



Assabah Arts and Science College
Valayamkulam

GENDER EQUITY REPORT

2021-2022

ABOUT THE COLLEGE

Assabah Arts and Science College is self financing college affiliated to university of Calicut, Established in 2005, operated by the Assabah Association Trust. Offering 14 undergraduate programs and 5 postgraduate programs, Assabah College stands out as a pace-setter in higher education. In addition to traditional academic paths, we provide distinctive and professional graduate programs in areas such as Travel & Tourism, Psychology, and Geology, placing a strong emphasis on employability and skill development. We operate with a compelling vision to be a hub for value-based education, utilizing various evaluative processes. Our mission is to cultivate reflective individuals through robust preparation and meaningful outreach.

ABOUT WOMEN DEVELOPMENT CELL

Women Cell, established in 2013, committed to fostering a campus environment that upholds the principles of gender equality, inclusivity, and respect for all individuals. Our policy reflects this commitment by outlining a comprehensive framework aimed at promoting equitable opportunities and eliminating discrimination based on gender. Women development cell strive to create a safe and supportive space where every member of our college community can thrive, regardless of their gender identity or expression. By addressing systemic barriers and fostering awareness through education and advocacy, we aim to cultivate a culture of respect, understanding, and empowerment. We underscore our dedication to ensuring that all genders have equal access to education, opportunities for leadership, and support services.

WOMEN DEVELOPMENT CELL COMMITTEE 2021-2022

SL.NO	NAME	ROLE
1	Prof. V K ABOOBACKER (Principal)	CHAIRMAN
2	SHAJITHA V (Assistant professor)	CONVENOR
3	JISHA M K (Assistant professor)	JOINT CONVENOR
4	FATHIMA NASRIN (Student)	PRESIDENT OF WDC
5	JASMINA B A (Student)	SECRETARY OF WDC
6	AMINA KUTTY (Non -Teaching Staff)	MEMBER

Gender Equity Report for Assabah Arts and Science College 2021-2022

Introduction:

Assabah Arts and Science College is devoted to fostering an inclusive and equitable surroundings for all college students, college, and body of workers. The institution locations a strong emphasis on gender fairness, ensuring that all individuals, no matter gender, have identical get entry to possibilities and assets. This report outlines the projects, policies, and measures carried out by using the college to promote gender fairness and the effect of those efforts.

Objectives:

- Ensure equal opportunities for all genders in instructional and extracurricular sports.
- Promote a secure and respectful campus environment loose from discrimination and harassment.
- Support the personal and professional development of women through centered packages and projects.
- Foster a way of life of inclusivity and recognize amongst all college stakeholders.

Gender Equity Initiatives:

Women Development Cell (WDC):

Conducts everyday audits of gender-associated measures and implementations. Reviews curricular and co-curricular sports to make sure gender inclusivity. Revises and updates agendas for upcoming packages based on audit findings.

Gender-Friendly Campus:

Provides a gender-pleasant environment for college students, school, and body of workers. Ensures that no man or woman faces discrimination in personal increase, higher training, extra-curricular activities, placements, or illustration in golf equipment and cells.

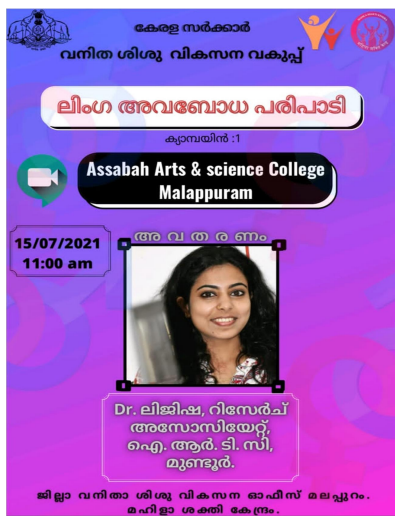
Counseling Services:

Operated through the Department of Psychology, offering services to college students, school, and non-teaching personnel.

Workshops and Seminars:

Regularly conducts workshops and seminars on gender sensitization, equity, and related subjects. Invites professionals to speak on issues consisting of gender equality, girls' rights, and empowerment.

1. A webinar on "Gender Awareness Programme"



On 15th July 2021, the Women's Development Cell (WDC) organized a webinar titled "Gender Awareness Programme" in collaboration with the District Women Development Cell. The session aimed to enhance awareness and understanding of gender-related issues among participants. The webinar featured Lijisha, a Research Associate at IRTC, Mundoor, as the main presenter. The objectives of the programme were to raise awareness about gender stereotypes, biases, and their impacts on individuals and society and to educate participants about fundamental concepts of gender and its significance in societal structures.

Participants gained a clearer understanding of the nuanced differences between sex and gender, and how societal perceptions shape these constructs. Practical strategies and case studies inspired participants to implement inclusive practices in their respective domains, fostering environments conducive to gender equality.

2. A webinar on POSH act



On 18th November 2021, a webinar focusing on the Prevention of Sexual Harassment (POSH) Act, 2013, was organized to educate students on the legal framework and practical implications of preventing sexual harassment in workplaces and educational institutions. The session featured Siji M, a distinguished Psycho Socio Counselor from GBHSS, Manjeri. The objective of the programme is to familiarize students and faculty with the provisions and guidelines of the POSH Act, 2013, to enhance understanding of what constitutes sexual harassment and its impact on individuals and organizations and to empower the students and faculty with knowledge and skills to create safe and respectful environments free from sexual harassment.

Siji M delivered a comprehensive presentation covering key aspects of the POSH Act and real-life scenarios and case studies were discussed to illustrate the application of the POSH Act in different contexts, enhancing practical understanding among participants.

3.A General Awareness programme



On January 5, 2022, a symposium titled "Empowering Communities" was held, aiming to highlight the role of community empowerment in fostering safety and cooperation. The symposium featured Mrs. Rubeena, Assistant Sub Inspector of Police (ASI), as the keynote speaker. Her extensive experience and expertise in community policing provided valuable insights into enhancing community resilience and collaboration.

Mrs. Rubeena delivered a compelling presentation focusing on success stories and case studies illustrating effective community engagement initiatives, strategies for building trust and fostering collaboration between police and community members and practical tips for enhancing community safety through proactive measures.

The symposium concluded with closing remarks highlighting the importance of sustained efforts in empowering communities and promoting collective responsibility for safety and well-being.

Anti-Harassment Policies:

Assabah Arts and Science College implements strict anti-harassment regulations to ensure a safe and respectful campus environment. It provides clear reporting mechanisms and support for individuals facing harassment or discrimination through its Committee on Prevention of Sexual Harassment (POSH), Internal Complaints Committee (ICC), and anti-ragging initiatives.

Conclusion:

Assabah Arts and Science College remains steadfast in its commitment to promoting gender equity and fostering a balanced, inclusive environment for all. The institution's proactive initiatives and stringent policies reflect its dedication to ensuring equal opportunities for success, regardless of gender. Moving forward, the college will continue to evaluate and enhance its efforts to uphold the highest standards of gender fairness and inclusivity.