



Estd:1997

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# ST. ANN'S COLLEGE FOR WOMEN

Run by The Society of St Anne

Affiliated to Acharya Nagarjuna University, Approved by AICTE

Recognised under Section 2(f) of the UGC Act 1956, New Delhi.

Accredited by NAAC with 'A' Grade in the first cycle

Amaravathi Road, Gorantla, Guntur-34, Andhra Pradesh, India.



Website: www.stannscollegeforwomen.org

## WOMEN EMPOWERMENT CELL POLICY

### 1. Preamble

St. Ann's College for Women, Gorantla, Guntur, established in 1997, is committed to providing quality education rooted in values, empowerment, leadership, and social responsibility. In alignment with the constitutional principles of equality and dignity, the guidelines of the University Grants Commission (UGC), and the quality mandates of NAAC, the institution has constituted the **Women Empowerment Cell (WEC)** to promote the holistic development, safety, welfare, and empowerment of women students and staff.

The Women Empowerment Cell functions as an institutional mechanism to create awareness on women's rights, gender equity, leadership, health, safety, emotional well-being, and economic self-reliance. The Cell strives to build a campus culture that is safe, inclusive, respectful, and empowering.

The policy reflects the institutional philosophy represented through the symbols of the Candle (Knowledge), Book (Wisdom), and Lotus (Resilience), which inspire women students to become enlightened, confident, ethical, and socially responsible citizens.

### 2. Legal & Regulatory Framework

The Women Empowerment Cell is constituted in accordance with:

- University Grants Commission (UGC) Guidelines
- NAAC Quality Indicators on Gender Equity and Student Support
- Articles 14, 15, 19, and 21 of the Constitution of India
- UGC Regulations on Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and Students in Higher Educational Institutions, 2015
- Government initiatives related to Women Empowerment, Safety, Skill Development, and Inclusive Education

### 3. Vision

To empower women students intellectually, emotionally, socially, professionally, and ethically by nurturing leadership qualities, resilience, self-reliance, innovation, and

lifelong learning in alignment with the vision of St. Ann's College for Women and the spirit of Viksit Bharat.

#### **4. Mission**

The Women Empowerment Cell is committed to:

- Promoting gender equality, dignity, and respect for women.
- Creating awareness on women's rights, legal protection, health, safety, and social responsibilities.
- Developing leadership qualities, confidence, communication skills, and entrepreneurial mindset among women students.
- Providing opportunities for holistic development through mentoring, counselling, training, and skill enhancement programmes.
- Encouraging women participation in academics, research, innovation, sports, cultural, and extension activities.
- Ensuring a safe, inclusive, supportive, and value-based campus environment.
- Preparing women students to become empowered leaders with integrity, ethical values, and professional competence.

#### **5. Objectives**

The Women Empowerment Cell aims to:

- Create awareness among students regarding constitutional rights and gender equality.
- Promote self-confidence, emotional strength, leadership, and decision-making abilities among women students.
- Encourage higher education, employability, entrepreneurship, and financial independence.
- Organize workshops, seminars, awareness programmes, and guest lectures related to women empowerment.
- Promote physical, mental, emotional, and social well-being of women students and staff.
- Develop communication skills, professional ethics, and life skills.

- Encourage participation of women in academic, co-curricular, sports, cultural, research, and community service activities.
- Provide mentoring, counselling, and career guidance support.
- Foster social responsibility, civic consciousness, and environmental awareness.
- Promote lifelong learning and resilience among students.

## **6. Scope of the Policy**

This policy applies to:

- All women students of the institution
- Teaching and non-teaching women staff
- Women participants involved in institutional programmes and activities

The policy covers awareness, empowerment, welfare, leadership, safety, mentoring, skill development, counselling, and support initiatives conducted by the institution.

## **7. Core Values**

The Women Empowerment Cell functions based on the following values:

- Equality and Dignity
- Integrity and Ethical Leadership
- Inclusiveness and Compassion
- Knowledge and Innovation
- Resilience and Self-Reliance
- Social Responsibility
- Professional Excellence
- Lifelong Learning

## **8. Functions of the Women Empowerment Cell**

The Women Empowerment Cell shall:

- Promote the welfare and holistic development of women students and staff.
- Conduct awareness programmes on gender sensitization, women's rights, and safety.

