

Navgan Shikshan Sanstha Rajuri (N)

Mrs. Kesharbai Sonajirao Kshirsagar Alias Kaku Arts, Science & Commerce college, Beed-431122



Principal
Dr. S. V. Kshirsagar

Secretary
Dr. Yogesh Bharatbhusan Kshirsagar

NAAC recredited -A Grade
[3.15 CGPA as per New RAF]

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Ref: KSKCB/2025-2026/

Date: 07/03/2026

GENDER EQUITY POLICY

1. Preamble

Mrs. Kesharbai Sonajirao Kshirsagar Alias Kaku Arts, Science & Commerce College, Beed is committed to promoting gender equality, dignity, and respect for all individuals. The institution believes that equal opportunities regardless of gender are essential for academic excellence, personal development, and social justice. The college strives to create a safe, inclusive, and supportive environment where students and staff are treated with fairness and respect. The institution also promotes gender sensitivity through academic activities, awareness programs, and institutional policies.

2. Objectives of the Gender Policy

The objectives of the Gender Equity Policy are:

1. To promote gender equality and inclusiveness in all institutional activities.
2. To ensure equal opportunities in education, employment, and leadership roles.
3. To prevent gender discrimination, harassment, and bias.
4. To create a safe and supportive campus environment for all genders.
5. To promote gender sensitivity and awareness among students and staff.
6. To strengthen mechanisms for redressal of gender-related grievances.
7. To encourage participation of women in academic, cultural, and decision-making processes.

3. Scope of the Policy

- This policy applies to:
- All students
- Teaching staff
- Non-teaching staff
- Administrative authorities
- Visitors and stakeholders within the campus

4. Institutional Mechanisms

To ensure gender equity and safety, the institution has established the following mechanisms:

Internal Complaints Committee (ICC) for prevention of sexual harassment.

Women Development Cell for empowerment and support of female students and staff.

Anti-Ragging Committee to maintain discipline and safety.

Grievance Redressal Cell to address student and staff grievances.

5. Key Initiatives for Gender Equality

5.1 Awareness Programs

- Workshops, seminars, and guest lectures on gender equality and women's empowerment.
- Celebration of International Women's Day and related awareness programs.

5.2 Safety and Security Measures

- Safe campus environment with proper lighting and security.
- Availability of grievance redressal mechanisms.

5.3 Equal Opportunity

- Equal participation of students in academic, cultural, sports, and leadership activities.
- Encouraging female students to participate in research, extension, and extracurricular activities.

5.4 Counseling and Support

- Counseling facilities for students.
- Guidance programs for career development and personal well-being.

6. Implementation

- The Gender Policy will be implemented through:
 - Internal Complaints Committee (ICC)
 - Women Development Cell
 - IQAC (Internal Quality Assurance Cell)
 - College Administration

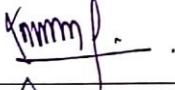
These bodies will organize programs and monitor the implementation of gender equality practices within the institution.

7. Monitoring and Review

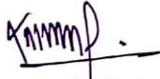
The Gender Policy will be periodically reviewed by the IQAC and Gender Sensitization Committee / ICC to ensure its effective implementation and to improve gender-related initiatives.

APPROVAL

This Gender Equity Policy is approved and adopted by Mrs. Kesharbai Sonajirao Kshirsagar Alias Kaku Arts, Science & Commerce College, Beed for implementation in all academic and administrative activities.

Sr. No.	Name of Person	Designation	Signature
1.	Dr. S. V. Kshirsagar	Principal	
2.	Prof. S. B. Maulage	IQAC Coordinator	
3.	Prof. J. J. Kshirsagar	Chairman, Gender Audit Committee	

Place: Beed


Co-Ordinator
Internal Quality Assurance Cell
Mrs. K.S.K. College, Beed, (M.S.)




Principal
N.S.S.R.(N.) Mrs.Kesharbai
Sonajirao Kshirsagar Alias Kaku
Arts, Science and Commerce
College, Beed.