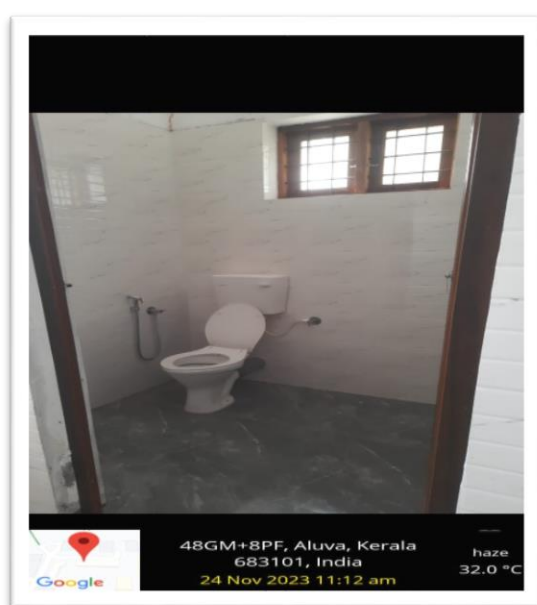


FACILITIES FOR WOMEN IN CAMPUS

Providing appropriate facilities for women on a campus is crucial for creating an inclusive and supportive environment. The facilities in UCC includes the following

1. **Women's Restrooms:** Adequate and conveniently located women's restrooms with proper hygiene facilities are there in the college. These are well-maintained and easily accessible throughout the campus. These are utilized for recreation and having lunch.
2. **Provision for ladies wash rooms** are also attached to the common rooms.

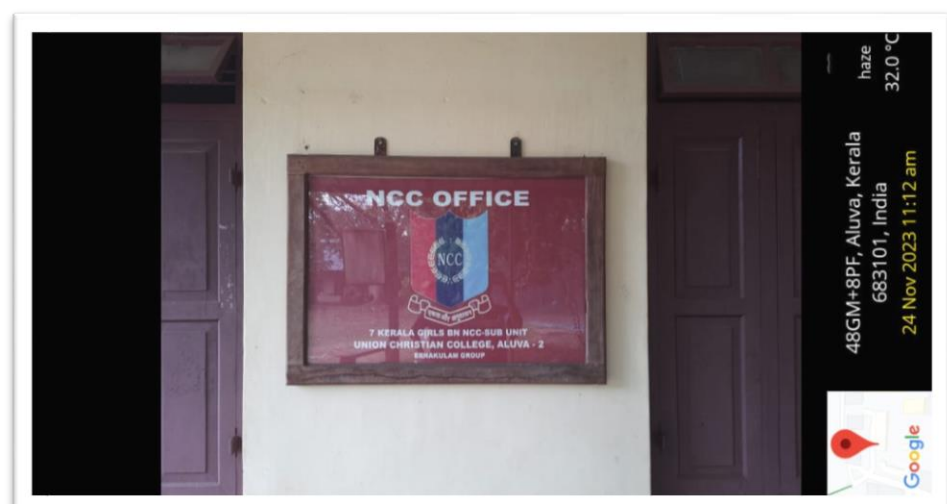


3. **A recreation room** for women faculty members offer provision for a stress-free environment and adequate rest for teachers in need of special attention and care owing to health issues
4. **Day care centre for young children** The institution offers great support to its faculty members through the 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/>)



5. **Changing Rooms/Locker Rooms:** The campus has sports and fitness facilities, having separate changing rooms or locker rooms for women to ensure privacy and comfort.
6. **Specific facilities provided for Women in terms of Safety and security-** The College caters to the safety and security needs of women staff and students of the college. The provisions include:
 - i) **Special NCC wing for girls (7 Kerala Girls Battalion)** which provides a sense of independence of being self-reliant and responsible for moulding themselves



