



MES ASMABI COLLEGE

P. VEMBALLUR

Gender and Equity Policy

MES Asmabi College, in its mission of moulding a self-reliant and socially accountable young generation, upholds gender equity. A gender sensitive environment is an indicator of an institutions' rationale and social commitment. There are measures to be adopted in terms of the gender equality, special cares need to be given women and other genders aiming at gender equity in future. We understand the difference in gender equity and equality, hence a gender conscious and gender sensitive environment is appreciated in the campus and our policy reflects the aforesaid parameters. An effective women cell is functioning in the college to cater to the different aspects of gender.

The gender policy adopted in our college, comprehensively embraces the different aspects of gender in tune with its vision of empowering the marginalised.

The policy framework of gender equity

- Ensuring equal opportunities for all effective steps are taken in our institution to ensure that opportunities, events, are open and available to all students of the college to avoid instances of gender biased discrimination
- Creating and maintaining a gender neutral environment thereby reversing the social roles created for men and women. To transgress the socially conditioned roles, special care of support mechanism are provided to women, other genders and marginalised groups.
- our Programmes and academic environment is designed to equip women and other marginalised groups the confidence to overcome centuries long historical, social and economic marginalisation.

- Conscientize students, staff and other stake holders on the concept of gender- It is quintessential for all who are part of the institution to be well informed on the notion of gender. Gender sensitisation training is given to staff to nurture a gender sensitive environment among students.
- Vocational skills blended with technology will help the marginalised to come to the forefront and establish their individual roles shedding their socially constructed roles. Skill enhancement programmes are regularly organised by all departments of the college to effectively implement this vision.
- Creating legal literacy on the concept of gender – Women cell of the college and legal literacy cell organises programmes/ sessions to inform and educate students on the legal provisions available to put an end to gender based discrimination.
- Quality health care & sanitation, are indicators of sustainability and progress. Expert sessions are organised in the college to generate awareness among students on health care and hygiene. Well-equipped washrooms and common room are available in our institution to complement the parameters of healthcare and sanitation.
- Fostering confidence through training programmes- Self defence training programmes in association with police personnel are regularly imparted to students to boost their morale and confidence.
- Grievance redressal mechanism-A grievance redressal cell is operational in the college to effectively respond to circumstances of discrimination and to reach out to students in times of need.