



IDEAL COLLEGE FOR ADVANCED STUDIES

(Affiliated to University of Calicut)

KADAKASSERY, THAVANUR PO, MALAPPURAM DT, KERALA 679573

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Gender Policy



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INTRODUCTION

The college is committed to supporting students from diverse backgrounds, including those from minority communities, by providing an inclusive and welcoming environment that raise quality education and personal growth. Our campus, located in an area with a significant minority population, is dedicated to promoting equality, understanding, and respect for all individuals, regardless of their faith, culture, or identity. Gender plays a profound role in shaping our social interactions and relationships. A comprehensive framework of guidelines, principles, and actions is necessary to promote gender equality, address discrimination, and challenge harmful gender stereotypes. When individuals interact, their self-perception, including their identity, rights, and potential, intersects with how others perceive and treat them, highlighting the need for gender-sensitive approaches. Therefore, achieving gender equality is not only a fundamental human right but also crucial for building peaceful, prosperous, and sustainable societies where everyone can reach their full potential. Furthermore, empowering women and girls has been consistently shown to spur economic growth, productivity, and innovation, leading to more equitable and thriving communities.

Around the world, and particularly in Kerala, there is a focus on improving the status of women and creating a society where men and women are equal participants in all aspects of social, economic, and political life. Higher education institutions have a special role to play in promoting gender equity between men and women. They must ensure that what is taught and learned contributes positively to the lives of both male and female students. As educators, it is important to ensure that male and female students have equal access to the knowledge and skills that campuses offer. All stakeholders in the higher education system must ensure equal participation of male and female students in classrooms, in order to achieve the vision of Ideal College for advanced studies kadakassery, as a gender equity campus. The Gender Equity in Campus (GEC) policy provides a framework of principles and practices that will improve the life chances and opportunities of all students, regardless of gender. The education system has a responsibility to provide high-quality, equitable education that meets the needs of both male and female students. The Gender Equity Policy has been developed to ensure that no students at Ideal College for advanced studies Kadakassery, campus are disadvantaged on the basis of gender

OBJECTIVES

- To facilitate an enabling environment within the institution where all genders are treated with dignity and respect.
- To create positive learning environment: As gender norms are created and perpetuated from birth onward by families, communities, schools and other social institutions, it is key to introduce gender sensitive activities in order to create positive gender equal mindset.
- To provide overall guidance to the peer group in integrating /mainstreaming gender in all activities of the Institution in the form of focused group discussions, debates, and poster competitions.
- To guide students and spread awareness about Women Welfare Laws.

- To ensure accountability regarding the needs and interests of women: Partner with women's rights organizations and women's groups in gender mainstreaming activities which helps to maintain a focus on gender equality.
- To Spread awareness about the requirements of girl's hygiene, health, nutrition, education and safety among society.

To accomplish these objectives, the college focuses on following effective measures:

SAFETY AND SECURITY OF FEMALE STUDENTS

- To ensure the safety and security of student's college has installed CCTV cameras in every nook and corner.
- The principal has all time access to the visuals without interfering in the privacy of the students and the teachers.
- 'Women Cell' has taken good initiatives to solve the problems of girls and to develop their skills along with, Anti- Ragging cell, Anti- Harassment cell and Grievance cell.
- The college offers 24x7 guardship, which ensures restricted entry of people during college time.
- The college has a neat and eco- friendly canteen which offers both dine in and take away facilities. It promises a healthy relationship among regardless of their sex.
- Parents are informed about the attendance and any changes in the college hours of their wards.

PHYSICAL AND MENTAL WELL- BEING

- The college provides an assistance of a counsellor with the help of department of BSW.
- Interactive Sessions with eminent specialist doctors, dieticians and nutritionist.
- Focus on hygiene by installation of sanitary pads venting machine in girls' common room.

COMMON ROOM FOR FEMALE STUDENTS

- The institute has rest room for girls. The room provides all the basic facilities like water, bedding and electricity. It also ensures the assistance of the staffs if required.
- Provision of well-equipped rest rooms for women students with sanitary napkin vending facility and incinerator.