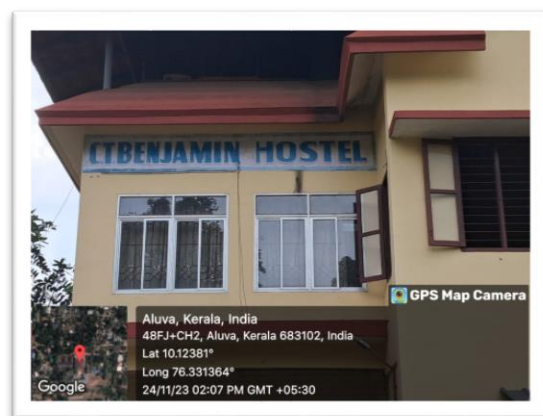
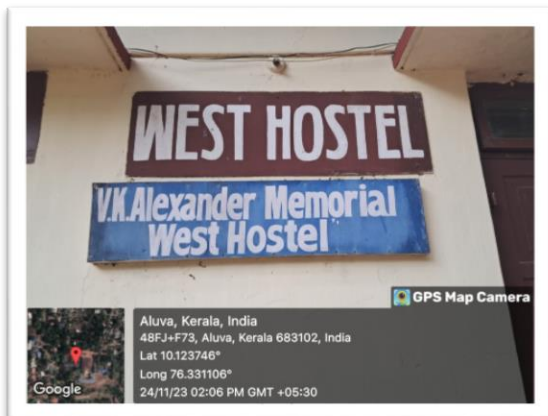
ii) The NSS of the College with two units, has a **women faculty member as Programme Officer** on a mandatory basis.

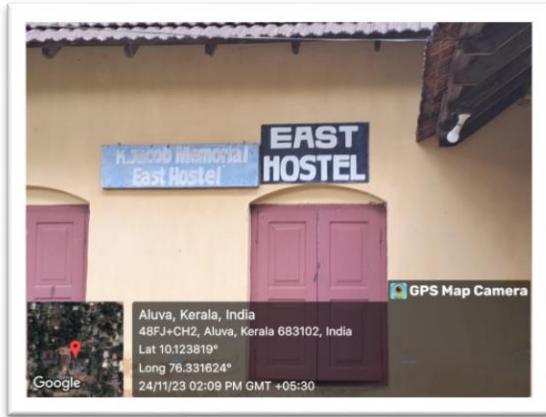
ii) **Residential hostel facilities for women students and staff**

