KONERU LAKSHMAIAH EDUCATION FOUNDATION

Dt. 28/06/2024

Women's Access: Applications, Acceptance and Entry Policy

Preamble

KLEF is committed to advancing gender equality and ensuring that women have equitable, transparent, and inclusive access to all academic programs and opportunities. In alignment with the principles of SDG 5, this policy establishes the institution's dedication to identifying and removing barriers that limit women's applications, acceptance, and entry into higher education. Recognizing the importance of women's full participation in shaping a diverse and empowered academic community, the University affirms its responsibility to create a fair admissions environment, strengthen support systems, and systematically collect and monitor gender-disaggregated data. Through this policy, the University pledges to promote equal opportunity, uphold non-discrimination, and foster an educational landscape where women can aspire, apply, and enter without constraint.

Objectives

1. **To ensure equitable, fair, and non-discriminatory access** for all women applying to the University across all academic programs.

2. **To increase the rate of women's applications** by removing social, structural, and informational barriers through targeted outreach and awareness initiatives.

3. **To improve women's acceptance and entry rates** by promoting transparent admissions criteria, gender-sensitive evaluation processes, and supportive transition mechanisms.

4. **To systematically collect, analyze, and monitor gender-disaggregated data** on applications, offers, acceptances, and enrollment to inform evidence-based decision-making.

5. **To identify programs or disciplines where women are underrepresented** and implement proactive measures to promote greater participation.

6. **To strengthen support systems for newly admitted women**, including counselling, mentorship, orientation, and logistical assistance that ease the transition into university life.

7. **To promote alignment with SDG 5 (Gender Equality)** by embedding gender-equitable practices throughout the admissions lifecycle and institutional planning.

8. **To foster an inclusive, welcoming, and empowering academic environment** that encourages women to pursue higher education without fear of discrimination or barriers.

9. **To enhance institutional accountability** by conducting regular reviews, audits, and reporting on women's access, application, acceptance, and entry outcomes.

10. **To collaborate with community, schools, families, and external partners** to expand opportunities for prospective women applicants and improve pathways into higher education.

Students' admissions are based on the scores obtained by applicants in competitive exams such as KL Engineering Entrance Examination (KLEEE), CAT, MAT, etc. However, KLEF has set up a variety of programs and initiatives that help female applicants and students access the same opportunities as male applicants and students, including for example:

• **Academic support and other financial resources:** scholarships are available for female students facing financial difficulties or lack of financial support from their families.

• **Flexible Ph.D. programs:** Female Ph.D. students who become pregnant during their studies have the option to temporarily suspend their research and join another cohort later.

• **Child Care services:** On-campus childcare services are provided for female students with children.

• **Equal Access**: KLEF ensures equal access to education, opportunities, mentoring programs, social services, technology, accommodation, transportation, and other resources for all students.

• **Mentoring Programs:** Female students are encouraged to take advantage of mentoring programs, connecting them with female faculty members or industry professionals who offer guidance and support for academic and career development.

• **Gender Sensitization Plan:** KLEF is committed to conducting a Gender Sensitization Plan on a regular basis, promoting gender equity through various activities such as workshops with students and staff, regular awareness raising, faculty members advocating for fair representations in leadership roles, ensuring gender balance in team projects, providing a network of gender equality advisers for research and coursework, and promoting gender parity in the student code of conduct.

To maintain and improve current levels of access, participation and entry of women students throughout all stages of their studies, KLEF conducts systematic monitoring and assessment through the following:

- **Performance Tracking and Management:** Utilizing KLEF, a world-class integrated platform, we monitor student progress, from admissions to graduation.

- **Periodic Data Evaluation:** We conduct periodic evaluations of data on access and participation of women throughout all stages of students' lifecycle and analyze potential gaps and barriers in women's application and participation processes, if any, and ways to address them.

- **Needs Assessments:** Women Development Cell conducts various activities on economics and livelihood, education and skill development, health, environment, society and culture, and safety.
- **Department Monitoring:** Each school and department undertakes specific monitoring of admission and retention outcomes.

- **Annual Reports:** We compile yearly reports as part of KLEF annual plans to provide insights into our progress.

Additional Measures: Enhancing Women's Participation In addition to our core principles and assessment strategies KLEF is committed to implementing the following additional measures to enhance women's participation and address gender disparities:

- **Gender-Sensitization Curriculum:** KLEF has designed a gender sensitization curriculum designed to address gender issues, promote gender equality, and includes gender-sensitive content.

- **Women in Leadership Positions:** We support the appointment of women in leadership roles within KLEF's University to serve as inspirational figures for female students.

- **Awareness Campaigns:** We conduct regular awareness campaigns and workshops focused on gender equality, diversity, and inclusion to foster an inclusive campus culture.

- **Safe Campus Environment:** We ensure the safety and security of female students through well-lit pathways, campus security measures, and reporting mechanisms for incidents of harassment or discrimination.

- **Collaborations with Partners:** KLEF engages in collaborations with a variety of NGOs & institutions to develop initiatives, scholarships, and advocacy efforts that promote women's access to education and equal participation.

- **Support for Non-Traditional Fields:** KLEF is committed to promote and support female participation in non-traditional fields and STEM disciplines by exploring additional resources, scholarships, and encouragement.

- **Support for Women's Organizations:** KLEF is committed to support women's organizations and clubs on campus, whenever relevant, which empower women and provide a platform for networking and collaboration.

- **Partnerships with Industry:** Whenever relevant, KLEF explores partnerships with industry leaders to create internship and job opportunities, including for female students and graduates, helping them transition into the workforce.

- **Feedback Mechanisms:** KLEF allows for feedback from female students to express their concerns, suggestions, and experiences regarding gender equity on campus. Surveys are conducted by the Center for Women's Empowerment and Gender Equality.

- **Celebrate Women's Achievements:** KLEF recognizes and celebrates the achievements of female students, faculty, and alumni through awards, ceremonies, and public acknowledgment.

- **Regular Review and Updates:** KLEF conducts periodic reviews of this Policy to assess its effectiveness and make necessary updates to address evolving challenges and opportunities.

TRACKING MEASURES

1. **Data Collection:** Application forms include a mandatory field for gender, to be able to identify female applicants.

2. **Database Segmentation:** Once applications are submitted, data are segregated based on the gender field.

3. **Data Analysis:** Data can be analyzed to understand the number of female applicants for higher studies at KLEF University and design adequate strategies to promote gender equality in terms of women's access to education.

4. **Reporting:** Reports detailing the number of female applicants can be created. These reports can provide insights into trends and help assess the effectiveness of outreach efforts aimed at encouraging female applicants.

5. **Continuous Monitoring:** Data are compared over multiple application cycles.

6. **Feedback Mechanism:** Within the application form, applicants provide information on how they learned about KLEF University. This feedback help assess the effectiveness of outreach strategies.

7. **Outreach strategies**

This policy is approved in EC2 conducted on 28/06/2024.

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