

TURKU HANSDA LAPSA HEMRAM MAHAVIDYALAY

(A Govt. Aided General Degree College affiliated to Burdwan University and registered u/s 2(f) & 12(B) of UGC Act, 1956)
[Established in 2006 and Accredited 'B' by NAAC in 2016]

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Criterion 7 - Institutional Values and Best Practices

7.1 Institutional Values and Social Responsibilities

7.1.1 Institution has initiated the Gender Audit and measures for the promotion of gender equity during the last five years.

Document: Gender Sensitization in College Campus



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The promotion of Gender Equity in Campus during the tenure of 2018- 2023

The institution has ensured the promotion on gender equity through its strict maintenance of a zero tolerance policy towards all kind of Gender issues regarding any kind of misdemeanor leading to complaints on harassment, discrimination and deprivation by any of its stakeholders. In order to ensure proper management a CCTV installed campus is installed at several places. A Code of Conduct booklet has been uploaded in the website as part of the institution's efforts to guide the learners and staff members about the kind of behavior they are expected to display. Separate arrangements for women include Common Rooms for girl students and female staff member. A sanitary napkin vending machine was gifted by the Alumni Association in the academic session of 2022- 2023 for the maintenance of hygiene. A baby care room for children and mothers is also facilitated within the Campus since 2023.

The institution has a separate sub- committee named Gender Cell with The Head of the Institution as its Chairman, three teaching and one non- teaching staff as its active Committee member functioning under the guidance of the Internal Quality Assurance Cell in the academic session of 2018- 2023. The Gender Cell collaborates with the Grievance Redressal Cell and Internal Complaints Committee to become aware about gender specific complaints and sexual harassment related complaints. The Gender Cell came together in all the academic years from 2018- 2023 under the Chairmanship of the Principal to conduct meetings and remain updated about their plan of activity in respective academic sessions. The students are informed about the above policies in their first induction programs within the institution and these are also uploaded in the Website.

The Gender Cell follows the policy of forwarding gender specific grievances to the head of the institution after acquiring necessary information through documents from the Internal Complaints Committee and Grievance Cell if needed. Joint feedback reports on the functioning of the Gender Cell have also been obtained by the concerned authorities of the institution. Apart from this the Gender Cell members share the responsibility of tackling gender issues arising in the day to day functioning of the College mostly reported informally through oral conversations.

The institution is pleased to report that there has been no complaint about sexual harassment cases or grievances arising on gender related issues in the tenure of 2018- 2023. So there are no grievances documented to be handled by the Gender Cell in the above mentioned tenure.

Gender audit was conducted by the audit team members in each academic year for the promotion of gender equity in the institution and a satisfactory report was generated with future areas of improvement mentioned on it.

A number of awareness and sensitization programs on various topics were organized by the Gender Cell in collaboration with the IQAC within the Campus:

1. Awareness Programme on 'Menstrual Health and Hygiene' organized on the occasion of International Women's Day (8/3/2019) in the academic session of 2018- 2019
2. Awareness programme on 'Gender Based Violence' organized on 3/3/2020 in the academic session of 2019- 2020 to impart the concept of how violence can impact both men and women under specific circumstances and the ways to prevent them.
3. An Online sensitization and awareness program on 'Gender roles during the Pandemic' organized on International Women's Day (8/3/2021) in the academic session of 2020-



2021 to spread the idea of the importance of equality in gender roles during the lockdown.

4. Sensitization program on Sexual Harassment (Vishaka Guidelines) on 22/1/2022 and an Awareness program on 'Educating the Girl Child and various scholarship schemes for girls' organised on 8/3/2022 in 2021- 2022 session.
5. An awareness program on 'Prohibition of Child Marriage' organised on 9th March 2023 in the academic session of 2022- 2023.

