

### **Institutional Distinctiveness:**

Maintaining gender equality, gender justice and gender diversity is an integral part of the institutional vision. For the effective implementation of this vision, it is important to ensure that girl students do not just take admission but are also able to continue their education without hindrance and in an environment that is both open and equitable. To follow this up steps are taken to identify areas of concern and ways to address them. Quarterly attendance reports are analysed by the departments and persistent absence of any student, but specifically girl students, is followed up. Teachers communicate with the students, both informally and formally to try and get girl students back in the college. The drop-out rates too are analysed to see if girls are forced to leave their studies due to any compulsion. In such cases the teachers as well as the administration try to intervene and counsel the parents to ensure that girls are able to continue with their studies.

The institute takes a proactive role in ensuring girl students receive financial assistance to continue with their studies. The college has received appreciation in its implementation of the Kanyasree Project of the Government of West Bengal. Apart from that girl students are prioritised in considering eligibility for the Students Aid Fund of the college.

The institution maintains a policy of zero tolerance about sexual harassment. Grievance Redressal Cell and the Gender Cell of the college conduct regular workshops and awareness programmes sensitising students about gender justice, nature of harassment and the legal recourses available to them. Special lectures and talks are arranged on various gender-related topics. The Grievance Redressal Cell has taken different measures to facilitate the process of filing complaints of sexual harassment including regular canvassing among students, installing a complaints box and ensuring complete anonymity and procedural transparency.

Workshops on various gender related issues and gender sensitisation programmes are organised for the teachers and other staff as well. Every year on the occasion of the International Women's Day eminent scholars and activists are invited to deliver lectures on different aspects of gender politics. The NSS units of the college also conducts programmes in the locality on women's education and providing girl children with equal opportunity.