



T.R.R GOVERNMENT DEGREE COLLEGE

**Kandukur, Prakasam District,
Andhra Pradesh, Pincode:523105**

[Established in 1966]

Affiliated to Acharya Nagarjuna University



Gender Policy



“Gender Equality is Critical to the Development and Peace of every Nation”

- Kofi Annan

I. Introduction

Gender equality means treating all the genders – female, male and third gender with equality and providing equal opportunities to all the genders without any discrimination. It also includes empowerment of marginalized gender – female and third gender on par with mainstream gender – male. Gender equality also means dominance of none either male or female or other against other and all are treated equal.

TRR Government Degree College, Kandukur which aims to provide the best higher educational services to the students in backward area of the state who mostly hail from rural, economically and socially weaker sections, had strongly recognized the importance of gender equality for its holistic development. It thrives to promote gender equality in all its activities. Accordingly, the college adopts and implements the gender policy in the administrative and academic levels.

II. Motto

The motto of the Gender Policy of the College is **Equal Birth - Equal Life – Equal Opportunities**. It means since all the human beings, be it woman, man and third gender are born equal, hence they all should lead equal life with equal opportunities at every level of their life.

III. Objectives

The objectives of the Gender Policy of the college are as follows

- To achieve gender equality in all the activities in the college
- To check the gender discrimination in all forms in the college
- To provide gender specific infrastructure and facilities in the college
- To bring awareness on gender parity and sensitivity among all the students
- To organise specific gender empowerment programs and addresses specific needs of gender

- To ensure adequate representation to all genders including women in decision making and implantation process in the college
- To provide moral and the psychological support to the gender discriminated students in and outside the college
- To nurture the students into gender sensitive citizens who would treat other genders with equality and dignity

IV. Implementation of Gender Policy in the College

The college implements its Gender Policy with above motto and objectives through various ways as explained below.

1. Employees' Recruitment: Government of Andhra Pradesh adopts the reservation for women equal to 33 percent across all the social groups in recruitment for both teaching and non-teaching posts in the government degree colleges in the state which ensures adequate proportion both women and men in the college's staff.

2. Student Admission Policy: As per the Government Policy and University rules, the college provides reservation to female students in college admission equal to 33 percent across all the social groups. This would ensure adequate number of all the gender students in the college.

3. Women Empowerment Cell: the college had established the Women Empowerment Cell (WEC) in order to promote empowerment among girl students. It conducts various programs related various issues related women empowerment. It creates awareness on gender sensitive issues related to self-management, health, security etc. It also provides necessary emotional and moral support the needy girl students.

4. Grievance Redressal Committee: The college had established the grievance redressal committee which addresses the issues of students including gender discrimination and teasing.

5. Curriculum and Co-Curriculum: The college follows the curriculum provided by the University which has the topics related to gender equality at foundational, skill development and core syllabus in all the courses. The co-curricular activities like group discussions, student projects, assignments etc are done on topics related to gender equality.

6. Extra-curricular Activities: The extra-curricular activities in the college under NCC and NSS also follow the gender equality norms by providing adequate representation to girl students. They also conduct various gender empowerment programs like awareness campaign, rallies etc.


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