



# THIRUTHANGAL NADAR COLLEGE

(Belongs to the Charitable Trust Thiruthangal Hindu Nadar Educational Dharmam Trust)  
A Self Financing Co-Educational College of Arts & Science  
Affiliated to the University of Madras: 20<sup>th</sup> Statute under U.C.C. Act  
Re-accredited at 'B++' Grade by NAAC & An ISO 9001:2015 Certified Institution  
Selavayal, Chennai 600 051, Tamil Nadu, India

## POLICY ON GENDER EQUITY

Gender equity signifies the pursuit of fairness and justice in the allocation of rights, benefits, and responsibilities between genders, ensuring that all individuals are treated with equal dignity. Affiliated with the University of Madras, this institution stands as a center of higher excellence dedicated to the advancement of women's education. The college is committed to evolving young learners into empowered women of character, operating under the foundational belief that social, cultural, economic, or physical barriers should never impede a student's right to an education.

This Gender Equity Policy establishes a comprehensive framework of principles aimed at maximizing the opportunities and life outcomes of all students. The institution is dedicated to cultivating a campus community where students, faculty, and support staff work in a safe environment, strictly protected from gender-based violence, exploitation, harassment, intimidation, and discrimination.

### **Policy Statement:**

Thiruthangal Nadar College is dedicated to providing a secure, organized, and supportive learning atmosphere that emphasizes skill acquisition and the protection of women's rights and welfare. In its operations, the College aligns with and integrates the core tenets of both national and state-level empowerment policies.

### **Principles and Practices:**

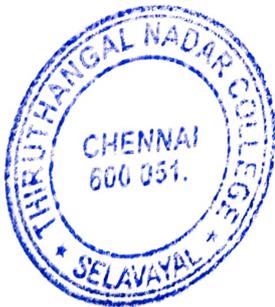
The college identifies the gender sensitization of its students, faculty, and administrative staff as a fundamental priority. All institutional systems and procedures are designed to foster a gender-just environment, focusing on the following goals:

- **Systemic Fairness:** Ensuring that every institutional practice promotes justice and equal treatment for all women within the community.
- **Proactive Sensitization:** Implementing regular programs to educate the campus population on gender issues and respectful conduct.
- **Supportive Environment:** Maintaining a space where academic and professional growth is unhindered by threats or exclusionary behavior.
- **Advocacy and Protection:** Upholding the spirit of legislative mandates regarding the welfare and empowerment of women.
- **Life Preparation:** Educating students for a fulfilling and responsible life by preparing them for productive work both within the institution and in the wider world.



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- **Women's Advancement:** Dedicating resources to the continuous progress, development, and social upliftment of women.
- **Personal Safety and Respect:** Educating students on their fundamental rights to dignity and safety, while providing a campus environment strictly free from violence and harassment.
- **Holistic Empowerment:** Prioritizing the health, moral character, and cultural awareness of students alongside their physical and professional skill development.
- **Redressal Mechanisms:** Maintaining formal systems to prevent and resolve any instances of gender-based violence or sexual harassment.
- **Gender-Sensitive Counseling:** Providing specialized psychological support for students and staff to address gender-specific challenges and well-being.
- **Capacity Building:** Hosting regular seminars, workshops, and inter-collegiate programs to build practical skills and raise awareness to eliminate gender inequalities.
- **External Expertise:** Collaborating with law enforcement, legal professionals, academics, and activists to serve as guest experts for training and awareness sessions.
- **Academic Resources:** Curating an extensive library of reference materials to support research in women's studies and promote the ongoing empowerment of women.



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