



மனோன்மணியம் சுந்தரனார் பல்கலைக்கழகம், திருநெல்வேலி

MANONMANIAM SUNDARANAR UNIVERSITY

(Reaccredited with 'A' Grade by NAAC)

ABISHEKAPATTI, TIRUNELVELI - 627 012

TAMILNADU, INDIA



CRITERION-VII

INSTITUTIONAL VALUES
AND
BEST PRACTICES

7.1.1

7.1.1 Institution has initiated the Gender Audit and measures for the promotion of gender equity during the last five years.

The University has implemented several necessary measures to promote gender equity and ensure an inclusive and supportive environment. Awareness and sensitisation programs, including workshops and seminars led by experts in Gender Studies, have been conducted to educate the community on gender issues and challenge existing stereotypes. Comprehensive gender equity policies have been established, forming a dedicated Gender Equity Committee responsible for monitoring gender-related issues and addressing grievances. Additionally, the University has installed CCTV cameras, improved lighting, and created safe zones to enhance campus safety and inclusivity.

The Centre for Women's Empowerment and Women Studies at MSU organised four International Women's Empowerment Programmes over a week and seven one-day webinars. The goal was to promote gender equity and the skill of financial management among women. The Women's Empowerment Programmes include:

- Gender Sensitization Program on Women's Empowerment for Societal Transformation: Countering the Regressive Effects
- Women's Empowerment through Sensitization
- Exploration of Opportunities for Women's Empowerment
- Gender Equality – Prerequisite for Sustainable Development
- Promoting Gender Equity: Strategies and Challenges
- Cyber Sex Trafficking and Remedies under the Laws
- Challenges Faced by Women Leaders: Lessons Learned and Future Strategies
- Barriers to Women's Empowerment: Strategies to Overcome
- Bake a Capability Cake: An Extraordinary Tool for Ordinary Women
- Status of Women during the Pandemic
- Strategies for Managing Personal Finance, Including Mutual Funds and NPS

A national webinar held in 2021-22 focused on empowering women by covering gender awareness, sensitisation, and women's health. In October 2021, the University organised a Career Awareness Campaign for the University Teaching & Administrative Staff, specifically addressing breast cancer. Another event in November 2021 aimed to

promote a balance between family and career for women academics. In April 2022, a skill-based program called "Quelling & Dream Catcher for a Crafty Entrepreneur" was organised for women teaching and administrative staff, scholars, and students, focusing on developing entrepreneurial skills. This was followed by a program in August 2022, which focused on ornament-making using crystals for a Triumphant Entrepreneur program. The University also observed "Discrimination against Women Pakhwada" from 25th November to 10th December 2022 and organised a webinar on gender sensitisation in December 2022.

Academic and extracurricular initiatives played a crucial role, with courses and curricula being reviewed to incorporate gender perspectives and ensure that all disciplines address gender equity issues. These comprehensive efforts demonstrate the University's commitment to fostering an equitable environment where everyone can thrive.

During the National Women's Day celebration, the University honoured the contributions of women's staff (teaching and non-teaching) and students of the University and affiliated colleges with awards. To promote and uplift transgender education, the University offers free-of-price reservations for admission to various programs. Additionally, the University implemented a robust mechanism for reporting and addressing harassment and discrimination, providing a confidential and supportive process for victims. It also offered various support services, including counselling, support groups, gender-specific helplines, and facilities like separate restrooms, standard rooms, and childcare centres.

SUPPORTIVE DOCUMENTS

S.N	Document(s)	Link to the Document(s)
1	Gender Committee	https://msuniv.ac.in/naac/criterion7/7111.pdf
2	Gender Audit Report	https://msuniv.ac.in/naac/criterion7/7112.pdf
3	Women as an Administrator	https://msuniv.ac.in/naac/criterion7/7113.pdf
4	Gender in Curriculum	https://msuniv.ac.in/naac/criterion7/7114.pdf
5	Gender Research Projects	https://msuniv.ac.in/naac/criterion7/7115.pdf
6	Activities of Women Harassment Prevention	https://msuniv.ac.in/naac/criterion7/7116.pdf

7	Gender Sensitisation Programmes	https://msuniv.ac.in/naac/criterion7/7117.pdf
8	Facilities provided for women	https://msuniv.ac.in/naac/criterion7/7118.pdf