

### 5.3.3 WOMEN'S ACCESS SCHEMES

We begin by outlining the general framework of **Criteria 5.3.3 – Women's Access Schemes**, which focuses on initiatives that promote gender equity, empowerment, and participation of women in various spheres. Following this, we highlight some illustrative examples of the numerous events and programs organized under this theme at our institution. “A gender-equal society would be one where the word ‘gender’ does not exist—where everyone can be themselves.” – Gloria Steinem. At the institutional level, true gender equality cannot be achieved without a clear governance framework that translates philosophical principles into actionable policies. Manav Rachna University (MRU) recognizes this truth and has embedded gender sensitization deeply into its administrative and academic structures through the Gender Sensitization Cell (GSC). The GSC is not merely an organizational unit; it is a dynamic embodiment of MRU's ethical and social commitments, operating at the intersection of policy, pedagogy, and advocacy. The GSC is composed of a diverse mix of faculty members, administrative staff, and student representatives, reflecting MRU's commitment to inclusive decision-making. This diversity ensures that multiple perspectives are considered in formulating policies and initiatives, thereby creating a system that is sensitive to the nuanced realities of gender on campus. The Cell operates under a clearly defined Standard Operating Procedure (SOP), emphasizing transparency, accessibility, and accountability. Regular meetings serve as both a review mechanism for ongoing initiatives and a planning platform for future interventions.

Philosophically, the GSC exemplifies institutional virtue ethics, wherein the cultivation of ethical practices becomes embedded in organizational routines. By creating spaces for dialogue, education, and reflection, the GSC fosters not only compliance with legal frameworks but also a moral consciousness among the university community. This aligns with John Rawls' theory of justice, which emphasizes institutional mechanisms to ensure fairness and equal opportunity. In MRU's context, the GSC is the institutional apparatus that operationalizes justice and equity for all genders.

The GSC serves multiple purposes: it ensures the prevention of gender-based discrimination, facilitates redressal of grievances, and fosters educational and awareness programs. By combining governance with pedagogy, the Cell ensures that gender sensitization is a lived, daily reality rather than a peripheral initiative.

The GSC's activities rest on four essential pillars: Awareness, Advocacy, Complaint Resolution, and Collaboration. Each of these pillars represents a critical dimension of MRU's commitment to gender equity. At Manav Rachna University (MRU), the promotion of gender equality is not limited to awareness campaigns or policy frameworks; it is practically realized through deliberate access schemes designed to empower female students across academic, professional, and personal domains. The University recognizes that access to education alone is insufficient for empowerment. Instead, sustained support structures—mentorship, financial assistance, and academic guidance—are required to ensure that women thrive within higher education and beyond. MRU's Women's Access Schemes exemplify the application of

feminist pedagogical principles, emphasizing relational support, recognition of structural barriers, and the cultivation of agency. These schemes acknowledge that empowerment is both instrumental and intrinsic: it equips women with skills and resources while affirming their dignity, autonomy, and potential.

### **The Three-Tier Mentoring System**

Mentorship forms the backbone of MRU's women-centric empowerment strategy. The Three-Tier Mentoring System integrates three interconnected layers—faculty mentoring, alumni mentoring, and parental mentoring—creating a robust support network that addresses academic, professional, and psychosocial dimensions of student growth.

#### **Faculty Mentoring**

Faculty mentors provide guidance that extends beyond traditional instruction. By offering academic counselling, career advice, and emotional support, faculty mentors help students navigate the complexities of higher education while fostering confidence and resilience. Mentors at MRU embody the dual role of educators and role models, exemplifying professional integrity, ethical conduct, and empathetic engagement.

For instance, during career guidance sessions linked to aptitude assessments, faculty mentors assist students in aligning their strengths and interests with potential career trajectories. These interactions are not merely advisory; they cultivate self-reflection, critical decision-making, and ethical reasoning in students—a key principle in virtue ethics as applied to education. By fostering this reflective practice, MRU ensures that students are not passive recipients of guidance but active agents in shaping their futures.

#### **Alumni Mentoring**

The alumni mentoring layer provides students with exposure to real-world professional experiences and trajectories. MRU's alumni network serves as a bridge between academic preparation and career opportunities, illustrating the practical application of knowledge and skills.

Notable examples from the time the initiative started also include; it goes to show our continued commitment to the idea:

- **October 2022:** Ms. Soumya Sharma, an alumna from the School of Law, conducted an interactive session on higher studies and career opportunities in law, inspiring students to pursue advanced education.
- **November 2022:** Ms. Geetika Wadhwa delivered a lecture on the future of online education, motivating students to embrace adaptability and technological literacy.
- **February 2023:** Ms. Ridhima Nehra, a Ph.D. candidate at North Dakota University, shared insights from her research and academic journey abroad, encouraging students to envision careers in STEM and global academia.

These sessions do more than provide information; they normalize ambitious aspirations for women, challenging social and cultural stereotypes that limit women's participation in professional and scientific domains. In doing so, MRU aligns with Amartya Sen's capability approach, which emphasizes expanding individuals' substantive freedoms to achieve their potential.

