



ज़ाकिर हुसैन दिल्ली कॉलेज (सांध्य) Zakir Husain Delhi College (Evening)

दिल्ली विश्वविद्यालय (University of Delhi)

जवाहरलाल नेहरू मार्ग, नई दिल्ली - ११०००२ Jawaharlal Nehru Marg, New Delhi - 110002
Phone: 011-23231899 Website: <https://zhdce.ac.in/> E-mail: zhpge.college@gmail.com

Gender Sensitization Policy: Fostering an Inclusive Environment

Embracing diversity and inclusivity, Zakir Husain Delhi College (Evening) is dedicated to cultivating a campus culture that upholds gender sensitivity and equality. With a firm commitment to providing a safe and respectful learning environment for all, the institution has formulated a comprehensive Gender Sensitization Policy. This policy outlines our principles, objectives, and measures to address gender discrimination and harassment effectively.

Objectives of the Policy:

1. **To Address Discrimination and Harassment:** The college is dedicated to addressing gender-based discrimination and harassment with sensitivity and professionalism, prioritizing humane values and awareness among students and staff.
2. **To Fulfil Mandatory Requirements:** Following the recommendations in the UGC SakSham Book, the college ensures compliance with mandatory requirements to end gender-based violence and harassment, emphasizing safety provisions for women students and employees.
3. **Empowerment and Inclusivity:** The institution seeks to empower individuals across the gender spectrum, creating a safe space to counter gender discrimination and exploitation, fostering an environment of mutual respect and dignity.
4. **Informative and Preventive Measures:** The College implements a harassment policy that is informative, preventive, corrective, and rigorous, educating students and stakeholders about gender diversity, and conducting seminars and events on gender-related issues.
5. **Intersectional Approach:** Through an intersectional approach, the college raises awareness about social inequalities, promoting a holistic and socially aware outlook towards gender issues among students.



ज़ाकिर हुसैन दिल्ली कॉलेज (सांध्य) Zakir Husain Delhi College (Evening)

दिल्ली विश्वविद्यालय (University of Delhi)

जवाहरलाल नेहरू मार्ग, नई दिल्ली - ११०००२ Jawaharlal Nehru Marg, New Delhi - 110002
Phone: 011-23231899 Website: <https://zhdce.ac.in/> E-mail: zhpge.college@gmail.com

Sexual Harassment: Role of Internal Complaints Committee (ICC)

In compliance with the Prevention of Sexual Harassment at Workplace Act 2013 and UGC guidelines, the college has established an Internal Complaints Committee to address harassment complaints promptly and confidentially. The committee, including student representatives, ensures a safe and supportive environment for complainants, and conducts workshops and campaigns to engage with gender identity discourse effectively.

Scope of the Policy: Acknowledging the definition of sexual harassment as defined by the Supreme Court of India, the college extends its scope to include sexist remarks, innuendos, sex-based harassment, and other forms of unwelcome behavior. With a zero-tolerance policy towards sexual harassment, the college remains committed to enforcing strict measures against perpetrators to uphold the safety and dignity of its stakeholders.

The college stands unwavering in its commitment to fostering a gender-sensitive and inclusive campus environment, where every individual feels respected, valued, and empowered to thrive.