



**MES MAMPAD COLLEGE
(AUTONOMOUS)**

(Accredited by NAAC with A grade)
Affiliated to University of Calicut

Institutional Policy

Gender Policy

GENDER POLICIES

The college gives high thrust to gender equity programmes. The majority of the students and faculty are women. The admissions to the programmes offered by the College are open to all- irrespective of gender and special focus is given to enrol more girl students in to different courses to uphold the idea of Women Empowerment. A separate cell exclusively functions in the college to cater the needs of female students. Women development cell (WDC) conducts programs on women empowerment and gender equality. Moreover, Department level programmes are also conducted.

Objectives

1. To ensure that gender equity is integrated into institutional strategic planning, and that policy. It is always ensured that a girl representation in all the clubs and committees functioning in the college.
2. Create a favourable environment for the development of students appreciating and respecting the other gender.
3. Establish an environment of equal opportunity for all sections of gender including men, women, and transgender.
4. Students and staff will be sensitized on gender-based issues by organizing workshops, talks and interaction with experts under the leadership of Women's Development Cell of the College.
5. All academic evaluations should be unbiased against gender and any such issues should be reported to grievance redressal cell for women and necessary corrective actions should be taken.
6. Specific infrastructure facilities shall be provided in the campus for women to have safe environment for rest and exercise.
7. Apart from the above-mentioned facilities the institution makes sure that the girl students are given psychological and moral support by giving them counselling session led by professional counsellor.

8. College building is monitored by CCTV Surveillance. There are cameras in the corridors, library, and labs and in a few class rooms. This making the campus completely safe.
9. The Institution provides Hostel facility for girl students and teachers, ensuring safe, secure and homely environment equipped with all security measures like surveillance cameras and 24-hour security guard services.
10. The College is providing day-care-facility—by utilizing UGC fund, a secure place and environment during working hours for children of employees and students.
11. College is providing transportation facility to nearby students for their safe travel.
12. To Empower the transgender community by providing safe learning environment for transgenders.

