



PUNJAB ASSOCIATION'S ANNA ADARSH COLLEGE FOR WOMEN

Affiliated to the University of Madras
(Re-accredited by NAAC with A+ Grade)

Policy Document on Gender Equity

Gender equity refers to fairness and justice in the distribution of benefits and responsibilities to men and women, and equal treatment in terms of dignity and rights. Affiliated to the University of Madras, the Institution is a center of higher learning committed to the exclusive cause of women's education. The college transforms aspiring young learners into energetic, empowered women of integrity, and follows the philosophy that no one should be deprived of an education because of social, cultural, economic and physical shortcomings.

This Gender Equity policy provides a framework of principles and practices to improve the life chances and opportunities of all students. It is committed to creating and maintaining a community in which students, teachers and non-teaching staff can work together in an environment free of all forms of gender violence, harassment, exploitation, intimidation, and discrimination.

Policy Statement

Anna Adarsh College aims to develop a **safe, secure** and organized learning environment, strengthening skill development, and to have a bearing on the welfare, protection, empowerment, and rights of women. The College shall integrate the spirit of the national level and state level policies including Gender and Empowerment Policy.

Principles and Practices

Gender sensitization of the students, teachers and staff is a priority activity of the college. The systems and practices shall direct towards making the College and its activities gender-just, and work towards the following:



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- Education of students for a satisfying, responsible, and productive life, including work inside and outside the campus.
- To bring about the advancement, development, upliftment and empowerment of women.
- Preparing the students for their rights to personal respect and safety, and provision of an environment that is safe and free from all forms of harassment and violence.
- Attention to empowering the girls with health care and physical, moral, cultural, and skill development.
- Provide mechanisms for the avoidance and redressal of gender-based violence and sexual harassment.
- Gender-sensitive and gender-empowering psychological counseling to be introduced to address the gender-related issues of students, staff and workers.
- Regularly organize Special Lectures, Seminars, Workshops, Conferences, Inter-departmental and Inter-collegiate Programs, Gender Sensitisation and Training Programmes to equip women with skills and creating awareness about gender-based violence and thereby reduce gender inequalities.
- Regularly invite officials from Police Department, Academicians, Lawyers, NGO Leaders and Journalists as Experts for its Seminars, Workshops, Conferences and Training Programmes.
- A good collection of reference books in the library to enable students and faculty to pursue research in women-related areas and thereby continue to strive for the empowerment and upliftment of women.



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