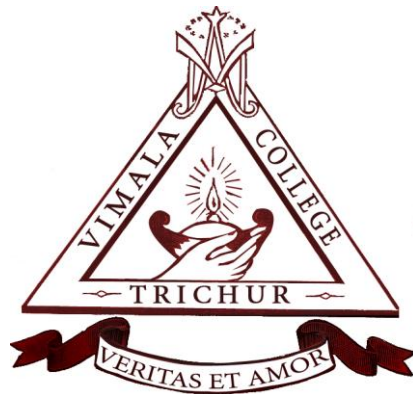


Vimala College (Autonomous)

Thrissur



Gender Equity and Women Empowerment Policy



VIMALA COLLEGE (AUTONOMOUS), THRISSUR
KERALA 680009

Policy No.	VC/Policy/ 24				
Policy Name:	Gender Equity and Women Empowerment Policy				
Drafted by	Internal Quality Assurance Cell (IQAC) in consultation with respective Working Committee	Adopted:	2018-19	Revised:	2020-21
Approved by	Governing Council	Date:	08 April 2021		
Next Revision			2022-23		

PRINCIPAL IN-CHARGE,
VIMALA COLLEGE
(AUTONOMOUS)
THRISUR - 680 009



Vimala College, Thrissur exists as a citadel of education, enlightenment, and progress of young women since 1967. The College recognises centrality of gender equity and women empowerment in all its developmental agenda, to engage them in high impact learning practices that build confidence, competence and commitment. The College emphasises women's leadership and nurtures their potentials to transform into responsible citizens with a sense of accountability. The College always create a curriculum that delivers right attributes and attitudes in students for their enrichment and of the society at large and the nation.

Purpose: The purpose of this policy is to contribute to sustainable and inclusive development of women and encourage and empower them by appropriate strategies in line with national and international policies, standards, and goals.

Scope: This policy is applicable to the entire academic community of the College (students, faculty, administrative and support staff)

Objectives of the Policy

- To integrate women empowerment in all its curricular, co-curricular, extracurricular and extension activities.
- To ensure women empowerment as a core component in all its future operations.



- To facilitate women empowerment that can significantly contribute to enhance women's access to and control over resources and equip them to contribute towards social and economic growth.
- To deliberately implement activities to foster safety, health, economic and social development, access to technology and entrepreneurial skills among women.
- To organise capacity development activities for women to equip them to make strategic life choices to fulfil their role as equal members of society and ensure their participation on equitable and sustainable development.
- To develop and facilitate knowledge, and learning opportunities among women, thereby scaling up good practices and driving innovation.
- To ensure the proper functioning of all mechanisms in the college for the protection of women.
- To mould women to become agents of change and development.

Strategies:

The College:

1. Ensures 100 percent enrolment of women in all its academic programmes and encourages admission of girls from all categories, especially socio-economically disadvantaged communities.
2. Delivers academic programmes and courses that aim at empowering women.
3. Ensures scholarships and free ships for girl students instituted by government, NGOs and well-wishers.



4. Provides effective mentoring to understand women in their environment and support them to attain their educational goals.
5. Provides information and orientation regarding higher education prospects and career prospects.
6. Appreciates and recognises women achievers and provides opportunities to interact with prominent women leaders and professionals.
7. Promotes research studies on gender development.
8. Provides health and nutrition related information and services.
9. Supports differently abled young women to learn and live in the campus without barriers.

Existing Mechanisms and resources

Statutory Mechanisms:

- Internal Complaints Committee
- Anti-sexual harassment Cell
- Anti- ragging cell
- Committee for Inclusivity

The College has the following cells/forums that are functioning exclusively for the empowerment of women

1. Women Development Cell
2. UGC Centre for Women Studies
3. Students Grievance Redressal Cell



4. Staff Grievance Redressal cell
5. Family Counselling Centre aided by Central Social Welfare Board, Govt. of India.
6. Service Providing Centre attached to Family Counselling Centre under the Protection of Women from Domestic Violence Act.
7. National Service Scheme
8. National Cadet Corps

Current initiatives and practices in the campus for women empowerment

1. Measures to ensure Safety, security, and wellbeing
2. Leadership development through training programmes, workshops and seminars
3. Hands-on leadership experience- girls occupying leadership positions in various clubs and forums and their development
4. Courses on gender sensitisation and women empowerment
5. Provision of gender specific health services and facilities
6. Participation of girl students in national and international competitions and events
7. Entrepreneurship development activities
8. Internship and employment opportunities



9. Health assessment and health promotion and physical fitness activities
10. Mental health promotion activities
11. Recreation and self- care measures
12. Residential facilities and Transportation facilities
13. Life skills training(Swimming, Self-defence, soft-skills development etc.)
14. Adequate facilities including digital resources to all students
15. Undertake community extension activities for the empowerment of women in the local community eg. day care centre for elderly women (Pakalveedu), awareness generation campaigns etc.

Vimala College works to ensure all students and staff feel respected, safe, and valued in the campus, and will take proactive measures to prevent and eliminate gender discrimination and promote women empowerment in all its endeavours.



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