

7.1.1 - Measures initiated by the Institution for the promotion of gender equity during the year

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At TSM, the promotion of gender equity remains a core institutional priority, reflected in both the leadership roles women occupy and the range of supportive initiatives designed to create a balanced and inclusive environment. Throughout the year, various measures have been taken to ensure a safe, equitable, and empowering space for all students, with a particular emphasis on women's leadership and well-being.

Promoting Women in Leadership

One of the key strategies for promoting gender equity at TSM is the active encouragement of women to take on leadership roles. The institution prides itself on having women occupy important positions on the Board of Governors and in several academic leadership roles. Key positions held by women include Principal, Controller of Examinations, Admissions Chairperson, and leadership roles in the Management Development Programme. Women are also entrusted with managing Student Clubs, fostering a culture of inclusiveness and providing students with strong role models who champion gender equality in academic and co-curricular settings. This representation in leadership highlights TSM's commitment to closing the gender gap in traditionally male-dominated spaces and ensures that women's perspectives are integral to institutional decision-making processes.

Board of Governors: Dr. M. Selvalakshmi, Dr N. Manjula, Dr. Purna Banerjee

Students Almost 50% of students are women.

Academic Leadership Positions

Principal- Dr. M Selvalakshmi

Controller of Examinations-Dr. Mutharasi P

Admissions Chairperson- Dr. N Manjula

Celebrating Women's Day: A Week of Empowerment and Awareness

In a further demonstration of its dedication to gender equity, TSM organizes an annual Women's Day celebration that spans one week, focusing on discussions and activities that address gender equality and women's well-being. The events are designed to create a platform where issues related to women's health, career development, and empowerment are discussed, while also offering practical resources to support women in various aspects of their lives.

1. Free Health Check-up for Women

One of the key highlights of the week-long celebration is a free health check-up for women, where participants can get their hemoglobin and Random Blood Sugar (RBS) levels tested at no charge. This initiative is aimed at promoting health awareness among women on campus. The health check-up is open to the first 100 participants who register online, ensuring that students and staff have the opportunity to monitor important health indicators and take proactive steps towards maintaining their well-being.

2. Panel Discussion: Chat with the Experts!

TSM also hosts an insightful panel discussion during the Women's Day celebration, where experts from various fields come together to discuss key issues affecting women's health and

well-being. The Expert is a gynaecologist who offered participants a holistic view of women's physical, nutritional, and mental health. This interactive session provides students and staff with an opportunity to engage with a professional, ask questions, and gain valuable knowledge to better understand and manage their health.

Ensuring Safety and Security

In addition to promoting women's participation in leadership and organizing empowering events, TSM places great emphasis on the safety and security of its students. The campus and hostel spaces are monitored 24/7 through a comprehensive CCTV surveillance system and are safeguarded by trained security guards. Gender-segregated hostels are equipped with facilities tailored to the needs of students, with wardens and dedicated staff ensuring the well-being of residents and addressing any instances of misconduct or adverse behavior promptly.

The institution also operates an Internal Complaints Committee (ICC), reinforcing its zero-tolerance approach towards harassment. This committee provides a formal channel for addressing grievances related to gender discrimination or harassment, ensuring that all issues are dealt with transparently and promptly.

Mental Health and Counseling Services

Recognizing the importance of mental and emotional well-being, TSM offers counseling services provided by a qualified and experienced counselor. Students facing personal, academic, or psychological challenges can seek guidance and support, ensuring they have access to professional resources to cope with life's pressures. Gender-segregated common rooms also provide safe spaces for peer interaction, personal contemplation, and study, further contributing to a supportive campus environment.

Conclusion

Through these various initiatives, TSM exemplifies its commitment to gender equity, creating an inclusive, safe, and empowering environment for all students. Whether by promoting women in leadership roles, hosting insightful Women's Day events, or offering essential health and counseling services, TSM ensures that gender equality is not only promoted but actively practiced across all levels of the institution.