### **Parent Mentoring**

MRU also recognizes the central role of families, particularly parents, in sustaining women's academic and emotional growth. Through open houses, regular progress meetings, and awareness workshops, parents are actively engaged in the educational journey of their daughters. This approach strengthens the student's support ecosystem and mitigates barriers stemming from socio-cultural constraints. By involving parents, MRU not only facilitates individual success but also fosters a culture of intergenerational empowerment, ensuring that gender-sensitive attitudes extend into households and communities.

### **Scholarships and Academic Support**

Beyond mentorship, MRU provides financial and academic support mechanisms that remove structural barriers to women's education. These schemes reflect the University's belief that empowerment begins with equitable access to opportunities and sustained engagement in learning. MRU's Summer and Winter School programs are designed to reinforce academic competencies, allowing students to strengthen core skills, revisit complex concepts, and interact one-on-one with faculty. These programs are especially significant for women who may face additional educational hurdles due to social responsibilities or prior gaps in schooling. By providing structured, personalized support, MRU ensures continuity in learning and reduces the risk of attrition, thus fostering academic resilience.

### **Remedial Classes**

Complementing the seasonal programs, Remedial Classes are conducted outside regular teaching hours to provide targeted assistance in challenging subjects. These classes cultivate a safe, inclusive, and supportive learning environment where students can clarify doubts without fear of judgment. This intervention exemplifies John Dewey's philosophy of experiential and student-centered education, where the learning process adapts to the needs of students rather than expecting students to conform rigidly to predetermined curricula.

### **Scholarships**

Financial support forms another critical pillar of MRU's Women's Access Schemes. Scholarships are awarded based on merit, need, and specific criteria that prioritize underrepresented or disadvantaged female students. These initiatives reduce the economic burden of education, allowing women to pursue studies unhindered by financial constraints. In doing so, MRU operationalizes Paulo Freire's vision of education as liberation, enabling

women to access the knowledge, skills, and confidence necessary to transform their personal and social realities.

The Women's Access Schemes at MRU exemplify a holistic model of empowerment, combining structural support, relational guidance, and financial assistance. By integrating these elements, MRU ensures that gender equality is not only a moral aspiration but a practical reality, rooted in institutional practice. From a philosophical perspective, these initiatives reflect feminist ethics of care, which emphasize nurturing relationships, recognizing structural inequities, and fostering mutual responsibility. MRU's programs do not merely aim to produce academically competent women; they seek to develop autonomous, confident, and socially aware individuals capable of effecting change in their communities.

The schemes also reinforce the University's alignment with Sustainable Development Goal 5 (SDG 5), creating pathways for women to access education, leadership, and professional opportunities. By providing a combination of mentorship, financial support, and academic guidance, MRU addresses the multi-dimensional barriers to gender equality, from social and cultural norms to economic and structural challenges.

### **Tangible Outcomes and Case Illustrations**

MRU's Women's Access Schemes have produced measurable outcomes in terms of academic achievement, leadership development, and professional success. Students who engage with the mentorship programs demonstrate higher levels of confidence, self-efficacy, and career clarity. Alumni mentoring has inspired many women to pursue advanced studies, research opportunities, and leadership roles, while parental involvement strengthens emotional resilience and community support.

A vivid illustration of the impact is the Career Aptitude Test sessions for students from GGSSS Old Faridabad, conducted under the Margadarshan initiative on November 21–22, 2023. During these sessions, 53 and 45 students, respectively, received personalized career counseling from MRU's Career Development Center (CDC). Students explored their strengths, interests, and potential career paths while gaining guidance on educational opportunities. This initiative demonstrates how mentorship, academic counseling, and career-oriented support intersect to empower women at multiple levels—personal, educational, and professional.

MRU's Women's Access Schemes are a comprehensive, multi-layered framework designed to ensure that female students are supported, inspired, and empowered. Through the Three-Tier Mentoring System, scholarships, and academic support programs, MRU operationalizes its commitment to gender equality in practical and philosophically grounded ways. These schemes reflect institutional virtue, ethical responsibility, and a forward-looking vision that prepares women to excel in education, leadership, and societal contribution. While access to education is foundational, true gender equality requires proactive measures to enable women to enter and thrive in fields where they have historically been underrepresented. Manav Rachna University (MRU) recognizes that structural

barriers—social expectations, cultural stereotypes, and gendered assumptions about aptitude—often discourage women from pursuing careers in areas such as engineering, law, management, and technology. MRU’s initiatives to encourage participation in underrepresented fields are thus grounded in both equity and excellence, reflecting the institution’s belief that inclusion strengthens society and academia alike.

MRU approaches the gender gap in underrepresented fields not merely as a statistical imbalance but as a social and ethical challenge. The University’s philosophy is inspired by the principle that education must empower individuals to transcend societal limitations. By intentionally designing programs that attract women to STEM, law, management, and leadership roles, MRU operationalizes a vision of education as social justice in action, where opportunities are aligned with potential rather than constrained by gendered expectations.

This approach aligns with Simone de Beauvoir’s assertion that women are not born with limitations; rather, they are socially constructed by the world around them. MRU’s initiatives seek to dismantle these constructions, creating an environment where girls are encouraged to imagine careers in any field and are supported in realizing those ambitions.