Staff Quarters



Women's Hostel



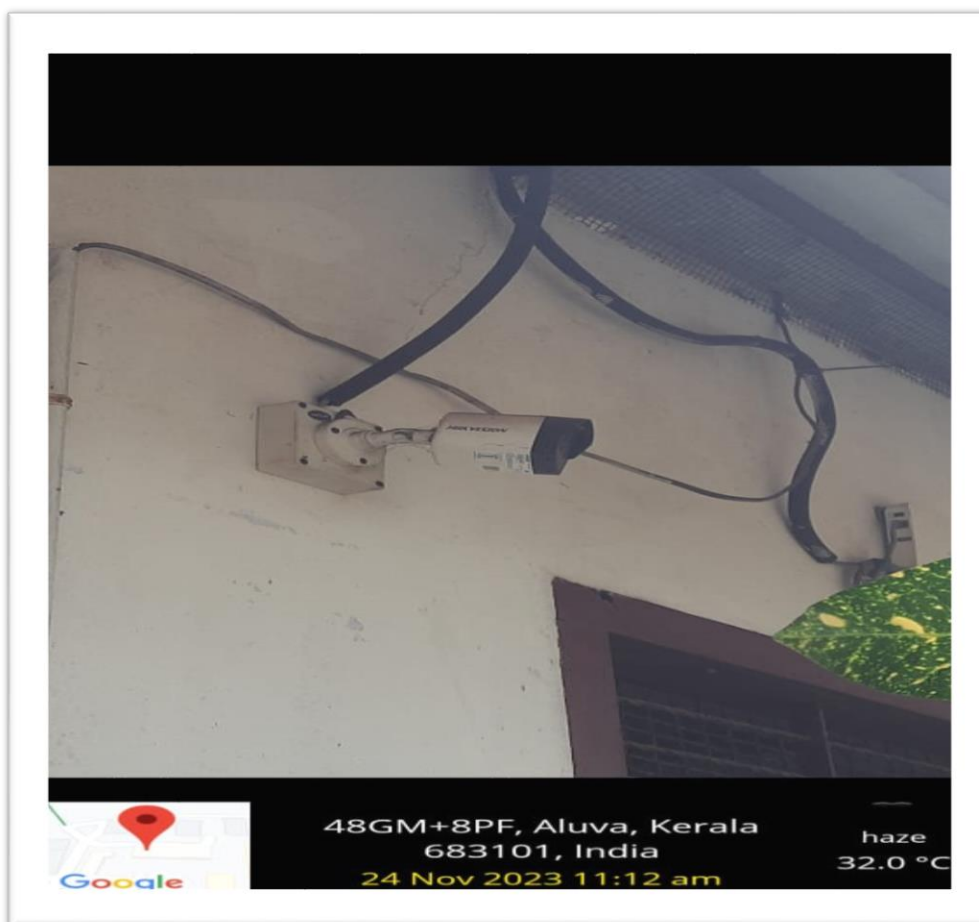


iv) Special sports hostel for women sports students under the careful monitoring of woman faculty member as main warden.

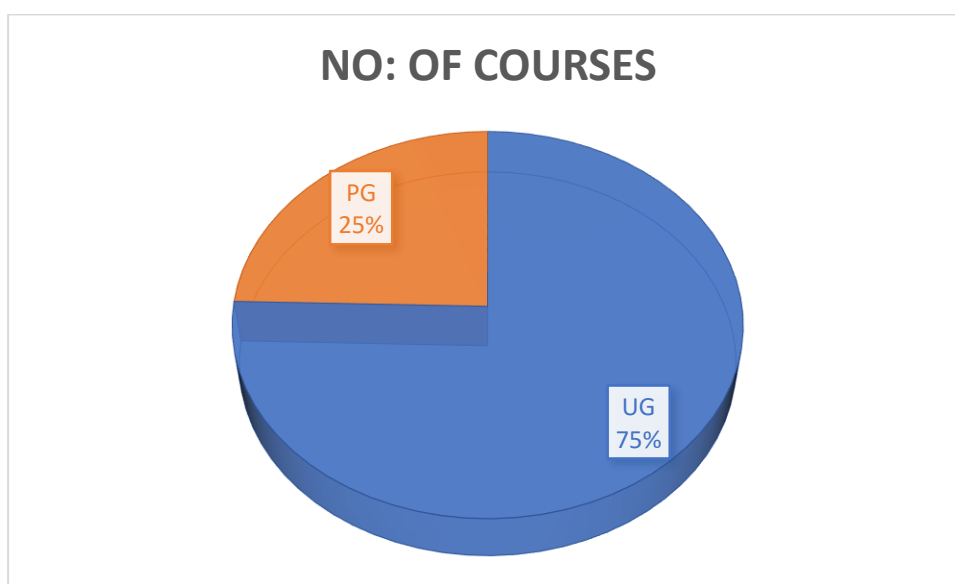


v) Well-lit pathways and security personnel presence contributes to the overall safety of women on campus.

vi) CCTV surveillance throughout the campus especially intended towards the safety of women staff and students.



7. **Gender sensitive curriculum-** The college's curriculum is gender-sensitive and inclusive. This involves incorporating gender perspectives into the course content and ensuring that the curriculum is not biased towards any particular gender. The college offers 122 courses as part of the curriculum offered by different departments.



GENDER

122 courses

8. **Women cell:** Women's cell serves as hubs for resources, support services, and community-building, promoting gender equality. Women's cell along with other departments in the college has conducted many workshops, seminars, and educational programs focusing on women's issues, empowerment, and safety, which contribute to creating awareness and fostering a women supportive community.

