



KG College of Arts and Science

Autonomous Institution | Affiliated to Bharathiar University

ISO 9001-2015 Certified Institution

KGISL Campus, Saravanampatti, Coimbatore – 641 035







Criterion 7: Institutional values & Best Practices

Key Indicator 7.1: Institutional values & Social Responsibilities

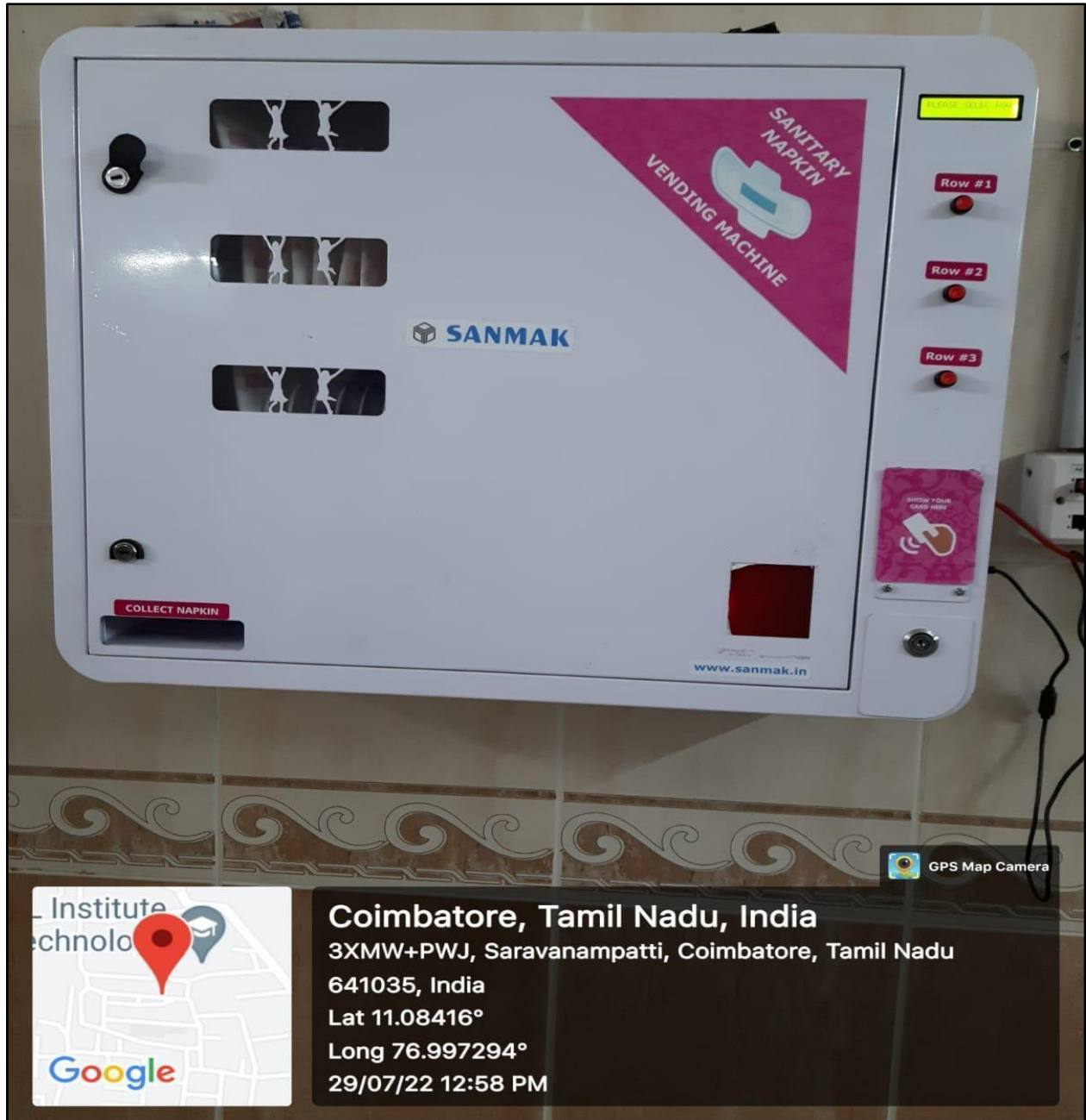
7.1.1 - Measures initiated by the Institution for the promotion of gender equality during the year 2023 - 2024

