



# Koneru Lakshmaiah Education Foundation

(Category -1, Deemed to be University estd. u/s. 3 of the UGC Act, 1956)

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## WOMEN DEVELOPMENT CELL /WOMEN'S FORUM POLICY

### 1.Preamble

KLEF is committed to fostering an inclusive and empowering environment for women across its campus. The Women's Forum/Women Development Cell (WDC) serves as a platform to organize major events and other significant initiatives promoting gender equality, leadership, and well-being. This policy also addresses the provision of supportive measures like maternity leave and childcare facilities for KLEF faculty and staff.

### 2. Purpose & Scope:

KLEF is an organization that is deeply committed to promote gender sensitivity and empowering women in various aspects of life. Through a range of initiatives and events, KLEF seeks to create an inclusive and supportive environment that fosters the growth and well-being of women. One of the notable initiatives organized by KLEF is the establishment of a day care center. By providing a safe and nurturing space for children, KLEF enables working mothers to pursue their careers without worrying about childcare responsibilities. This effort reflects the organization's understanding of the challenges faced by working women and the importance of supporting them in achieving work-life balance. Another significant feature of KLEF's gender-sensitive approach is the provision of a separate waiting area for girls. This demonstrates the organization's commitment to ensuring the safety and comfort of its female members, promoting an environment where they feel respected and valued.

### 3. Objectives

- To undertake the awareness programs on gender sensitization, women's rights and women empowerment in university campuses and colleges.
- To sensitize the students towards the special needs of all genders
- To develop equitable opportunities for the educational avenues for women
- To build a gender sensitive and inclusive campus
- To address concerns of gender discrimination and recommend measures and policies for gender parity at the University
- To prevent sexual harassment at workplace (colleges and university campuses)
- To undertake surveys or action research projects, if necessary, pertaining to women (rural, urban, specially-abled, underprivileged, marginalized) in the society.

- To conduct gender audit / safety audit on regular basis

#### 4. Organization Structure

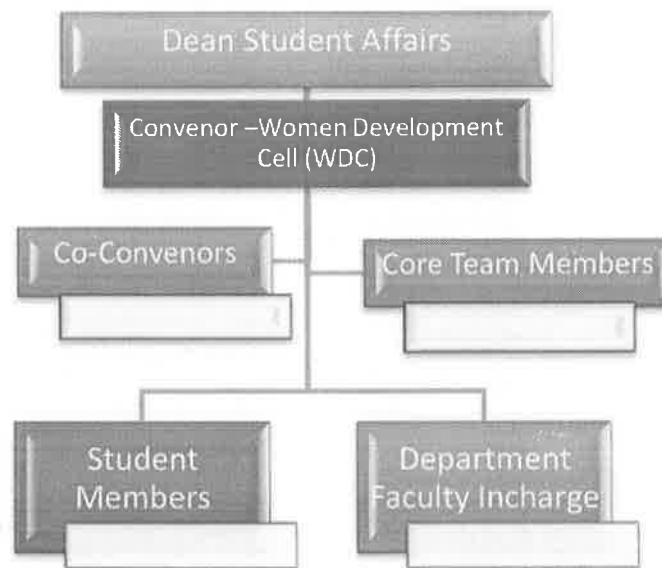
The WDC will operate under the following structure:

Convener: Appointed by the Vice-Chancellor (VC), preferably a senior woman faculty member

Co-conveners: Selected from different branches/departments to ensure diverse representation.

Members: Faculty representatives from each department

Student representatives (selected based on academic merit and involvement in extracurricular activities).



#### 5. Departmental Representation

Each department will nominate representatives who will serve as points of contact for the WDC. These representatives will work closely with the Convener to organize events and address issues related to women in their respective departments.

#### 6. Events and Programs

The WDC will organize key initiatives such as:

FemFlare: A cultural and leadership festival celebrating women's achievements.

Women's Summit: A platform for discussions on women in STEM, entrepreneurship, and leadership roles.

Women's Day: Activities and sessions promoting women's empowerment and gender equality.

Other Initiatives: Training programs, workshops, and community outreach focused on issues like health, safety, and digital literacy.

#### 7. Facilities to be Provided for Women and Girls

- Maternity Leave: Faculty and staff are entitled to maternity leave in accordance with applicable labor laws and university policies.
- Creche Facility: The university shall provide creche services for the children of faculty and staff, ensuring a safe and nurturing environment for kids.
- Safety and Security for Women: The presence of lady security guards, lady doctors, and separate waiting areas for girls ensures a secure and comfortable environment, enhancing the overall safety and well-being of women on campus
- Promotion of Women's Health: With facilities like the ladies' gym and health awareness programs, the WDC prioritizes women's physical well-being, encouraging healthy lifestyle choices and fitness as part of overall personal development.
- **Proactive Social Impact:**The WDC goes beyond campus by identifying and supporting girl students who have dropped out of school, motivating them to return to education and realize their full potential, while offering a single child quota in admissions to further promote education for women.

#### 8. Implementation and Review

The WDC will meet regularly to plan activities, review progress, and address any issues raised by women stakeholders. An annual review of the WDC's activities will be conducted to ensure continuous improvement and alignment with university goals.

#### 9. Conclusion

This policy underscores KLEF's commitment to creating a supportive environment for women through structured initiatives, systemic support, and robust representation. By fostering an inclusive culture, the WDC aims to empower women and contribute to their personal and professional growth.

#### 10 .Review and Evaluation

The BOM shall review and evaluate the policy as its meeting is intended according to the goals and objectives

This policy is approved in 2EC conducted on 28-06-2024.



REGISTRAR

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