### **Targeted Outreach Programs**

The University’s outreach programs play a pivotal role in encouraging female participation in underrepresented disciplines. Faculty teams and admission counselors travel to regions such as Hisar, Karnal, Palwal, Mahendragarh, Sonipat, and Jammu & Kashmir, engaging directly with students, parents, and community leaders. These sessions serve multiple purposes:

1. **Information Dissemination:** Students are introduced to MRU’s courses, infrastructure, placement opportunities, and support systems.
2. **Cultural Awareness:** Counselors address socio-cultural barriers that may discourage girls from pursuing higher education, emphasizing the compatibility of academic ambitions with traditional values.
3. **Motivation and Role Modeling:** Outreach sessions often feature successful female professionals and MRU alumnae who have excelled in traditionally male-dominated fields, illustrating attainable paths to success.

By engaging with communities directly, MRU does more than recruit students; it reshapes societal perceptions of what women can achieve, challenging ingrained stereotypes and opening doors to aspirations previously considered unconventional.

### **Mentorship and Role Models in Underrepresented Fields**

Mentorship within MRU extends specifically to female students entering underrepresented disciplines. Faculty mentors provide guidance on academic rigor, research opportunities, and career trajectories. Alumni mentors, particularly those working in STEM, law, and corporate management, share experiential insights, helping students navigate challenges that are often unique to women in these fields.

For example:

- Female engineers from MRU participate in hands-on workshops and mentoring sessions, demonstrating technical skills and leadership in laboratory and project environments.
- Women in management programs receive mentorship on negotiation, strategic thinking, and professional networking, enabling them to compete confidently in corporate environments.

By combining skill-building with psychological support, MRU ensures that female students are equipped to confront both systemic barriers and self-limiting beliefs, fostering resilience, agency, and professional identity.

## **EVENT REPORTS**

### **EVENT: Meeting with Nimaya Foundation**

**Department:** Manav Rachna Educational Institutions (MREI) / DSW

**Topic:** “Meeting with Nimaya Foundation”

**Date:** 17th November, 2023

**Attendees:** Dr. N. C. Wadhwa, Director General – MREI; Ms. Nikita Yadav, Program Manager – Nimaya Foundation; Nimaya Foundation Team

On 17th November 2023, Dr. N. C. Wadhwa, Director General of MREI, along with the Foundation team, met with Ms. Nikita Yadav, Program Manager at Nimaya Foundation — a non-profit career accelerator for young women. Nimaya Foundation, founded by Ms. Navya Naveli Nanda (granddaughter of Shri Amitabh Bachchan) and supported by Workverse, focuses on empowering underprivileged women through free soft skills training, placement guidance, and employability enhancement under its Smart Fellowship Program.

During the meeting, both parties discussed potential collaboration opportunities on upcoming projects. It was tentatively decided that a Memorandum of Understanding (MoU) would be signed on 16th December 2023 in the presence of Ms. Nanda, alongside the first batch of program beneficiaries. The Foundation has already initiated the registration process in its adopted villages, setting the stage for impactful engagement with young women.

### **EVENT: Mega Health and Mammography Camp**

**Department:** Manav Rachna Educational Institutions (MREI) / Health & Wellness

**Topic:** “Mega Health and Mammography Camp”

**Date:** 18th November, 2023

**Time:** Not Specified

**Venue:** MR Campus

**Organizers:** Dr. O. P. Bhalla Foundation in collaboration with Faridabad Industries Association, Rotary Golfers Club, and Aditya Birla Health

On 18th November 2023, the Dr. O. P. Bhalla Foundation organized a Mega Health and Mammography Camp at the MR Campus in collaboration with the Faridabad Industries Association, Rotary Golfers Club, and Aditya Birla Health.

The camp offered a range of free healthcare services, including mammography for women aged 40 and above, eye testing, and screenings for blood pressure, blood glucose, thyroid, total cholesterol, and pulmonary function, along with medical consultations by qualified doctors.

A total of 107 MR associates availed themselves of the health check-up services, while 25 women underwent mammography during the camp, promoting awareness of preventive healthcare and early detection.

**Few Glimpses:**





**EVENT: Health and Mammography Camp**

**Department:** Manav Rachna University

**Topic:** “Health and Mammography Camp”

**Date:** 2nd December, 2023

**Time:** Not Specified

**Venue:** Manav Rachna International School, Sector 21C

**Organizers:** Dr. O. P. Bhalla Foundation in collaboration with Rotary Golfers Club and Rotary Club Aravali Faridabad

On 2nd December 2023, a mega health and mammography camp was organized at Manav Rachna International School, Sector 21C, by Dr. O. P. Bhalla Foundation in collaboration with Rotary Golfers Club and Rotary Club Aravali Faridabad.

The camp offered various free health services, including blood sugar, blood pressure, thyroid, and cholesterol testing, along with medical consultations by doctors. Additionally, free dental check-ups and mental wellness counselling were provided by the School of Dental Sciences and the Department of Applied Psychology, MRIIRS. Mammography for women aged 40 and above was also conducted.

The services were extended to parents and Manav Rachna School associates. A total of 120 parents availed the health check-up facilities, while 20 women underwent mammography during the camp, promoting preventive healthcare and wellness awareness in the community.