- Organize leadership, entrepreneurship, and skill development programmes.
- Facilitate mentoring, counselling, and emotional support systems.
- Promote health awareness, hygiene, nutrition, mental wellness, and self-care.
- Encourage participation of women students in academic, research, sports, cultural, and extension activities.
- Coordinate activities with ICC, Counselling Committee, NSS, IQAC, and other institutional bodies whenever required.
- Celebrate important national and international observance days related to women empowerment and gender equality.
- Maintain a safe, inclusive, respectful, and empowering campus environment.

## **9. Major Activities & Initiatives**

The Women Empowerment Cell shall organize the following programmes regularly:

### **Awareness & Legal Literacy Programmes**

- Gender Sensitization Programmes
- Women Rights Awareness Programmes
- Cyber Safety & Digital Security Awareness
- Legal Literacy Sessions
- Prevention of Sexual Harassment Awareness
- Human Rights Awareness Programmes

### **Health & Wellness Programmes**

- Menstrual Hygiene Awareness
- Mental Health & Stress Management Sessions
- Yoga & Wellness Programmes
- Nutrition & Fitness Awareness
- Health Check-up Camps
- Emotional Well-being Programmes

### **Skill Development & Capacity Building**

- Personality Development Programmes
- Communication Skills Training
- Leadership Development Workshops
- Self-Defense Training Programmes
- Financial Literacy Sessions
- Entrepreneurship Awareness Programmes
- Career Guidance & Placement Training

#### **Academic & Professional Enrichment**

- Workshops and Seminars
- Guest Lectures by Women Achievers
- Research & Innovation Awareness
- Higher Education Guidance
- Capacity Building Programmes

#### **Community Outreach & Extension Activities**

- Rural Women Awareness Campaigns
- Community Service Programmes
- Environmental Awareness Activities
- Girl Child Education Awareness
- NSS & Extension Activities

#### **Celebrations & Recognition**

- International Women's Day Celebrations
- National Girl Child Day
- Women Leadership Recognition Programmes
- Cultural & Literary Competitions
- Awareness Rallies and Campaigns

## 10. Women Empowerment Cell Committee

S. No.	Name of the Member	Designation	Role
1	Dr. Sr. Sandhya Thumma	Principal, Dept. of MBA	Chairperson
2	Mrs. R. Sharon Rose	Dept. of Commerce	IQAC Coordinator
3	Mrs. D. V. Ramanamma	Dept. of Computer Science	Convener
4	Mrs. M. Anjana Devi	Dept. of Commerce	Member
5	Mrs. G. Vijaya Lakshmi	Dept. of Statistics	Member
6	Mrs. L. Mary Anusha	Dept. of Mathematics	Member
7	Miss G. Santha Kumari	Dept. of Physics	Member
8	Miss K. Grace Shanthi Ann	Dept. of English	Member
9	Mrs. T. Durga Bhavani	Dept. of Computer Science	Member

## 11. Roles & Responsibilities of the Committee

The Committee shall:

- Prepare annual plans and activity schedules.
- Organize awareness programmes and empowerment initiatives.
- Identify issues affecting women students and provide guidance/support.
- Coordinate counselling and mentoring support whenever necessary.
- Maintain records of meetings, reports, attendance, photographs, and activity documentation.
- Submit annual reports to the institution and IQAC.
- Promote student participation in leadership and institutional activities.

## 12. Expected Outcomes

The Women Empowerment Cell aims to develop:

- Confident and empowered women graduates

- Ethical and socially responsible leaders
- Strong communication and leadership abilities
- Entrepreneurial and employability skills
- Emotional resilience and mental well-being
- Awareness regarding women’s rights and legal protections
- Increased participation of women in academics, research, sports, and leadership roles
- Lifelong learners capable of contributing to society and nation-building

### **13. Documentation & Records Maintained**

The Women Empowerment Cell shall maintain:

- Committee Constitution Orders
- Meeting Minutes
- Annual Action Plans
- Circulars and Notices
- Attendance Records
- Activity Reports
- Photographs and Event Documentation
- Feedback and Outcome Reports
- Annual Reports for NAAC and IQAC purposes

### **14. Conclusion**

The Women Empowerment Cell of St. Ann’s College for Women, Gorantla, Guntur, reflects the institution’s commitment to the motto “Educate • Enrich • Empower.” Through awareness programmes, leadership initiatives, mentoring, counselling, capacity building, and community engagement, the institution strives to nurture empowered women who lead with knowledge, resilience, ethical values, professional competence, and social responsibility.