharat Mission

Date of the Programme: 22.09.2018 **Place of activity:** Dhabani village

Funding Agency: Onda Thana Mahavidyalaya **Number of Participants**: 1. Number of staff- 06

2. Number of NSS Volunteers-803. Number of others students-10

Aims & Objectives: 1.to improves quality of life of rural peoples.

- 2. To learn how to keep and care our society.
- 3. To promote cleanliness, hygiene etc.

Activities: Volunteers are determined to improve the quality of life of the people in the village. They clean dirty areas and make villagers aware of cleanliness and inspire them to keep their surroundings clean. They raised their voices to refrain from latrine in fields.





Cleaning the college campus on Netaji Birth Anniversary

Title of the Programme: Celebration of Netaji's Birthday

Date of the Programme: 23.01.2019

Place of activity: College campus

Funding Agency: Onda Thana Mahavidyalaya

Number of Participants: 1. Number of staff- 12

2. Number of NSS Volunteers-20

3. Number of other students-23

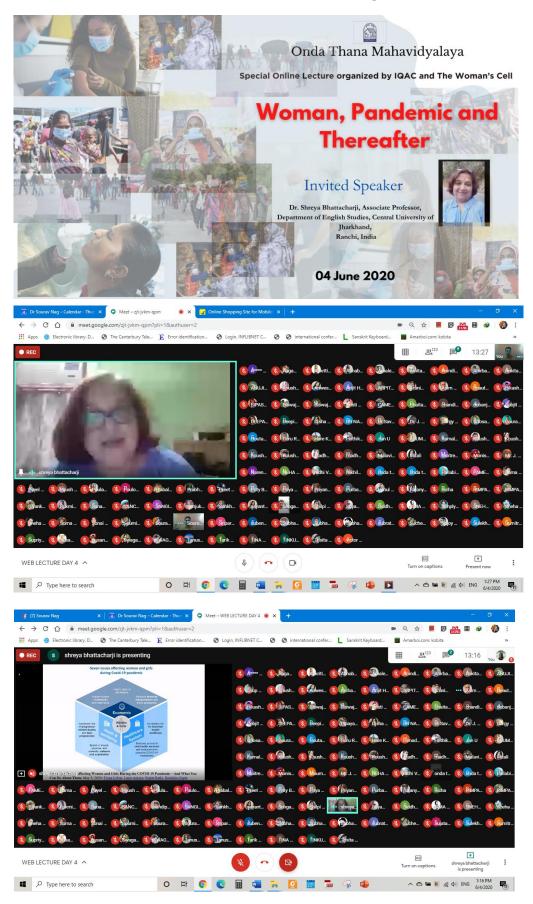
Aims & Objectives: 1. To celebrate the birthday of our great patriotic and freedom fighter Netaji.

2. To honour the contribution and bravery of our freedom fighter in achieving independence.

3. to inspire the youth to follow his ideals of courage and sacrifice.

Activities: Due to odd semester examination , the presence of volunteers at college campus was low. The programme was organised at college campus. At first, National flag is hoisted and then teachers and staff inspire the youth by focusing on self-sacrifice and bravery of Netaji for motherland.

Webinar on Gender Discrimination during Covid-19



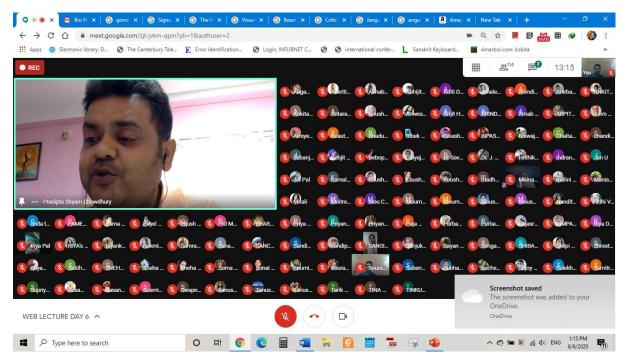
Name of the Programme: Webinar on Gender Discrimination during Covid-19 conducted on 06/04/2020 via Goggle Meet.

Invited Speaker- Dr. Shreya Bhattacharji, Associate Professor, Jharkhand Ranchi, India.

Participants- 123

Webinar on Widow and Widowhood



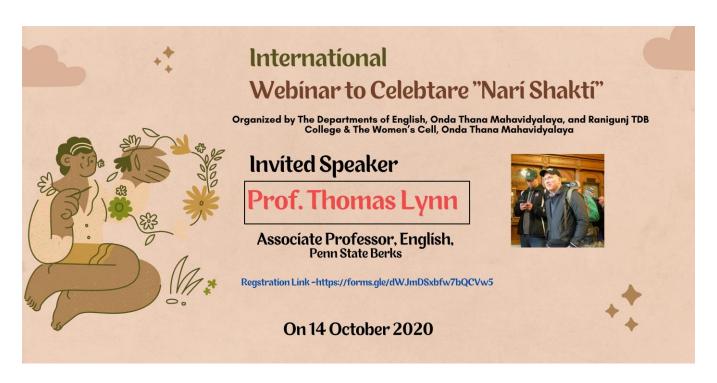


Name of the Programme: Webinar on Gender Discrimination during Covid-19 conducted on 06/06/2020 via Goggle Meet.