Total gender sensitization programmes conducted – 52



Anti-Harassment Committee, Anti-Ragging cell, Students' Grievance Redressal Cell, and Internal Complaints Committee (ICC) to monitor gender equality in the Institution. The college has the following committee for addressing the grievances of women students.

a) Anti-Harassment Committee

The committee has been constituted to address any instances of harassment on the college campus.

Presiding Officer- Major. K.S. Narayanan

Members- Ms. Syna Soosan Abraham, Dr. Simi Pushpan K., Ms. Minu Joys, Mr. Soni Varughese

b) Anti-Ragging Cell

The Anti-Ragging Cell is constituted as per the guidelines issued by the Supreme Court of India and the UGC to prevent ragging on college campus. The college maintains strict vigilance against all instances of ragging and any incident reported is addressed with utmost seriousness.

Presiding Officer- Ms. Nino Baby

Members- Teaching Staff: Maj. K.S. Narayanan, Dr. Alex Mathew, Adv. Shery P.A.(NGO), Mr. Soni Varughese (Office Supdt.), Mr. M.P. Joseph (Area Reporter, Malayala Manorama), Ms. Sreelatha Lalu (President, Karumaloor Panchayat), Adv. Ayub Khan P.A. (PTA Vice-President), Student Representatives.

c) Students' Grievance Redressal Cell- The Students' Grievance Redressal Cell is constituted as per the MG University Order 71151/Ac. A1/2/2023/Ac. A1 dated 16 June 2023 to listen, record and scrutinise the grievances submitted to them by staff and students and take necessary steps immediately.

Chairperson: Prof. (Dr.) M.I. Punnoose (Principal)

Members: Ms. Nino Baby, Dr.. Nelson Joseph, Student Representatives: Mr. Rohit Rajeev, Ms. Bijina

B., Ashlin V, Parvathy Raveendran, Mr. Eldhose Rajesh, and Adv. Ayub Khan (PTA Vice-President)

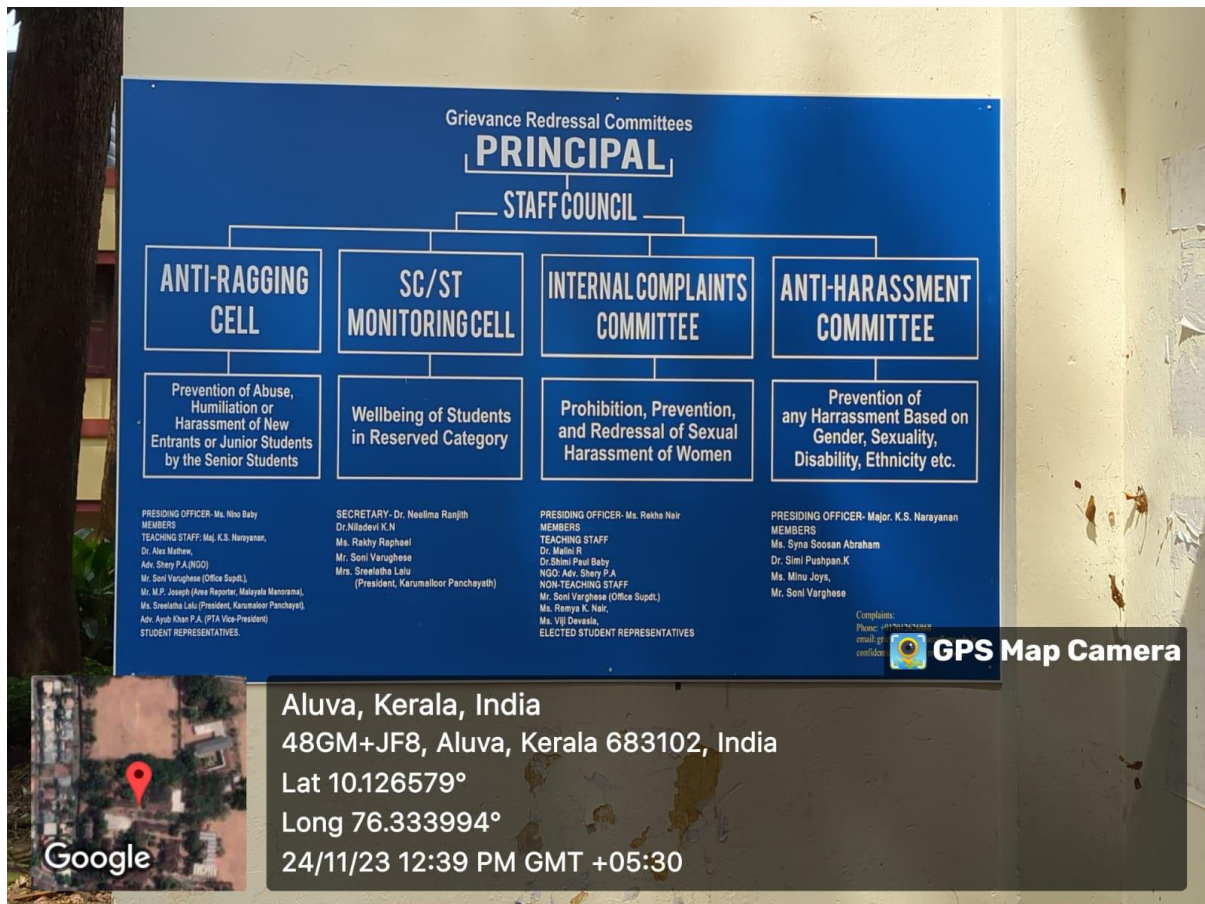
d) Internal Complaints Committee (ICC)