Institution initiatives for the promotion of gender equity

S. No.	Description	Link
1	Facilities for Women	
2	Safety and Security	
3	Clubs and Committees	
4	Co-curricular Activities	

Facilities for Women

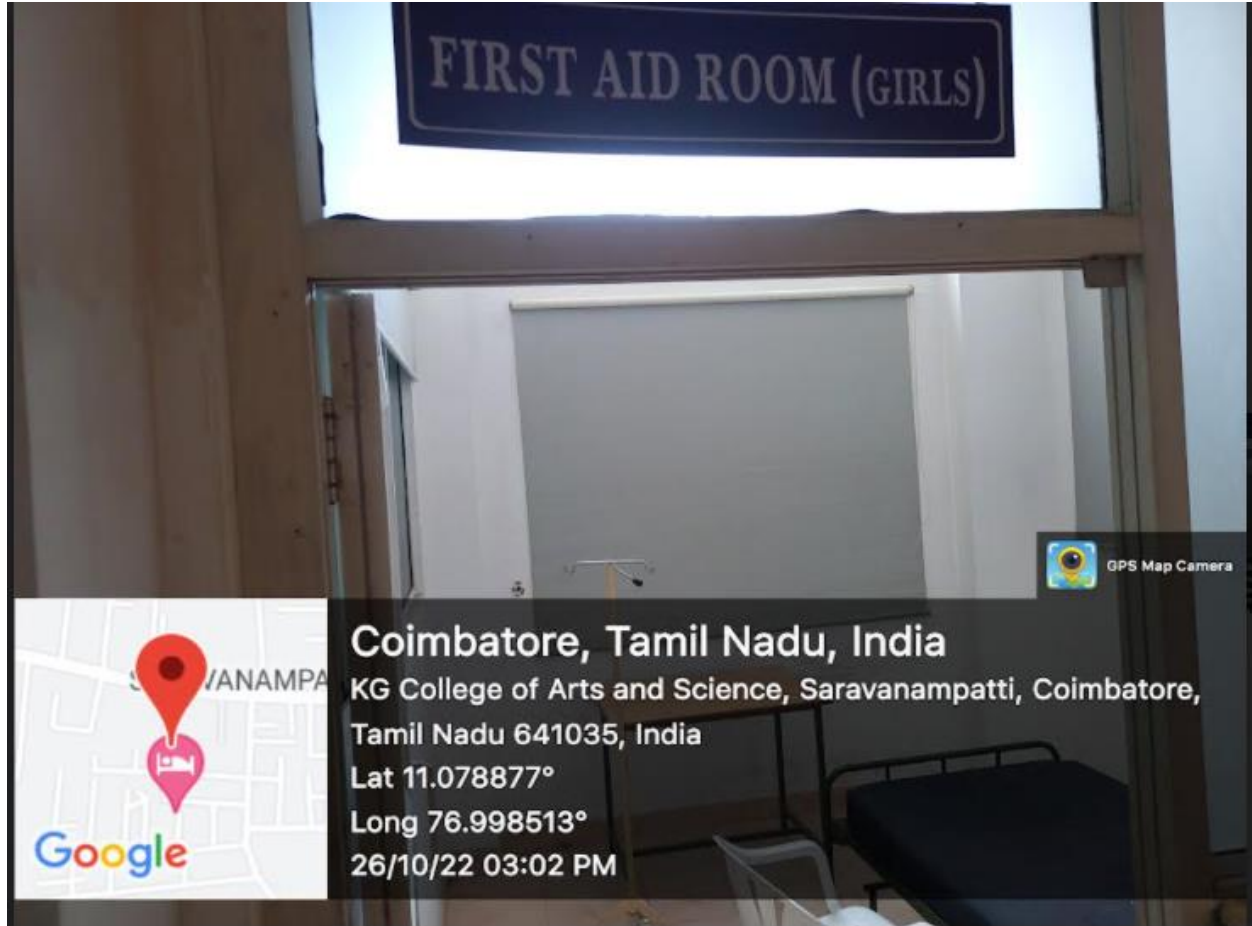
Automatic Sanitary Napkin Vending Machine