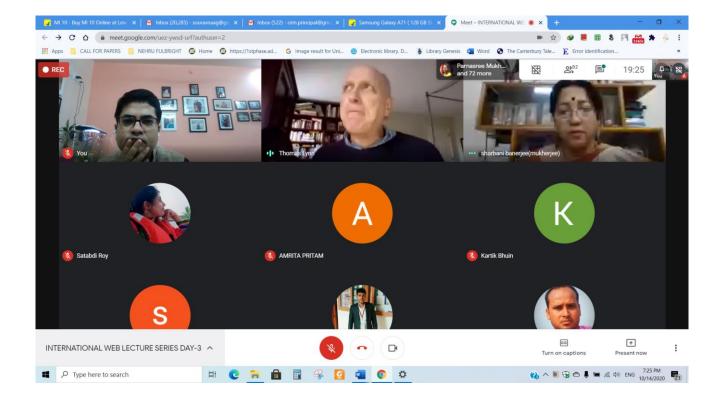
Invited Speaker- Dr. Pradipta Shyam Chwodhury, Assistant Professor, The University of South Bengal

Participants- 114

International Webinar in collaboration with Ranigunj TDB College







Title of the Programme: Celebration of International women's Day

Date of the Programme: 08.03.2023

Place of activity: Online Mode

Funding Agency: Regular fund under central government

Number of Participants: 1. Number of staff- 30

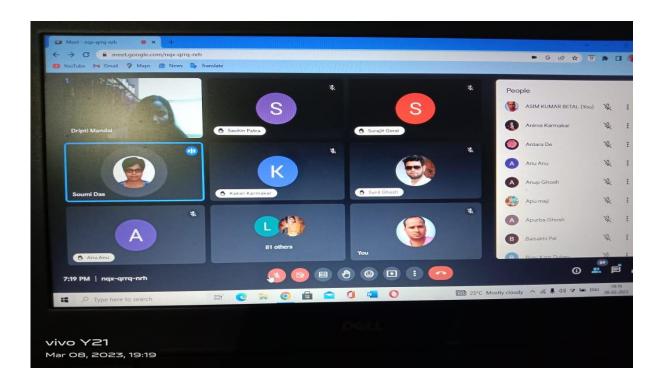
2. Number of NSS Volunteers-50

3. Number of others students-20

Aims & Objectives: 1. To celebrate womens` achievement in different filed.

- 2. To raise awareness for the development of women
- 3. To give importance on Women education and empowerment.
- 4. To decrease gender disparity.

Activities: Our NSS team had taken initiative to organise a programme on online mode. Our Principal innaugurated the programme. Soumi Das, Information and Cultural Officer, Bishnupur, delivered a special lecture on gender equality. Teachers, staff and students actively participated in this programme.



Ph.-9474641566



ONDA THANA MAHAVIDYALAYA

Affiliated to Bankura University Govt. Aided college recognised under section 2 (f) & 12 (B) of the UGC

P.O.-MURAKATA, P.S.-ONDA, DIST.-BANKURA PIN-722144 (W.B.), INDIA Website:-www.ondathanamahavidyalaya.in Email:-otm.principal@gmail.com

Ref No	Date ·
	Date :

Access to ICC:

ICC as an organisation plays a significant role in ensuring a safe environment for women employees and students. It works in the following way:

- ✓ The aggrieved person is required to submit the complaint within three months from the date of the incident without or with help from the Presiding Officer or any member of the Internal Committee in writing.
- ✓ The ICC on receipt of the complaint sends one copy of the complaint to the respondent within seven days.
- ✓ The respondent within ten days shall file the reply to the complaint along with list of documents and names of witnesses
- ✓ The inquiry has to be completed within a period of ninety days from the receipt of the complaint. The inquiry report has to be submitted within ten days from the completion of the inquiry to the head of the institution. Copies of findings are to be shared with both the parties of complaint.
- ✓ The head of the institution will act on the recommendations of the committee within a period of thirty days from the receipt of the inquiry report.

Opinion about the access to ICC for Sexual harassment related Grievance.

Observations:

Gender audit is a critical issue and deriving any conclusion from a mere questionnaire survey will always be inadequate to develop a thorough understanding about the problem of gender discrimination and perception of the stake-holders. In spite of this the above discussion and data analysis have highlighted multiple significant features which will guide us in building a more gender sensitive campus.

- Male-female ratio of student admission in Onda Thana Mahavidyalaya demonstrates prevalence of a balanced environment.
- ❖ Moreover, the college caters to the academic needs of the people about socioeconomically backward people from the margins of Bankura. Therefore, substantial female enrollment from this area can be considered as a progressive feature.



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The results of the female students in the last two academic sessions also highlight that females are not lying backward in comparison to their male counterparts.

The survey conducted with the students, teachers and non-teaching staff focuses that

the campus is more or less gender-sensitized.

Perception of the students, teachers and non-teaching staff on various gender-related aspects indicate that the academic and non-academic environment of the college is non-discriminatory in terms of workload distribution, access to infrastructural facilities, basic amenities etc.

Recommendations from Gender Audit Report Committee:

- * Enrolment of girl students along with sports and NSS needs to be encouraged.
- The college authority needs to take serious steps on improvising the bathroom quality.
- * The number of CCTV cameras can be increased for ensuring higher security.
- The number of lady attendants should also be increased for assisting the female students in case of health emergency or any others.
- Areas where gender gap has been noticed by the internal committee members need to be addressed.
- The persons (teaching/non-teaching staff and students) who have reported any sort of gender discrimination or disparity should be given ample scope of expressing their perspectives and challenges freely and subsequent action need to be taken.
- The issue of women empowerment also needs more attention.
- More gender-specific programmes, workshops, skill-based trainings can be organized for making the female students socially and economically stable.

Name	Designation		Signature
Dr. Bijay Kant Dubey	Principal, Onda Thana Mahavidyalaya	Chairperson	Onda The Mahavidyalaya
Dr. Sourav Kumar Nag	Assistant Professor	IQAC Coordinator	Onda Thana Mahavidyalaya
Dr. Subrata Nandi	Assistant Professor	Convenor, Anti Ragging Cell	Subsata Nandi