7.1.1. Measures initiated by the Institution for the promotion of gender equity during the year.

ANNUAL GENDER SENSITIZATION ACTION PLAN

The institution provides equal opportunities for males and females with respect to curricular and extra-curricular activities and also adopts measures to sensitize the students and staff through awareness programmes charted at the beginning of each academic year. The teaching departments in association with the IQAC jointly organizes programmes with the NCC, NSS and other clubs of the college.

Action	Organized by	Tentative schedule
Have meetings of Anti-	IQAC and Conveners of each	Two meetings per semester
Harassment cell, Grievance	Committee	
cell, Anti-Ragging cell to		
monitor gender equality in		
the Institution		
Organize webinars towards	IQAC and Women Cell	At least one programme per
gender sensitization and		Semester
prevention of gender		
discrimination		
Promote concepts of gender	Department of English,	At least one awareness
equality through awareness of	Department of History,	programme by each
Human rights (special	Department of Zoology,	department
emphasis to Rights of	NCC, and NSS	
Women)		
Promotion of Women	School of Management	At least one webinar
Entrepreneur skills	Studies	
Developing peace building	Centre for Peace Studies and	Online certificate course on
skills and prevention of	Dialogue	Fundamentals of Peace
violence		building

The following is a list of specific gender sensitization programmes organized by the Institution.

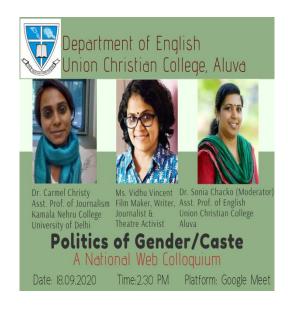
Title of the programme	Organized by	Date	Link to the details of the progamme
Interactive session with	School of	10/07/2020	https://uccollege.edu.in
Ms. Beena Kannan	Management		
(Queen of Silks),	studies		
Women Entrepreneur			
Marodanachu (An open	Department of	06-08-2020	https://zoology.uccollege.edu.in/eve
discussion on clinical	Zoology		nts/maarodanachu-an-open-
and social dimensions of			discussion-on-clinical-and-social-
breast feeding)			dimensions-of-breast-feeding/

Gender in everyday life	Women Cell	16/08/2020	https://uccollege.edu.in/news/webin ar-by-women-cell-on-gender-in- everyday-life/
Making the Silences sing-Gender as Praxis and Play	Department of History	22/08/2020	https://uccollege.edu.in
On Doing Gender History	Department of History	05/09/2020	https://uccollege.edu.in
Politics of Gender/Caste	Department of English	18/09/2020	https://english.uccollege.edu.in/eve nts/national-web-colloquium/
Beyond Law: Women, Power and (In)Justice	Women Cell	12/10/2020	https://english.uccollege.edu.in/eve nts/beyond-law-women-power- injustice/
Exploring Masculinities	Department of English	06/11/2020	https://english.uccollege.edu.in/eve nts/m-e-mathew-memorial- national-webinar-exploring- masculinities/

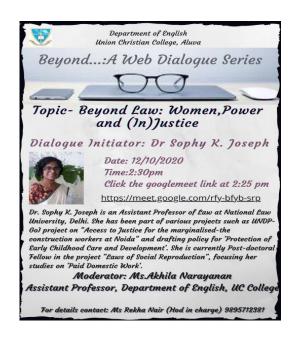




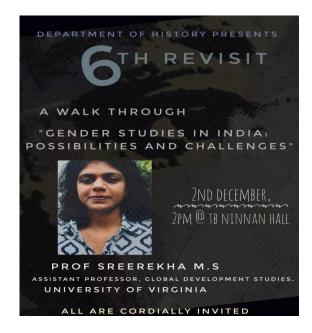












7.1.1. Measures initiated by the Institution for the promotion of gender equity during the year.

Specific facilities provided for Women in terms of:

- a. Safety and security- The College caters to the safety and security needs of women staff and students of the college. The provisions include:
 - i) CCTV surveillance throughout the campus especially intended towards the safety of women staff and students.
 - ii) Special NCC wing for girls (7 Kerala Girls Battalion) which provides a sense of independence of being self-reliant and responsible for moulding themselves
 - iii) The NSS of the College with two units, has a women faculty member as Programme Officer on a mandatory basis.
 - iv) Residential hostel facilities for women students and staff
 - v) Special sports hostel for women sports students under the careful monitoring of woman faculty member as main warden.

b. Counseling

The need for a supportive counselling system is inevitable as far as every institution is concerned. The institution has a well-functioning Counselling Centre named BLISS (Basic Living Skills Service Centre) which caters to the emerging psychological needs of its students and staff. A woman faculty member of the Department of Psychology serves as the Co-ordinator of the Centre. The Centre is concerned with the rising mental health needs and offers counselling to students free of cost. The Centre is deeply concerned about the well-being of students, especially during the time of the COVID 19 pandemic and hence organizes mental health surveys and provision for tele-counselling. The faculty members of the Department of Psychology serve as counsellors for students in need of psychological help. The Centre also undertakes the following:

- i) Assessment of psychological functions, strengths and weaknesses, personality, intellectual functioning, aptitude and other significant areas of interest.
- ii) Counselling services for girl students to handle relationship issues, academicrelated stress, adolescent psychological issues, sexual functioning and awareness and related matters.
- iii) Life skills training to enable girl students to develop 10 core life skills, such as self-awareness, decision making, problem solving, creative thinking, critical thinking,

effective communication, interpersonal relationship, coping with stress, empathy and coping with emotions, proposed by WHO.

(https://uccollege.edu.in/support-systems/counseling-center/)

c. Common rooms

Common rooms are available for girls in the campus which are utilized for recreation and having lunch. Provision for ladies wash rooms are also attached to the common rooms. A recreation room for women faculty members offer provision for a stress-free environment and adequate rest for teachers in need of special attention and care owing to health issues.

d. Day care centre for young children

The institution offers great support to its faculty members through the establishment of a Day Care Centre (Kids Dale), which has been functional since 2010. The Day care centre was launched with funding from the UGC and continues to offer its support, especially to the women teaching and non-teaching staff of the institution. It offers tremendous support to the staff, most of whom are young women which helps them to have the comfort of being close to their babies and feed them during intervals. The Centre has two supporting staff trained in managing children The functioning of the Day Care Centre is co-ordinated by a woman faculty member of the Department of Psychology.

(https://uccollege.edu.in/support-systems/kids-dale-day-care-centre/)