



# NANDHA ENGINEERING COLLEGE

(Autonomous)

Affiliated to Anna University Chennai \* Approved by AICTE \* Accredited by NBA-NewDelhi

Pitchandampalayam, (P.O), Vaikkalmedu, Erode - Perundurai Road, Erode - 638 052

Phone : 04294-225585, 223711, 223722, 226393 Mobile : 73737 23722 Fax : 04294 - 224787

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## Policy

### Women Development Cell Policy

#### 1. Preamble:

Women Empowerment is the important thing for shaping up every nation. Empowerment equips and allows women to make life-determining decisions through different glitches in the society. It encompasses higher literacy level and education, better health care, parity, active participation in economic and commercial sections, awareness of rights and responsibilities, improved standards of living and acquiring self-reliance, self-esteem and self-confidence. In the effort to make female students more self-reliant and to inculcate confidence in them,

Women Development Cell was constituted in Nandha Engineering College (Autonomous) in 2012. The Cell functions with an aim to create a gender sensitized community within campus as well as in the society. It has been organizing varied awareness programmes on women health care, women rights and women empowerment and disseminates the significance of gender equivalence in the society through College students.

#### 2. Objective:

- To ensure equal opportunity to all women without any discrimination.
- To create a gender sensitive environment that respects gender diversity.
- To conduct programmes on legal awareness, women protection, sexual harassment and Celebrate International Women's day every year.

#### 3. Policy Content and Guidelines

- Creating a cosy ambience for female students and faculty to boost up their confidence in mental, physical and emotional aspects.
- Making women students and employees aware of their legal rights and thus empower them to stand against any discrimination.



  
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- Making women students and employees aware of their legal rights and thus empower them to stand against any discrimination.
- Organizing workshops and seminars that will result in women empowerment of both within the campus and outside the campus.
- Assisting Anti Sexual Harassment Cell in dealing with complaints and conducting enquiry.
- Honouring Women Achievers in and around the locality with “Kalki Award” during International Womens’ Day Celebrations.
- Acting as a forum for information sharing and exchange of ideas.
- Monitor the timely conduct of activities under WDC and submit the report of the same to the Academic Reformation Committee.

#### 4. Execution of Activities:

A minimum of 4 activities (Workshops/Seminars/Awareness Camps/Training Programmes) will be conducted in an academic year.

- The activity will be planned and executed by WDC, supported by Department Coordinators.
- A detailed report of each activity will be submitted to the IQAC.

#### *Sample list of activities are as following:*

- Legal Awareness Programme
- Women Hygiene
- Motivational programme
- Leadership Development programme
- Entrepreneurship Development programme.

#### 5. Meetings

- The meeting agenda will be linked to the objectives of WDC and annual action plan. However, the committee will also assess the current needs and develops the agenda accordingly.
- The Committee will meet at least three times a year. The chair of the Committee may convene additional meetings, as he/she considers necessary.

#### 6. Review of Policy

- The WDC- Chairperson is authorized to make recommendations to the Institute about changes in the policy.
- Any change will be incorporated based on approval from Head of the Institutions
- The policy will be reviewed after 2 academic years.



  
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## Gender Equity Policy

### 1. Introduction

Nandha Engineering College is committed to gender equity, non-discrimination and women empowerment in our campus and also NEC is cognizant of the national policy for women empowerment. In line with the national policy, NEC strives towards to improving measurable gender equality outcomes with respect to employee representation, value, safety and recognition.

### 2. Objective

- To ensure equal access to education for women.
- To eliminate discrimination, increase enrolment and retention rates of women.
- To improve the quality of education for women to facilitate life-long learning as well as development of occupation/vocation/technical skills by women.

### 3. Scope of the Policy

- Women students' representation to be maintained above 60% in both undergraduate and postgraduate levels of programs
- Sensitization of students and staff about the National and University policies regarding gender equity, non-discrimination and prevention of harassment.
- Highlighting presence of women and achievements in admission campaigns and promotional activities.
- Providing quality education with a fee concession. And promote women for undertaking high quality research and academic activities.
- A woman sexual harassment cell is established.
- To organize various seminars, workshops and other activities from time to time.



  
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