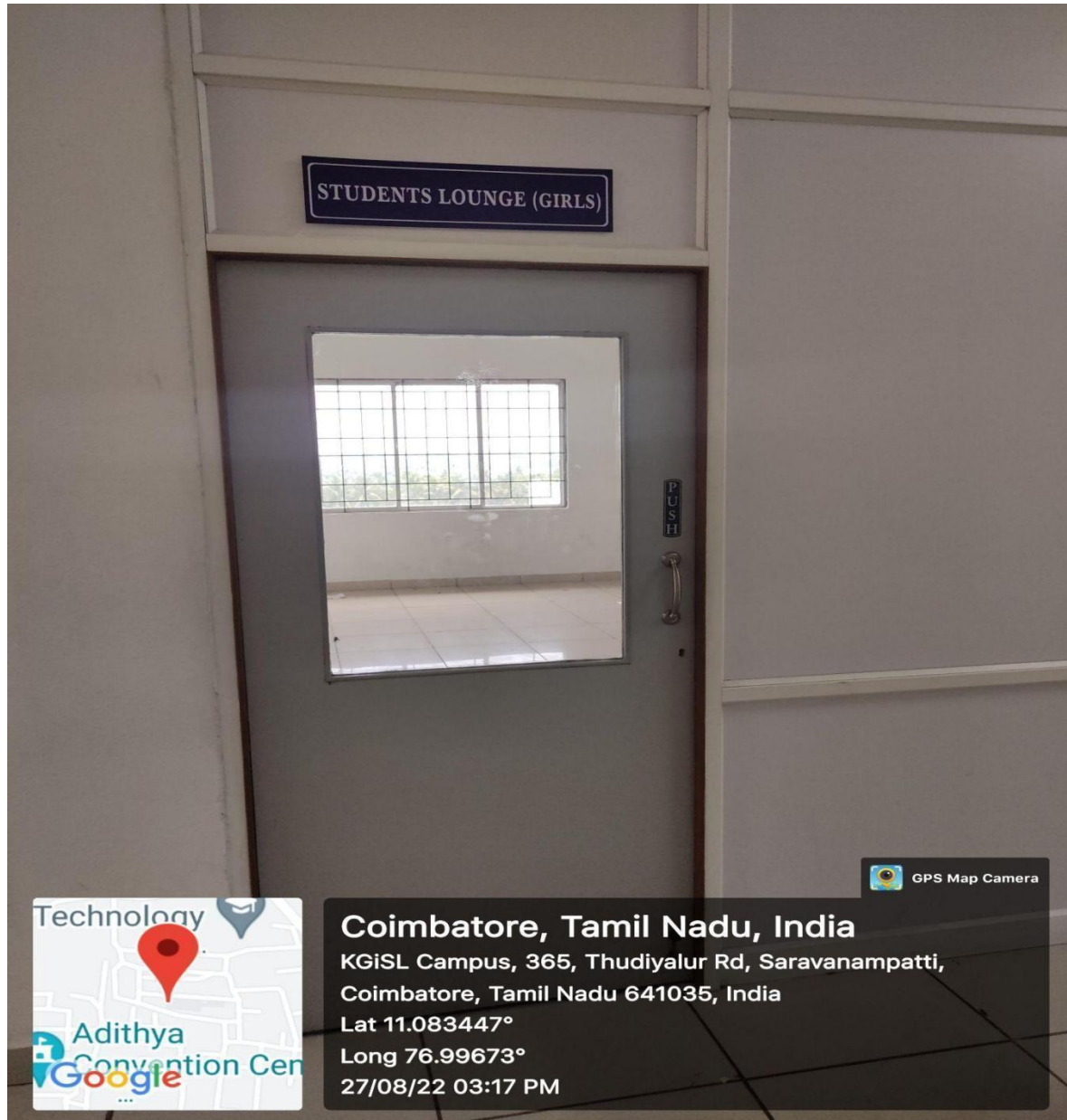
Automatic Sanitary Napkin Incinerator Machine



