MEDHAVI SKILLS UNIVERSITY
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# MEDHAVI SKILLS UNIVERSITY
# POLICY ON WOMEN'S ACCESS AND PARTICIPATION IN HIGHER EDUCATION

**W.e.f.: 04th March 2025**

The University is committed to promote equitable access to higher education and ensuring that women have fair opportunities to apply, gain admission, enter, participate in and progress through academic programmes. The University shall implement admission practices, student support measures and institutional mechanisms that promote gender equality, prevent discrimination and support women's academic development. This Policy is aligned with Sustainable Development Goal 5 and the UGC (Promotion of Equity in Higher Education Institutions) Regulations.

## Objectives

The objectives of this Policy are to:

1. Promote awareness of higher education opportunities among prospective women applicants.
2. Ensure fair, transparent and merit-based admission processes in accordance with applicable University regulations.
3. Facilitate women's entry into academic programmes through accessible information, guidance and admission support.
4. Encourage women's participation in teaching-learning activities, research, skill development, leadership and campus life.
5. Identify and address barriers affecting women's admission, continuation and academic progression.

## Scope

This Policy applies to prospective applicants, enrolled students and relevant University departments and administrative units involved in admissions, student support and academic delivery. Its provisions shall be implemented in accordance with applicable laws, regulatory requirements and University rules. It covers all diploma, undergraduate, postgraduate and doctoral programmes at all campuses of the University.

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## Women's Applications, Acceptance, Entry and Participation

### Applications and Outreach

The University shall disseminate information about its academic programmes, eligibility criteria, admission schedules, fee structures and available financial assistance through official communication channels, admission counselling and outreach initiatives. Information shall be made accessible to prospective women applicants, including those from rural, economically disadvantaged and other underserved backgrounds. Outreach to schools, including sessions and partnerships with schools and community organisations, shall be planned before each admission cycle.

### Acceptance and Admission

Applications from women shall be assessed in accordance with the prescribed eligibility requirements, admission criteria and selection procedures applicable to the relevant programme. The University shall maintain transparent admission processes and shall not discriminate on the basis of gender. Admission decisions shall be documented through established institutional procedures. Eligibility criteria shall be published and shall be based on academic qualifications and programme requirements, and shall apply equally to all applicants. Women applicants shall be able to attend admission counselling, including online sessions, to ask about eligibility, fees and entry.

### Entry into Higher Education

The University shall provide admitted students with relevant information regarding enrolment, academic regulations, programme requirements, student support services and institutional facilities. Orientation and counselling mechanisms shall help women students understand University procedures and facilitate their transition into higher education.

### Participation and Academic Progression

The University shall encourage women's active participation in classroom learning, practical training, research, internships, workshops, skill-development activities,



student representation and leadership opportunities. Appropriate academic guidance, mentoring, counselling and grievance-redressal mechanisms shall be made available in accordance with university policies. Women students may be paired with senior students or faculty as mentors, and their participation shall be checked through a periodic survey.

The University shall promote a safe, inclusive and respectful learning environment and address concerns relating to discrimination, harassment or barriers to participation through the designated institutional mechanisms.

## Financial Assistance and Student Support

Eligible women students may access scholarships, fee concessions, financial assistance and other student-support schemes in accordance with the University's published eligibility criteria, applicable government provisions and approved institutional rules. Information regarding available support shall be communicated through the relevant University offices and official channels.

## Institutional Responsibilities

**Equal Opportunity Cell (EOC):** Shall coordinate initiatives relating to equal opportunity, inclusion and the identification of barriers affecting women's access and participation, within its approved mandate.

**Admissions Office:** Shall disseminate admission information, implement prescribed admission procedures and maintain relevant application, selection and enrolment records. It shall also lead outreach and the collection of application, offer and entry data.

**Academic Departments:** Shall encourage women's academic engagement and progression and facilitate participation in teaching-learning, research and skill-development activities. Heads of Schools shall make sure this Policy is applied in their programmes.

**Student Support and Designated Committees:** Shall provide guidance, counselling and appropriate assistance and address student concerns in accordance with their respective mandates and University policies.



**University Administration:** Shall facilitate implementation, coordination, record maintenance and annual review of this Policy.

**All Staff:** Shall follow this Policy and attend gender-sensitisation sessions each year.

## Documentation

The University shall review women's access and participation annually using available institutional records. Monitoring shall include, as applicable:

- Applications received from women.
- Admission offers made to women applicants.
- Enrolment and entry into academic programmes.
- Women students' participation in academic, research and skill-development activities.
- Continuation, progression and completion of programmes.
- Access to scholarships, fee concessions and other support measures.
- Relevant grievances, support actions and follow-up measures, subject to confidentiality requirements.

The University shall maintain supporting records through the concerned offices and use the findings to identify gaps and strengthen implementation. Gender-disaggregated data shall be maintained and reported, with due regard to privacy and applicable requirements.

The University shall seek feedback from women students through an anonymous annual survey, and shall publish a summary of gender-wise statistics on its website.

## Review

Any amendments to this Policy shall be made through the University's prescribed approval process. The Policy itself shall be reviewed at least once every three years from the date of approval, or earlier if required by law or regulation.

This Policy shall be implemented from the effective date recorded in the University's official approval records.