Gender Equity Programmes

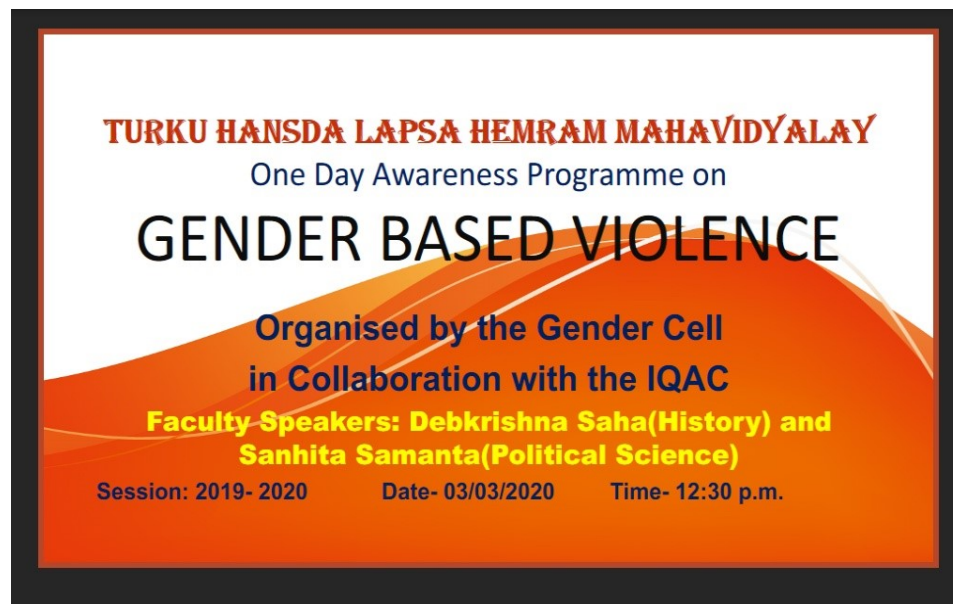
1. 'Menstrual Health and Hygiene'



REPORT:

A **one day Sensitization and awareness program** on the topic of '**Menstrual Health and Hygiene**' was organized by the Gender Cell of Turku Hansda Lapsa Hemram Mahavidyalay on **8th March 2019** in collaboration with the IQAC to focus on the health impact caused by lack of menstrual hygiene among young girls and women. Mrs. Oendri Chatteraj was the invited speaker of the event. It was conducted in the vernacular to bring clarity in the discussion. The major **objective** of this program was to empower the participants with the right kind of knowledge about the issue. The program also handled the misconceptions about menstruation and health issues related with it.

2. Gender Based Violence

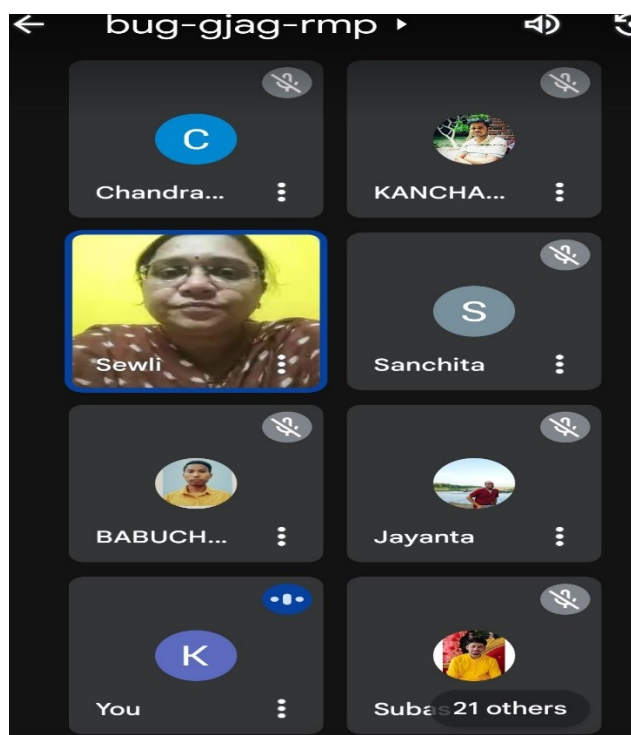


REPORT

An awareness program was organized by the Gender Cell of the College in collaboration with the IQAC of the College on 3rd March 2020 to sensitize the students about the concept of gender-based violence with Mr. Debkrishna Saha and Mrs Sanhita Samanta as the speakers on that day. The event was attended by 43 students and 5 teachers apart from the speakers and it was an extremely interesting session as a number of issues were brought up in the program to build awareness about how the modern society is facing the increasing amount of gender- based violence in their lives.

The primary **objective** of the program was to make the students understand the concept of violence which can take place in a variety of ways. Mrs Sanhita Samanta spoke about the various kinds of violence which can take place on women irrespective of any country or any particular society