First Aid Room for Girls



Waiting Room for Girls



Safety and Security

Ambulance Contact Number



A Ragging Complaint Box



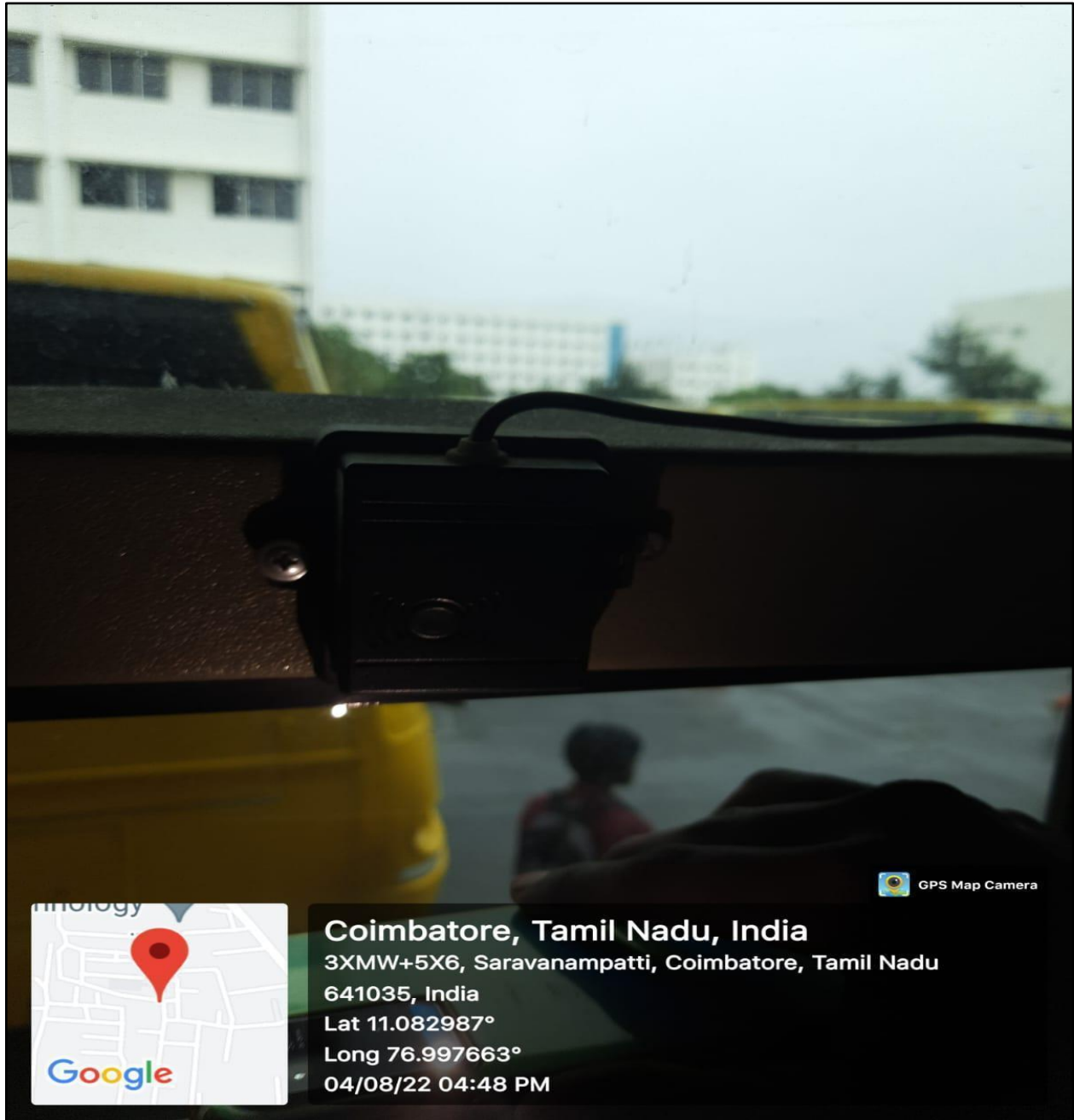
Radio-frequency identification

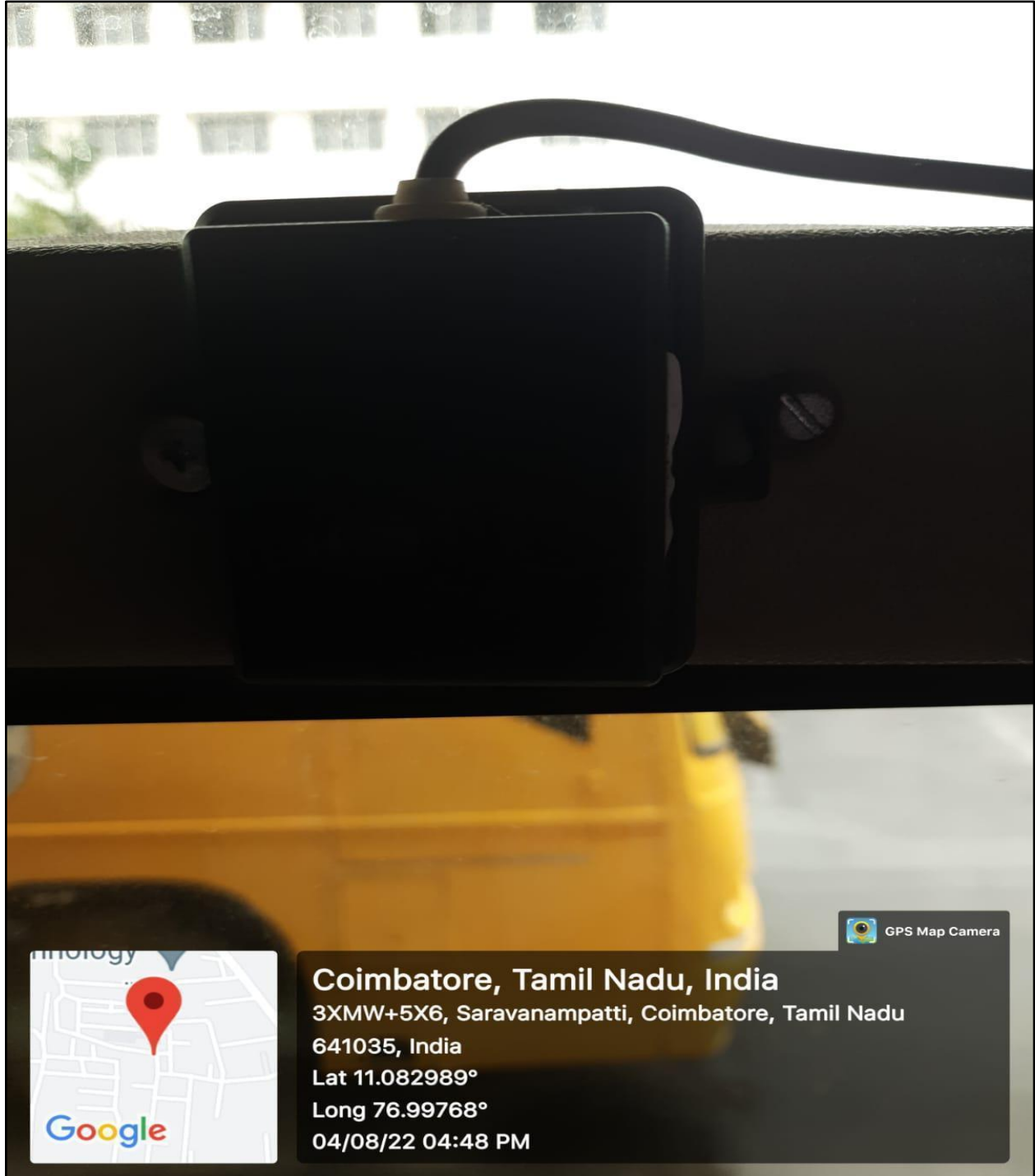


Total number of CCTV Cameras: 64



RFID at College Bus





Camera at College Bus



Mental Health

<https://edu.kgisl.com/mental-health-emotional-wellbeing-counselling-for-students-coimbatore/>

Clubs and Committees



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Accredited by NAAC

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KGiSL Campus, Coimbatore – 641 035

Internal Quality Assurance Cell (IQAC)

Grievance Redressal Policy

In order to redress individual as well as collective grievances; general in nature, and also related to ragging and sexual harassment of the students, teachers and the staff of the college, Grievance Redressal Mechanism has been devised by KG College of Arts and Science. Grievance Redressal Mechanism has been constituted with the following details and the representations of the stakeholders in different capacities to enquire the nature and extent of the grievances.

What is a Grievance? A grievance may be any kind of discontent or dissatisfaction or negative perception, whether expressed or not, arising out of anything connected with the college that a student or staff thinks, or even feels, is unfair, unjust or inequitable. Any grievance/complaint relating to sexual harassment and ragging will be covered by different committees mentioned above form for the purpose under a separate mechanism for addressing such matters.

Objectives:

- To formulate a policy to investigate and review complaints or grievances.
- To create awareness of availability of members
- To investigate the causes of the grievances.
- To ensure an effective solution to the grievance depending upon the gravity of the grievance.