**Few Glimpses:**



## **EVENT: MoU Signing with Workverse – A Continued Initiative**

**Department:** Manav Rachna Educational Institutions

**Topic:** “MoU Signing with Workverse – A Continued Initiative”

**Date:** 24th January, 2024

**Time:** Not Specified

**Venue:** Manav Rachna Educational Institutions

As part of the institution’s ongoing commitment to empowering women and promoting career readiness, previous engagements and collaborative efforts laid the foundation for initiatives that continue to expand opportunities for young women. In this spirit, the MoU signing with Workverse represents a meaningful step in these sustained endeavors.

On 24th January 2024, Dr. O. P. Bhalla Foundation and Manav Rachna Educational Institutions signed a Memorandum of Understanding (MoU) with Workverse, founded by Samyak Chakraborty, in the presence of Program Advisor Ms. Navya Naveli Nanda, Co-founder of Nimaya Foundation.

This collaboration aims to support the Smart Fellowship — a career accelerator program designed to empower women from restrictive backgrounds and help them build meaningful and inspiring careers. A batch of 60 underprivileged students will participate in this program. The Smart Fellowship is powered by Escorts Kubota Limited and is an initiative jointly led by Workverse and Nimaya Foundation.

The MoU was signed by Dr. N. C. Wadhwa, Vice Chairman, Dr. O. P. Bhalla Foundation, and Mr. Samyak Chakraborty, Founder, Workverse, in the presence of Dr. Prashant Bhalla, President, MREI; Ms. Navya Naveli Nanda, Founder, Nimaya Foundation; and senior representatives from MREIS, Nimaya Foundation, Workverse, and EKL. This partnership reflects the institution’s continued commitment to social empowerment and skill-building for women.

### **Few Glimpses:**



**EVENT: Planning Meeting for International Women's Day Celebration****Department:** Dean of Student Welfare (DSW), MRIIRS & MRU**Topic:** "Planning Meeting for International Women's Day Celebration"**Date:** 29th January, 2024**Time:** Not Specified**Venue:** MRIIRS / MRU

The celebration of women's achievements and the promotion of gender equality is not confined to a single day or event but is an ongoing, year-long commitment at Manav Rachna institutions. From daily mentoring and awareness initiatives to structured workshops and special events, efforts to empower women are continuously integrated into campus life. The planning meeting for International Women's Day is a reflection of this sustained effort, ensuring that celebrations are thoughtfully organized, inclusive, and impactful, while aligning with institutional objectives and student engagement throughout the year.

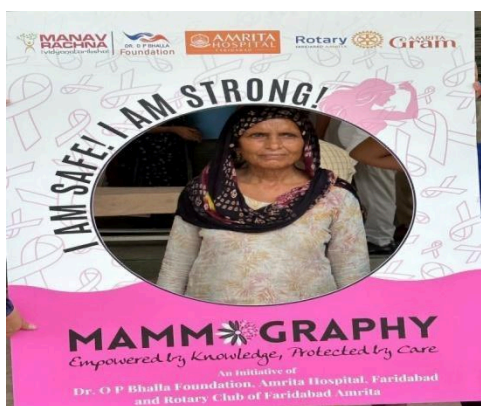
On 29th January 2024, a meeting was conducted with the Dean of Student Welfare (DSW) from MRIIRS and MRU to plan a series of programs for the upcoming International Women's Day celebration. Since 8th March coincides with Maha Shivratri, it was collectively decided to organize the events on 6th and 7th March 2024. The planning included discussions on workshops, awareness sessions, and interactive activities that would highlight women's achievements and foster a culture of inclusion across all campuses.

**EVENT: Mega Health and Mammography Camp****Department:** Dr. O. P. Bhalla Foundation**Topic:** "Mega Health and Mammography Camp"**Date:** 5th July, 2024**Time:** Not Specified**Venue:** PHC Mohna Village

Health and wellness initiatives remain a continuous priority for Manav Rachna institutions, reflecting a sustained commitment to community outreach and preventive healthcare. Camps such as this are part of an ongoing effort to ensure access to quality health services, raise awareness about lifestyle and gender-specific health issues, and provide timely interventions to both urban and rural communities. The Mega Health and Mammography Camp is an extension of this year-long endeavor, integrating multidisciplinary healthcare services to benefit the wider population.

On 5th July 2024, a mega health and mammography camp was organized at PHC Mohna Village by Dr. O. P. Bhalla Foundation. A total of 200 beneficiaries received consultations from the Departments of Dental Sciences, Physiotherapy, Nutrition, and Psychology, along with general medical consultations. Comprehensive health screenings, including blood pressure (BP), ECG, and blood sugar testing, were conducted in collaboration with Doon Hospital. Additionally, mammography for women aged 40 and above was carried out in partnership with Amrita Hospital and the Rotary Club, benefiting 25 women.

**Few Glimpses:**



**EVENT: Gender Sensitization Session**

**School:** Dean of Student Welfare (DSW), Manav Rachna University

**Topic:** “Gender Sensitization Session”

**Date:** 13th July, 2023

**Venue:** G Block, MRU

**Mode:** Offline

Gender sensitization remains a cornerstone of the student welfare initiatives at Manav Rachna University. While efforts to raise awareness about gender equality have been ongoing, this session is highlighted as part of a sustained commitment to fostering an inclusive and equitable campus environment. The session was specifically designed for the new students of the 2023 batch, aiming to introduce them to the concepts of gender sensitivity, equality, and respect from the very beginning of their academic journey.

