



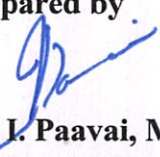
PRIYADARSHINI DENTAL COLLEGE AND HOSPITAL
WOMEN EMPOWERMENT POLICY

VERSION: 03


Doc No: PDCH/WE/01/2022

Date of Issue: 21/02/2022

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PREAMBLE

Women empowerment enhances gender equality as it gives positive attitude and respect for the women in the society. Empowering the women makes them independent and also have a greater impact on the financial status.

PURPOSE

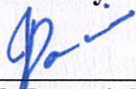
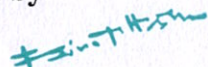
Empowering women makes them stand for their rights and equality in the institution. Gender sensitization committee of our institution is amenable for the physical, professional, cultural and overall comfort and safety of the women employees.

SCOPE

The empowerment not only furnishes equality but also shield the women employees, students, teaching and non-teaching faculty, patients and contract laborers within the campus of Priyadarshini Dental College & Hospital from harassment.

OBJECTIVES

1. To create a positive environment for the development of women.
2. To provide a positive academic and clinical environment for women development.
3. To avail the enjoyment of equal human rights and freedom as of men in all aspects and stakes of the institution.
4. To provide the right of equality in decision making pertaining to all decisions of the institution.
5. Equality in career, promotion, authority administration and salary.
6. To create awareness on legal systems to eliminate all forms of discrimination towards or against women.
7. To ensure a change in the societal attitudes and community practices by equal involvement of both genders.
8. To eliminate physical or verbal violence against women.

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9. To accomplish all the above mentioned objectives by bringing in tie up with various women's and civil organizations or societies.

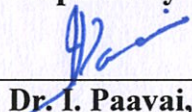
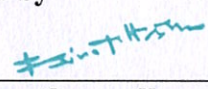
ACTIONS AND PLANS:

In accordance with National Policy of Women Empowerment, it is mandatory to provide equality, inclusiveness, fair attitude, justice and respect for women, in any part of the society. The same applies in the institution and University Grants Commission (UGC) deems the same as well. The key areas of actions are

1. Equal quality of education
2. Adequate legal awareness
3. Equality to participate in activities of the institution
4. Economic / financial independence
5. Equality in decision making

The major plans to attain the same are:

- Allow women representatives to inculcate in conduction and participation of various multidimensional activities of the college.
- To organize program to promote gender equity and sensitization.
- To form a committee to implement and monitor the same.
- To conduct regular mentoring programs and meetings to receive any queries / discriminations in the same.
- To organize various lectures / workshops to combat harassment / discrimination against women.
- To sensitize women on the ways to report and legal actions that can be taken in case of any harassment.
- To formulate a separate code of conduct for the students and sensitize them on the same, to implement this system among the students as well.

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- To sensitize and motivate women to participate and receive various honors, allowances and rewards given by the government and non-governmental organization to elevate and equalize women community.

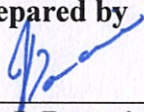
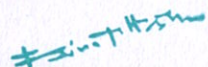
WOMEN EMPOWERMENT CELL

The cell is completely constituted by women. The women empowerment cell is comprised of

- Chairperson
- Co-chairperson
- Member Secretary
- 8 members
- 1 external member

HARASSMENT AND COMPLAINTS ADDRESSAL:

- Any unwelcoming behavior – physical, verbal or in any other form that violates dignity of women or interferes with the freedom at workplace shall be addressed as Harassment.
- Women cell is established to prevent women from disclosing any kind of misbehavior due to the fear or hesitation or shame.
- It encourages to confidently disclose the issues and not tolerate any unpleasant behavior.
- The cell is also established to encourage hardworking women, identify their efforts, recognize, motivate and uplift them for further achievements.
- Any women employee, patient or student can approach the cell.
- All enquiries shall be addressed with confidentiality.
- Women empowerment activities and programs shall be conducted regularly to motivate women, create awareness, inform the legal remedy available ensuring their safety and freedom.

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