The Internal Complaints Committee (ICC) is constituted as per the UGC Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and Students in Higher Educational Institutions Regulations, 2015. The above Regulations are based on the Government of India's Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. In compliance with the UGC statutes regarding measures for ensuring the safety of women and Programmes for Gender Sensitization on Campus, the ICC is committed to a zero

tolerance policy towards sexual harassment and strives to create a campus free from discrimination, harassment or sexual assault.

Presiding Officer- Ms. Rekha Nair

Members- Teaching Staff: Dr. Malini R, Dr. Shimi Paul Baby, NGO: Adv. Shery P.A., Non-teaching Staff: Mr. Soni Varughese (Office Supdt.), Ms. Remya K. Nair, Ms. Viji Devasia, elected student representatives.



9. Counselling Services

Accessible counselling services that specifically address the needs and concerns of women in the campus. UCC 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 cell has the services of a trained counselling psychologist (Jeevani Counselling centre) on three days/week. The faculty members of the Department of Psychology also serve as counsellors for students in

need of psychological help. The Centre is concerned with the rising mental health needs and offers counselling to students free of cost. The Centre was deeply concerned about the well-being of students, especially during the time of the COVID-19 pandemic and has organized mental health surveys and provided tele-counselling services. 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, academic related 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.

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



10. Inclusive Sports Facilities: Ensure that sports facilities are inclusive and accessible to women. This includes gym equipment suitable for women, women's sports teams, and equal opportunities for participation.

11. Gender-Neutral Spaces: While specific facilities for women are important, creating gender-neutral spaces can also contribute to inclusivity. Except wash rooms and ladies waiting room, all other spaces are gender neutral in the campus.



It is crucial to engage with the women on campus to understand their specific needs and preferences and to continually assess and improve facilities based on feedback and evolving requirements. Additionally, compliance with local laws and regulations related to gender equality and safety is essential.

Activities 23-24

The National Service Scheme, Unit no.52 of Union Christian College, Aluva in association with the Women and Child Development Department, conducted an orientation class on the topic 'Gender, Justice and Equality Awareness' on 19/08/2023. The session was from 11.00 AM to 12.30 PM which was led by Smt. Darlin Donald, Family Counsellor, and Trainer. After the session, a self-defence training class was also conducted by rural police officers namely Biji and Ambili.