On 13th July 2023, DSW organized an offline session on Gender Sensitization, conducted by Ms. Reshma, a Developmental Psychologist and Licensed Special Educator. Ms. Reshma, the founder of Prashikshan, has extensive experience in capacity-building programs for students, teachers, and parents. The session focused on helping students identify their own gender biases, de-linking misconceptions of masculinity and femininity, and promoting a culture of gender sensitivity within the university. The interactive session encouraged students to reflect on societal norms and personal beliefs, aiming to cultivate awareness and empathy.

The session further emphasized the importance of socio-emotional learning as a tool for personal and community development. Students engaged in discussions and exercises that highlighted the practical implications of gender equality in daily life and the professional sphere. By the end of the session, participants gained a deeper understanding of their roles in creating an inclusive environment and the importance of respecting and supporting gender diversity across various contexts.

**Few Glimpses:**

**NOTICE**

DSW is organizing a Gender Sensitization session for sensitizing the students about gender related issues

This competition is for New students of the 2023 batch.

Date : 13 July ,2023

Mode: offline  
Venue: G Block

**REPORT:**

**Title: Session on Gender Sensitization**

**Date:** 13 July 2023

**Venue:** Mandala Auditorium, Manav Rachna University

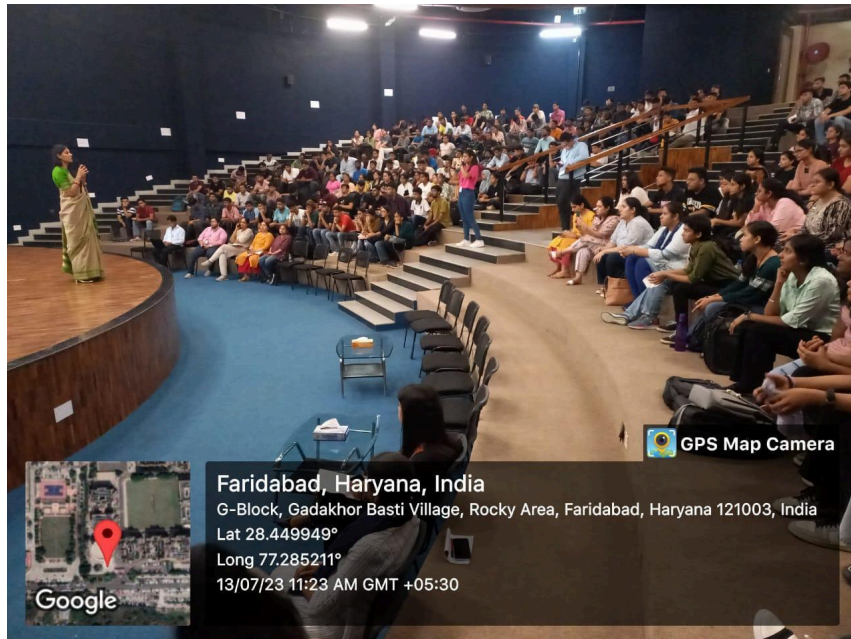
A session was organized by DSW Manav Rachna University on Gender Sensitization. The session was taken by Ms Reshma who is a Developmental Psychologist and a Licensed Special Educator. Presently the founder of Prashikshan, she comes with a Masters's degree in Human Development and Childhood Studies. With Prashikshan, she seeks to provide capacity-building programs to students, teachers, and parents. A keen researcher, she has a paper published to her name in the International Journal of Indian Psychology. She constantly likes to explore and expand her knowledge base about people across various domains and abilities. Ms. Reshma strongly believes that everyone has an untapped potential that needs unmasking. Teaching and training are an integral part of her life and she loves finding ways to explain what humans experience, need, and yearn. She is driven by a vision of all of us as self-aware, mindful, responsible, compassionate and life long learners who work together to achieve their goals. Socio-Emotional learning is her magic wand to achieve the aforesaid

The session touched upon topics related to identification of gender bias with the following aim

- To get acquainted with one's own gender biases
- To de-link with wrong ideas of masculinity and femininity
- To become a person with GENDER SENSITIVITY

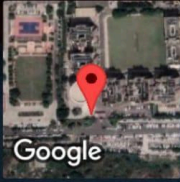
**The session was appreciated by the participants and ended with questions from the students.**

**Photographs:**





GPS Map Camera



**Faridabad, Haryana, India**  
G-Block, Gadakhor Basti Village, Rocky Area, Faridabad, Haryana 121003, India  
Lat 28.4499°  
Long 77.285269°  
13/07/23 11:25 AM GMT +05:30



**MANAV RACHNA  
UNIVERSITY**  
Declared as State Private University vide Haryana Act 26 of 2014

Dated: 13th July, 2023

**NOTICE**

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This competition is for New students of 2023 batch.