3. Gender Roles during the Pandemic

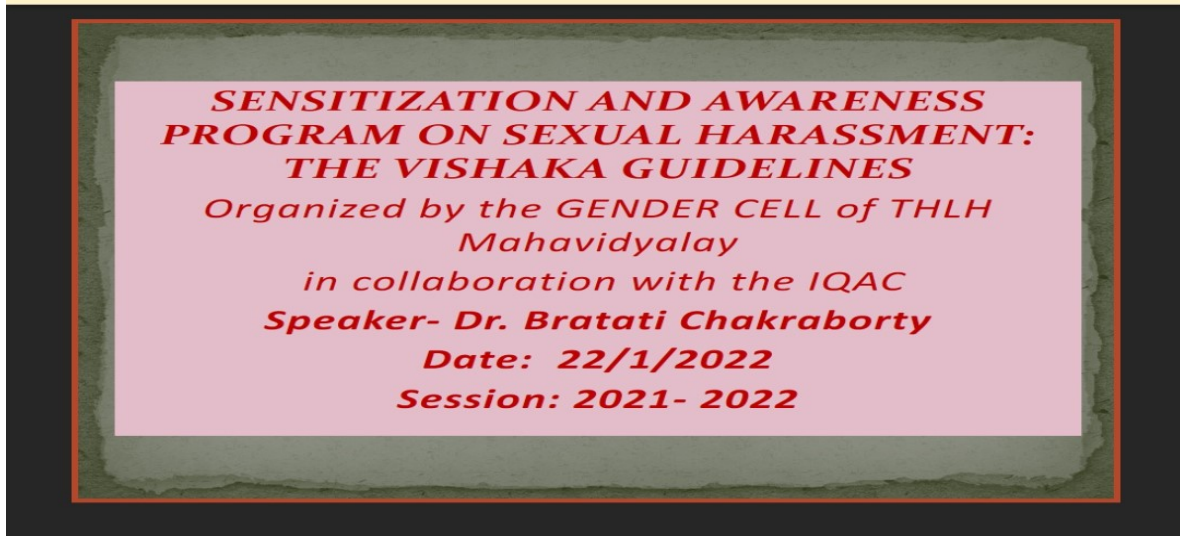


Report:

The Gender Cell of THLH Mahavidyalay took this opportunity to organize an awareness program in collaboration with the IQAC to sensitize on the topic 'Gender roles during the Pandemic' on 8th March 2021. It was an intra College program and the invited faculty speaker for the program was Dr. Sewli Chatterjee of the Mathematics department of THLH Mahavidyalay. The program was attended by 29 participants over the Google meet platform.

The **objective** of the program was to have an interactive session about the kind of roles and responsibilities which had become important to be performed during the pandemic period particularly due to the phenomena of 'work from home' for both men and women.

4. The topic of 'Sexual harassment: the Vishaka guidelines'



REPORT

On the opening of the campus after a prolonged period of closure due to the pandemic it was necessary that an awareness program should be arranged with the **objective** of sensitizing the stakeholders of the institution about the possibility of avoiding any chances of sexual harassment arising within the institution. In view of this a sensitization and awareness program was organized by the Gender Cell of the College in collaboration with the IQAC on the topic of Vishaka guidelines. The invited faculty member for this event was Dr. Bratati Chakraborty of Sanskrit department. It was an online program arranged on the Google Meet platform on **22nd January 2022**. The program was attended by 40 members in the online mode among which 32 were students of the College.



5. Educating the Girl Child and Scholarship Schemes for the Girl Child

TURKU HANSDA LAPSA HEMRAM MAHAVIDYALAY
One Day Awareness Programme

on

EDUCATING THE GIRL CHILD AND VARIOUS SCHOLARSHIP SCHEMES FOR GIRLS

Organised by the Gender Cell
in Collaboration with the IQAC

Speaker:- Prof Amit Chandra Das of Physics Dept.

Venue- SEMINAR HALL Date- 08/03/2022 Time- 12.00 p.m.



Report:

An awareness program was organized by the Gender Cell of the College in collaboration with the IQAC to sensitize the students about the importance of girl education and the financial support that is provided by the government to ensure the progress of the girl child. It took place on **8th March 2022** and the invited speaker for the event was Mr. Amit Chandra Das of Physics department of the College. The program was attended by **37** students and 12 teachers from the College.

The **objective** of this program was to spread the awareness about the necessity of education for girls in a country like India particularly in the rural areas and also to inform about the various kinds of scholarships available to the girl child for fulfilling her dreams irrespective of her origin.

6. Prohibition of Child Marriage



TURKU HANSDA LAPSA HEMRAM MAHAVIDYALAY
One Day Awareness Programme

on

PROHIBITION OF CHILD MARRIAGE

Organised by Gender Cell
in Collaboration with the IQAC

Speaker:- DR. SK NUR UPSAR
FACULTY, Department of Philosophy
THLH Mahavidyalay

Venue- SEMINAR HALL Date- 09/03/2023 Time- 12.00 p.m.





Report:

A awareness program was organized by the Gender Cell of the College on the topic of 'Prohibition of Child marriage' in collaboration with the IQAC on 9th March 2023 in the academic session of 2022- 2023 to sensitize the participants about the problems of Child marriage. Dr. Sk. Nur Upsar of the department of Philosophy was the invited speaker of this event.

The **objective** of the event was to build awareness among the young learners about the difficulties involved in child marriage and the possible problems that may arise with it.



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