



7.1.1 Gender Equality Initiative Cells / Clubs

SNM college uphold a comprehensive gender policy that ensures equal opportunities for all individuals, irrespective of their gender identities. To foster an inclusive environment, the institution actively conducts a range of gender sensitization programs for its students. These initiatives are facilitated through various clubs and committees, including the Gender Equity Forum (GEF), Internal Complaints Committee (ICC), Counselling and Guidance Cell, Anti-Ragging Cell, Grievance Redressal Cell (GRC), National Service Scheme (NSS), and National Cadet Corps (NCC) etc.

1. Gender Equality Forum

Gender inequality is no longer a taboo subject. The largest area where society can experience significant change is through education. In order to raise awareness of gender equality at all levels, this forum was framed in the college. This forum consists of 1 coordinator, 11 teacher members, and 50 student representatives. The forum conducts various seminars, awareness classes, self-defence training programmes and other activities to help educate the students about the importance of gender equality and empower them to challenge harmful norms. The forum also conducted Gender audit in the academic year 2022-23 to identify if there are any gender disparities among students, faculty, and staff.

[Gender Equality Forum](#)

2. Gender Champion

Gender Champions in the college seek to promote awareness about gender issues, inequality, and gender-based violence. In the academic year 2022-23, Gender Equality Forum was initiated the selection of Gender Champion in the campus. Out of 14 applicants, 3 students, Shahir Mohammed of III BCom OM & SP, Ms. Aparna K L of III BA Economics and Ms. Juveena Reji of III BA, were selected as Gender Champion.



3. **Internal Complaints Committee (ICC)**

An Internal Complaints Committee is working inside the campus to ensure a safe and inclusive environment for all students and staff, addressing any instances of harassment or discrimination. This committee plays a crucial role in upholding the institution's commitment to maintaining a respectful and supportive community.

To give awareness to the teaching faculty on the legal framework of ICC on campus and to provide them with knowledge on sexual harassment or any sort of discrimination within the workplace, **the** Internal Complaints Committee organized a legal awareness session for the teaching faculty on the topic of sexual harassment in workplaces for the teaching faculty. The session was handled by Adv Remya P. She elaborated on the legal structures to be followed in case of sexual harassment or any sort of discrimination that occurs in the workplace. The aim of constituting the Internal Complaints Committee was also given importance.

[Internal Complaints Committee](#)

4. **Counselling and Guidance Cell**

A counselling section is running in the college with the help of a competent counsellor to help students build their self-confidence to deal with obstacles. We are providing each needy student with individualized guidance and support with the aid of the class mentors

[Counselling and Guidance Cell](#)