Date : 13 July ,2023

Mode: offline

Venue: G Block

*Shayhan*

**Dean, SMC**

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ACE Scanner

**REPORT:**

**Title:** Session on Gender Sensitization

**Date:** 13 July 2023

**Venue:** Mandala Auditorium, Manav Rachna University

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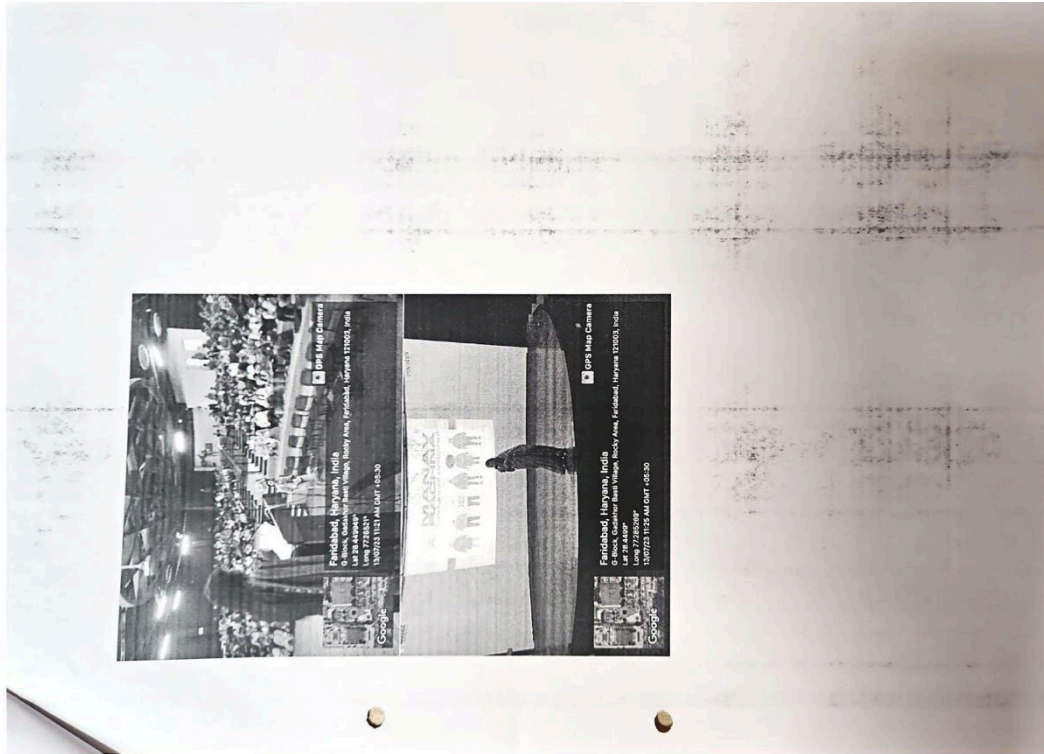
- To get acquainted with one's own gender biases
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- To become a person with GENDER SENSITIVITY

**The session was appreciated by the participants and ended with questions from the students.**

*Reshma*

Photographs:





## EVENT REPORT

**School:** Dean of Student Welfare (DSW), Manav Rachna University

**Topic:** “DSW Planning Meeting on Gender Sensitization Initiatives”

**Date:** 19th August, 2023

**Time:** Not Specified

**Venue:** Not Specified

Manav Rachna University has been consistently working toward creating awareness on gender sensitivity among its students through diverse initiatives. This meeting, while a part of ongoing planning efforts, reflects the continuous commitment of the DSW to strategize and organize programs that foster inclusivity and awareness throughout the academic year.

On 19th August 2023, a DSW meeting was conducted to discuss multiple upcoming gender sensitization activities. The agenda included the screening of a movie focused on gender sensitization for students in Mandala, planning a dedicated session on gender sensitization scheduled for 4th November 2023, and organizing a poster-making competition on 12th October 2023. Additionally, the team discussed the preparation and storage of participation certificates for the Digital Story Competition, ensuring that all participants receive due recognition for their contributions.

This meeting underscored the importance of proactive planning in delivering impactful gender awareness programs. By coordinating these initiatives in advance, the DSW aims to engage students in meaningful discussions and creative activities that not only raise awareness but also encourage them to internalize the principles of gender equality and

inclusivity. The structured approach reflects a holistic strategy to integrate gender sensitization into campus life throughout the year.

### **Few Glimpses:**

#### **Minutes of the Meeting**

Date: 19<sup>th</sup> August 2023

Venue: Phd Lounge

Time: 11:20 AM TO 12:10 PM

#### **Members Present**

Prof (Dr.) Parul Jhaharia, Chairperson of the Meeting. Chairperson, Gender Sensitization Cell

Dr. Aparna Vyas, Associate Professor, Member

Dr. Meena Kapahi, Associate Professor, Member

Dr. Shweta Goel, Associate Professor, Member Secretary

Dr. Savita Sharma, Assistant Professor, Member

Ms. Sampri Phukan, Assistant Professor, Member

Chairperson greeted the members. The agenda of the meeting was about further plans of the Gender Sensitization Cell.

#### **Points of Discussion**

- A movie on gender sensitization will be shown to the students in Mandala.
- On 12th Oct, poster making competition will be organized.
- One session on Gender sensitization will be planned on 4th Nov, 2023.
- Participation certificates of Digital story competition to be kept in drive.