Awareness Policy: The institution has devised its fix policy to undertake various measures to create awareness to avoid the cases of grievances in regards to sexual harassment, ragging and general grievances of the students, faculty and the staff. The awareness among them has been created through-

- Prospectus
- Undertaking of students and parents at the time of admission

- Institutional website
- On campus display of rules.

The committee has three layers working separately to address the specific issues. The three segments of the committee are

1. General Grievance Redressal Committee
2. Internal Complaints Committee
3. Anti-Ragging Committee

These three committees shall work under the control and guidance of the Principal to redress the grievances. Grievances of serious nature if any can only be forwarded to the highest authority viz. College Committee or the Governing Body. Issues common in nature can be sorted out then and there only at the committee level. The grievances can be represented through online, drop boxes placed at various places in the campus, in person: oral or written and cases detected during the vigilance of the Discipline Committee. The Committee shall meet at least twice in an academic year but in emergency, it can meet any number of times. The committees are required to maintain the record. Note: While these platforms allow to voice the concerns in an open manner it is imperative that the complainant exercises due diligence and care in deciding what he/she would qualify as a grievance that is serious enough to deserve the attention of this committee of senior faculty of the institution. All the committees to redress the Grievances on campus have student representatives.

1. General Grievance Redressal Committee: There shall be a grievance redressal committee at the institutional level to redress the grievances of students, faculty members and the staff in the institution during the general functioning. The committee shall meet at least twice a year or as and when required. The Principal shall be the chairperson of the committee and a senior faculty member shall facilitate it as its Convener. The Chairperson shall nominate faculty members and students as the members.

2. Internal Complaints Committee: - In pursuance of UGC (Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and Students in Higher Education Institutions) Regulations, 2015 read with Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, the Internal Complaints Committee (ICC) of the College is constituted as under to deal with complaints relating to Sexual harassment at the work place. **There shall be a committee at the institutional level to prevent the sexual harassment of the students, teachers and the staff in the institution during the**

general functioning. The institution follows the guideline as per the UGC and formed an Internal Complaint Committee. The Committee shall meet at least twice in a year or as and when required. The Principal shall be the Chairperson of the committee and faculty wise representation shall be given and a few students shall act as members nominated by the Principal. Besides, a senior faculty member shall facilitate it as its Convener. A legal adviser, a social worker & a medical doctor shall also be nominated by the Principal as the members. The institution is abide by the following policy

- a. Confidentiality of the student's identity on the concerns raised in sexual harassment be maintained.
- b. Dress code and code of conduct for female and male students to be formed
- c. 24X7 point of contact for the students to address their concerns immediately be established
- d. Orientation for the female students on the potential activities which may led to sexual harassment be given.
- e. Activities such as molesting, bullying and any other forms of physical disturbance and mental disturbance to the students be considered as sexual harassment
- f. Update of policy from time to time as per the Government norms and regulations is taken care off.

https://www.ugc.ac.in/pdfnews/9606743_ICC-GSP.pdf

3. Anti-Ragging Committee: The institution adopts the anti-ragging policy which was specified by the UGC, dated April 2009, NO. F 1-16/2007 (CPP-II) to observe and regulate the ragging cases of the students that occurred in the institution during the general functioning. The Committee shall meet at least twice in a year or as and when required. The Principal shall be the Chairperson of the committee and senior faculty members shall facilitate it as its Convener. The Chairperson shall nominate faculty wise members as the members of it to regulate the affairs along with student representatives. Students can read the Anti-Ragging Policy followed by the College and take their pledge against ragging in the link <ps://www.antiragging.in>

Internal Complaints Committee**2023-24****KG College of Arts & Science**
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Date: 17/06/2023

INTERNAL COMPLAINTS COMMITTEE**Members of the Committee**

S. No.	Name & Designation	Signature
1	Dr.G. Jagadeswari (Convener), HoD, Tamil Department	
2	Ms. Anitha Rose – Head Student Counsellor.	
3	Dr.S.Kavitha (Member), Assistant Professor, Tamil	
4	Ms.A.Nagarathinam, (Member), Assistant Professor, Commerce	
5	Ms.J.Nirmala (Member), Assistant Professor, Mathematics	
6	Mr.S.Soma Sundaram M.A.,B.L., Advocate Enl.No:1351/92	In Absence
7	K.Amriha – I M.Sc. Mathematics - PG Student	
8	D.Sweety Mercy IIB.Sc. IT 'A' - UG Student	

ANNUAL REPORT FOR THE ACADEMIC YEAR 2023 – 2024

Date	Particulars	Beneficiaries	Remarks
11.10.2023	Guest Lecture on 'Women's Empowerment'	125 Girl Students	Students acquired knowledge about the entrepreneurial traits necessary for women for Start-ups
24.01.2024	Awareness program & Rally on Wearing Helmet for Women Drivers	237 Girl Students	Awareness was created among the general public through women about the importance of helmet.

