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## GENDER POLICY

### Introduction:

The Gender Policy of Vivekananda College Thakurpukur aims to foster equality and inclusivity among all genders within the college community. The policy affirms principles of equality, fairness, and justice, promoting equal access and treatment for all individuals. Key elements of the policy include:

- **Non-discrimination:** The college prohibits discrimination based on gender and ensures equal opportunities for all genders.
- **Freedom of Expression:** All genders have the freedom to express their opinions openly and without fear of reprisal.
- **Grievance Redressal:** An accessible, active, unbiased, and confidential grievance redressal mechanism and Internal Complaint Committee (ICC) are established to address gender-related issues.
- **Safety and Security:** Effective measures are implemented to ensure the safety and security of all genders on campus.
- **Awareness and Education:** Regular activities, guest lectures, and workshops are conducted to raise awareness about gender-based issues and promote sensitivity towards diverse gender identities.
- **Women's Representation:** An active Women Cell is established to advocate for the representation and empowerment of women within the college.
- **Holistic Development:** The college promotes holistic development for both girls and boys, encouraging participation in sports, cultural activities, and leadership development initiatives.

Vivekananda College Thakurpukur's Gender Policy emphasizes equality, inclusivity, and the promotion of a safe and supportive environment for all genders within the college community.



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