#### **EVENT: Expert Talk on Inclusion & Gender Sensitization**

**School:** School of Legal Studies

**Topic:** “Expert Talk on Inclusion & Gender Sensitization”

**Date:** 23rd July, 2024

Gender sensitization has been an ongoing initiative at Manav Rachna University, embedded as a continuous effort to foster awareness, empathy, and inclusivity among students. While several earlier sessions and activities have introduced students to basic concepts of gender equality, this expert talk served as an advanced platform to deepen understanding, clarify misconceptions, and encourage practical application of constitutional principles in daily life. It reflected the University’s commitment to creating an informed, responsible, and gender-sensitive student community.

On 23rd July 2024, Dr. Shobhna Jeet, Associate Professor in the School of Legal Studies at KR Mangalam University, Gurugram, and Chairperson of the Gender Sensitization Cell there, delivered an expert talk on “Inclusion & Gender Sensitization.” Dr. Jeet explained the concept of ‘equality with equity’ and elaborated on Articles 14, 15, and 16 of the Indian Constitution, emphasizing that these provisions prohibit discrimination on the grounds of religion, race, caste, sex, or place of birth. She presented multiple real-life examples and case

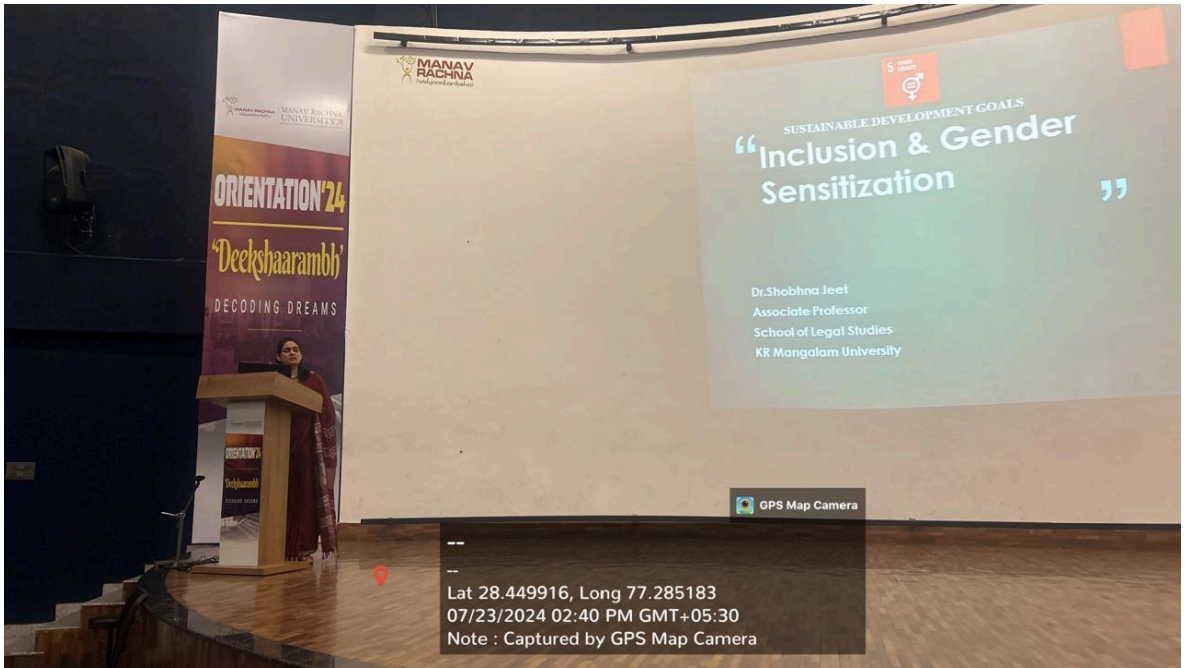
studies to demonstrate how gender bias manifests in society and workplaces, and how legal frameworks help in addressing these biases.

Dr. Jeet also highlighted fundamental duties under Article 51A, stressing the civic responsibility of every individual to uphold equality and prevent discrimination. She discussed maternity leave laws, clarifying that denying women their legal rights is both unlawful and socially detrimental. Further, she sensitized students about the relevance of Sustainable Development Goal 5 (SDG 5), which focuses on achieving gender equality and empowering all women and girls, and stressed that Articles 14, 15, and 16 must not only be understood theoretically but also implemented practically in daily life.

The session concluded with an interactive discussion, where students posed questions related to gender equity in professional settings, leadership, and education. Dr. Jeet encouraged participants to critically reflect on their own biases, to become advocates of inclusivity, and to actively contribute to a society that values equality and respect. The talk left a lasting impact, reinforcing the importance of gender sensitivity as both a moral and legal responsibility.

### **Few Glimpses:**







**EVENT: Building a Safer Tomorrow – POSH Awareness and Prevention**

**School:** School of Law

**Topic:** “Building a Safer Tomorrow – POSH Awareness and Prevention”

**Date:** 22nd October, 2024

**Time:** 10:30 AM – 12:30 PM

**Venue:** G Block, Mandala Auditorium

Manav Rachna University has consistently emphasized the importance of fostering a safe, respectful, and inclusive environment for all members of its community. While awareness on gender equality and inclusion has been an ongoing effort, this workshop was organized as part of a continued initiative to ensure students, faculty, and staff are well-informed about the legal frameworks and practical measures for preventing sexual harassment in professional and educational settings.

