



M. C. E. Society's
ALLANA COLLEGE OF ARCHITECTURE

(Approved by Council of Architecture - New Delhi, AICTE & Govt. of Maharashtra)
(Affiliated to Savitribai Phule Pune University)

2390 - B, K. B. Hidayatullah Road, Azam Campus, Camp, Pune 411 001.
Tele Fax : 020 - 26433202, E-mail : info@allanaarchitecture.org, Website : www.allanaarchitecture.org
I.D. No. PU / PN / Arch./ 142/1999. * AISHE CODE : C - 42163

Date: 01/10/2019

GENDER SENSITIZATION POLICY

Allana College of Architecture acknowledges and unequivocally supports the importance of gender equality. It directs its sincere efforts to create a safe and inclusive environment for students and staff alike.

The Maharashtra Cosmopolitan Education (MCE) Society under which the host Campus (Azam Campus) functions, has done pioneering work in the field of education for economically and socially backward sections of the society. Within that, education to girl child & women empowerment in the minority community is at the heart of the Campus policy on education.

The Women Empowerment Policy of Allana College of Architecture was drafted using the guidelines of **National Policy for the Empowerment of Women**. The Internal Complaints Committee, as per Section 4 of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013 of **Allana College of Architecture** was established on 17th January 2014.

The Women Empowerment Policy of Allana College of Architecture has the following points within its purview:

- i. Creating a safe and inclusive environment in infrastructure, policy & functioning of the College building and its immediate Campus interface independently or jointly with Campus authorities as required.
- ii. Encouraging, facilitating & sustaining the admission of girl candidates through a proactive outreach using career counselling, ease of access to scholarships and expedition of administrative processes.
- iii. Eradicating perceived gender bias of Architecture as a male centric profession by conducting women oriented programmes such as pre-admission counselling followed by post-admission confidence building across the years. Equal participation in hands-on building workshops, field visits, professional events etc. alongside men without discrimination.
- iv. Providing designated spaces reserved for women within and outside the building such as Ladies Desks in common spaces like Library, independent workstations in Staffroom, Girls' Common Room, Ladies' Canteen (in Campus) and segregated sanitary waste disposal facilities.




He Principal
Allana College of Architecture
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- v. Promoting participation of women in formal decision making bodies such as Students Council, Administrative Bodies and Event Committees- reserving posts for women to ensure representation and encouraging them to take up lead positions.
- vi. Inculcating the idea of gender equality within students & staff through modules like integration with academics, guest lecture, competitions and debates. Special sessions for lower cadres of staff with a focus on regional language of communication.
- vii. Furthering the awareness of gender equality to the extended community of students' families during general parents-teachers meetings, specific counselling sessions and other extension programmes.
- viii. Ensuring the protection of dignity without compromising on the freedom of women by maintaining a stress free genial atmosphere underlined by strict regulations of conduct. Swift action on complaint registered with the Internal Complaints Committee Cell of the College.
- ix. Promoting participation of women staff in academic & professional events.
- x. Imparting self-defence and survival skills to women through expert sessions.
- xi. Using positive discrimination in favour of women for preferred access to Campus authorities & administrative bodies in conjunction with National Policy for the Empowerment of Women.
- xii. Reinforcing the idea of women as creative innovators, social reformers and eventually nation builders. Conducting events such as Women's Day and Savitribai Phule Jayanti to mark the same.



Principal
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