

TIKA RAM GIRLS COLLEGE



Gender sensitization

Gender sensitization is the basic requirement to understand the sensitive needs of a particular gender, be it female, male or transgender. It helps us to examine our personal attitudes and beliefs and question the realities that we thought we knew. Educational institutions can be instrumental in instilling thoughts and correcting perceptions (if need be).

They help in developing a more democratic society capable of changing attitudes into accepting gender equality as a fundamental social value.

The flag bearer Tika Ram Girls College Principal Mrs. Santosh Rathi believed that no social and/or political reform can be worthwhile without female education. It is the recognition of the roles played by both men and women and addressing their needs through policies and institutional mechanisms which are crucial in determining levels of development of the society and the nation. TRGC is an all-women institution whose first mission is to impart a sound holistic education to the students, not only to empower them

but also enable them to become confident, self-reliant and responsible citizens. TRGC is committed to gender sensitization which is reflected in the programs it has undertaken in the past few years.

Gender sensitization begins on the very first day when a student enters TRGC and takes part in the orientation programme which guides her through the myriad lines of student activity, creating awareness about the history and legacy of the College in empowering women since the colonial era to the contemporary times.

Gender sensitization thus aims at sensitizing both staff and students about citizenship rights, demeanor at work place and prevention of sexual harassment. Teachers' commitment is a key factor in the promotion of gender equality in the institution.

Teachers are strategically positioned to act as agents of change in order to achieve gender equality, especially through what they teach, how they teach and how they role model their concerns, attitudes, beliefs and practices in the classroom and beyond.

The objectives are –

- To instill positive values so as to erase biases in the young developing minds to help them progress towards a fair and unbiased society.
- To create awareness regarding gender discrimination, violence against women, deprivation of women, rights of transgender persons and other issues through lectures, seminars, talks, workshops, debates, showing films and documentaries etc. and familiarize students with their constitutional rights and safeguards to facilitate a gender-sensitive environment enabling members of the teaching and non-teaching staff to maximize their potential.

- To undertake policy initiatives for providing equal opportunities to staff and students.
- To create an environment in which the students and the staff jointly participate in college actions and activities with an open mind.

The Institution's plan is such that girls understand women's issues and learn how to deal with them effectively.

It is a training of minds that helps them throughout life. The dimension of gender discrimination is vast but through these awareness programs and mentorship we find a solution by teaching them that it is alright to have problems, that we may be biologically different from boys but at the end of the day our 'needs' the same as our counterparts.

We teach them how to address and tackle differences and complicated situation of life. A gender sensitive environment enables girls to maximize their potential as it builds self-respect, confidence and self-esteem.

ACTION PLAN 2018-2023

Leadership quality among women to lead change is created.

- ♣ Social awareness about the problems of women and in particular gender Discrimination is created. Creating Workshops on sensitization programs that promote diversity and gender-sensitivity among the Staff & Students are organized round the year.
- ♣ Self-confidence of Women is developed and the attitude of questioning against injustice, oppression and fight against violation of their rights is inculcated among students.
- ♣ Students and staff are guided about Women Welfare Laws for creating awareness among one and all.
- Importance of spiritual, economic, social, racial and gender equality is asserted in total environment of the college.
- ♣ Multidisciplinary approach for the overall personality development is developed.
- Students code of Ethics, Rules and Regulations and Service Rules, Policies and Procedures are properly framed and adhered to by the college.
- To create a transparent environment of discussion, dialogue, tolerance and solution and work towards modification of behavior by raising awareness of gender equality concerns.
- To deal with cases of sexual /psychological /emotional / Physical harassment objectively and as much as is possible for an academic institution.