On 22nd October 2024, the School of Law, in collaboration with the Gender Sensitization Cell, conducted a workshop titled “Building a Safer Tomorrow – POSH Awareness and Prevention.” The session was led by Advocate Perna Arora, Founder & Partner at Koshalegal LLP, who has extensive expertise in employment law, media, technology, and sports law, as well as legal strategy and dispute resolution. She also serves as an external member on various POSH committees, bringing real-world experience and practical insights to the workshop.

During the session, Advocate Arora explained the Prevention of Sexual Harassment (POSH) Act in detail, highlighting its objectives, legal provisions, and the responsibilities of both organizations and individuals. She demonstrated how to recognize, report, and address instances of sexual harassment, emphasizing the importance of creating a safe, inclusive, and respectful workplace culture. The workshop included interactive discussions and real-life examples, enabling participants to understand the nuances of ethical conduct and the practical application of legal provisions in daily professional life. Participants were also guided on developing confidence to act proactively against misconduct and contribute to a culture of mutual respect. The workshop concluded with a Q&A session, where students and faculty sought clarification on various aspects of the POSH Act, complaint mechanisms, and preventive strategies. This workshop reinforced the University's commitment to gender sensitivity, workplace ethics, and creating an environment where every individual feels secure and empowered.

### **Notice**

This is to notify all the staff members and students that Manav Rachna University's School of Management and Commerce will be hosting an event called Twilight Talks - Unheard Stories of Women on 23<sup>rd</sup> October 2024 from 10:30 AM to 1:00 PM at Mandala Auditorium in G Block.

**Event:** Twilight Talks - Unheard Stories of Women

**Venue:** G Block Mandala

**Faculty Panel:** All the faculty members of MRU

### **Guest Speakers:**

Gayathri Sharma – Head of Communications India and South Asia, Rolls Royce

Ruchika Beri – Founder of RESET, Co-Founder & CMO of Jewelove

Rani Patel – Founder and President of NGO Arohan

Shivamya – Transgender female, entrepreneur

Karuna – Transgender female, entrepreneur

It is requested that all the students and faculty members attend the event.

-School of Management and Commerce

### **REPORT**

School of Management and Commerce at Manav Rachna University, in collaboration with Woman with Wings and National Network Today, hosted a powerful event titled **Twilight Talks: Unheard Stories of Women**. The event, held at the G-Block Mandala Auditorium,

focused on the theme "Women in the Changing World of Work". It provided a platform to highlight the challenges and triumphs of women and trans women in various professional arenas.

The event saw active participation from 2nd and 3rd-year students of the School of Management and Commerce, School of Education, School of Engineering, and School of Sciences. The students engaged with the speakers and took away valuable insights on gender equality, resilience, and leadership.

The event started with the welcome of **Ruchika Beri** onstage who serves as an inspiration for all the women in the current World as she spoke about entrepreneurship, resilience, and navigating leadership positions as a woman.

**Ms. Rani Patel**, the most senior guest and head of the NGO Arohan supporting the elderly and transgender communities, spoke about the significant challenges transgender individuals face in society. She highlighted the difficulties they encounter in their efforts to integrate and gain acceptance, shedding light on the ongoing struggles for inclusiveness and equal treatment.

**Ms. Shivamya and Ms. Karuna** were the inspirational transwomen who shed light upon the challenges they faced as a trans woman in finding employment and acceptance in the garment industry. Their journey from struggling to becoming a respected trainer was a testament to their perseverance and passion. Growing up in a society that often marginalizes transgender individuals, they faced immense discrimination and rejection. However, their resilience and determination helped them overcome societal barriers, and they now use her platform to advocate for transgender rights and inclusion.

**Gayathri Sharma** the Head of Communications at Rolls-Royce, India & South Asia, offered her perspective on the growing need for women in leadership roles in industries traditionally dominated by men. She emphasized that change begins with perseverance and breaking through societal barriers.

The event ended with a token of thanks to all the guest speakers by the VC (Dr) Prakash Jha and Dean Academics (Dr) Shruti Vashisht and the Deans from all the departments.



### POSH EVENT REPORT

TITLE: Building a Safer tomorrow: POSH Awareness and Prevention Workshop

DATE: 23<sup>rd</sup> October 2024

VENUE: Mandala, G Block

The School of Law in association with Gender Sensitization Cell of Manav Rachna University organised a workshop titled "Building a Safer tomorrow: POSH Awareness and Prevention Workshop" on 23<sup>rd</sup> October, 2024 in Mandala, G Block with the objective of educating students about the Prevention of Sexual Harassment (POSH) and their rights under the Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013. The Guest Speaker and the resource person for the event was Advocate Perna Arora. The event was organised for the first year students of the entire university. The event was

started by greeting the guest and audience followed by welcome address by Dean, Management and Commerce Professor (Dr.) Parul Jhahharia and felicitation by Dean School of Law Professor (Dr.) Asha Verma.

Advocate Prerna Arora started the session by introducing the concept of sexual harassment and the significance of POSH Act in a University setting and otherwise. The speaker focused on raising awareness about the forms of sexual harassment, both subtle and overt that can occur in educational and professional spaces; procedures for reporting harassment and the resources available for support; fostering a culture of mutual respect, safety, and inclusivity within the university etc. She answered the queries of the students. The session was concluded by formal vote of thanks.

Following are few glimpses from the event.