- Nil Complaints were received related to Sexual Harassment by the committee for the academic year 2023-2024.



Dr.G. Jagadeswari
(Convener)



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Name of the Department	Department of Commerce
Name of the Department Association / Club	Women's Forum
Activity	Guest Lecture
Date of the activity	11/10/2023
Title of the activity	Women's Empowerment
Objectives	To enhance student's entrepreneurial skill through an engaging guest lecture.
Resource person	Mrs. Bharathi Aruchamy Managing Director, Jai Nithi Automation, Coimbatore.
Total number of beneficiaries	125
Outcome	Improved entrepreneurial mindset, increased knowledge of startup fundamentals, and heightened motivation among students.



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Women's Forum Guest Lecture on "Women's Empowerment"



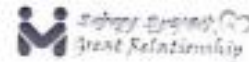
KG College of
Arts and Science



Women's Forum & Lions Club International,

DISTRICT 324D

Jointly organize



Guest Lecture on

Women's Empowerment



🕒 11:00 AM - 12:00 PM

📍 III Floor Auditorium



Chief Guest

Mrs. Bharathi Aruchamy

Managing Director,

Jal Nikhi Automation, Coimbatore

Principal

Dr. J Rathinamala

Organizer

Mrs. S Shalini

Co-ordinator,
Women's Forum

Kgcasofficial

kgcas.com

Co-Curricular Activities



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365, **KGJL** Campus, Saravanampatti, Coimbatore - 641 035



Name of the Department	English
Name of the department Association / Club	Utopia
Activity	Faculty Exchange Programme
Date of the event	08.04.2024
Title of the Event	The Importance of Women's Studies in Current Scenario
Objective	To develop, promote and disseminate knowledge regarding women's roles in society and trends influencing women's lives and status
Resource Person	Dr.L. Mahalakshmi Associate Professor, Head, Department of English AVP College of Arts and Science Tirupur
Total no. of beneficiaries	45
Outcome / Feedback	The Department of English organized an Faculty Exchange Programme titled The Importance of Women's Studies for Current Scenario by Dr.L.Mahalakshmi, who handled the session lively and gave the glimpses of Women writers contributions to Literature at the end of the session the few participants asked questions, she responded well. Mrs.V.P. Malthi Assistant Professor in English delivered a Vote of Thanks, the session ended at 12.30 PM.

Brochure

KG College of Arts and Science
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Department of English

Organizes
Contemporary Issues & Faculty Exchange
Guest Lecture on

THE IMPORTANCE OF WOMEN'S STUDIES IN CURRENT SCENARIO

APR 2024
8th

10:30 AM
ZOOM

PATRONS
Dr. B Vanitha
Secretary, KGCAS
Dr. J Rathinamala
Principal, KGCAS
Dr. V Kathiresan
Principal, AVP CAS

CONVENORS
Mrs. S Gomathy
HoD, Department of English,
KGCAS
Ms. Sathyaprabha
Assistant Professor, AVP CAS
Ms. V Vanitha Jeyakumari
Mrs. Susila Victor
Faculty Co-ordinators

RESOURCE PERSON
Dr. L Mahalakshmi
Associate Professor,
Head - Department of English,
AVP College of Arts & Science,
Tirupur

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Geotag Photos

- Writing is an important tool for women to voice their experiences of identity, sexuality, marriage, love, family and life.
- Literature by women was being written in Britain as far back as the Middle ages.

- Literature – form of diaries autobiographies, letters, protests, stories and poems.
- Women's writings touched upon experiences rarely touched upon by men, and they spoke in different ways about these experiences- childbirth, housework, about relationships
- **The major contribution of women to literature has been their exploration of societal standards.**
- We never need to celebrate women authors but perfect opportunity to spotlight a handful of the incredible women of literature through women studies.

