

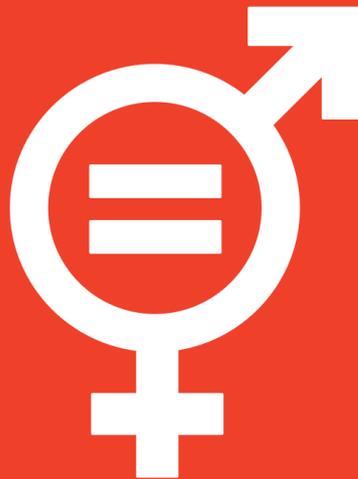


SRI DEVARAJ URS ACADEMY OF HIGHER EDUCATION AND RESEARCH (SDUAHER)

SUSTAINABLE DEVELOPMENT GOAL 5 REPORT

Academic Year 2023-24

**5 GENDER
EQUALITY**



SRI DEVARAJ URS ACADEMY OF HIGHER EDUCATION AND RESEARCH (SDUAHER) SUSTAINABLE DEVELOPMENT GOAL 5 REPORT GENDER EQUALITY

INTRODUCTION

Sustainable Development Goal 5 calls for the achievement of gender equality and empowerment of all women and girls. SDUAHER embraces this mandate by embedding fairness, inclusion, and safety into the functioning of every academic and administrative domain. As a health sciences institution, the University recognizes that empowered women play essential roles in healthcare delivery, community upliftment, and future leadership.

Campus systems, student support mechanisms, and outreach programmes collectively ensure that women have access to quality education, professional guidance, and a respectful environment. The University's policies and programmes actively promote equal participation, eliminate discrimination, and build awareness among students and the surrounding communities.



GENDER EQUITY FRAMEWORK AT SDUAHER

SDUAHER has developed a structured Gender Equality and Prevention of Gender-Based Discrimination framework. This framework emphasizes equal treatment, respect, and dignity for all women within the academic and administrative spaces. It prohibits discriminatory practices and ensures that women have equitable opportunities in learning, evaluation, employment, and participation in institutional activities. The framework supports reflective institution-building practices, encouraging open dialogue, inclusive decision-making, and gender-sensitive governance.



STRUCTURES SUPPORTING SAFE AND INCLUSIVE CAMPUS GOVERNANCE

The Women Empowerment Cell (WEC) leads gender-focused initiatives across the University. It organizes awareness workshops, capacity-building programs, cultural events, and outreach activities within the campus and in local schools.

The Internal Complaints Committee (ICC) ensures the proper implementation of the Prevention of Sexual Harassment (POSH) regulations. It offers a confidential, accessible, and fair mechanism for grievance redressal. The ICC also conducts sensitisation programmes to improve awareness about rights and responsibilities.

The Equal Opportunity and Disability Advisory Committee works to ensure inclusive access and opportunities for persons with disabilities and upholds non-discrimination principles across the institution.



PREVENTION OF SEXUAL HARASSMENT AND CAMPUS SAFETY

The University maintains a safe and secure environment through its Prevention of Sexual Harassment guidelines. The WEC organizes training sessions, legal-awareness lectures, and gender sensitisation workshops. Safety audits, signages, and complaint access points ensure a guarded and welcoming environment for women.

The institution's proactive stance toward safety fosters trust and enables sustained academic engagement from women students and employees.



MONITORING WOMEN'S APPLICATIONS AND ADMISSION TRENDS

SDUAHER regularly tracks women's application and admission trends across its major programmes. While admission to many courses is governed by external national authorities, the University closely monitors gender distribution even when it does not directly control the admission process.

In internally administered programmes, the University ensures inclusive admission practices and encourages a healthy gender ratio. Yearly analysis shows strong participation of women across Medicine, Allied Health Sciences, Nursing, and research-based programmes.

Programme	Female Applicants	Female Admitted	Male Applicants	Male Admitted	Total Graduated
MBBS	60	60	90	90	191
Allied Health Sciences	162	153	136	127	161
Post-Graduate (MD/MS)	71	58	53	51	99
Ph.D.	07	07	03	03	03
Total	300	278	282	271	454



ENCOURAGING WOMEN IN UNDERREPRESENTED DISCIPLINES

In programmes where the University has direct influence over admission processes, deliberate steps are taken to encourage women to apply to disciplines where their representation is historically lower. Faculty-driven career counselling, student interactions, and informational outreach create awareness about diverse academic opportunities.

These efforts help diversify academic participation and in still confidence among women to pursue emerging and specialised fields.



WORK–LIFE BALANCE SUPPORT FOR WOMEN STUDENTS, FACULTY, AND STAFF

SDUAHER recognizes the importance of maintaining a healthy balance between academic or professional responsibilities and family commitments. Women employees benefit from maternity leave provisions as per statutory regulations. Paternity leave is also offered to encourage shared parenting responsibilities.

These mechanisms support the continued participation and retention of women in academia and administrative roles.

ON-CAMPUS CHILDCARE (CRÈCHE) FACILITY

The SDUAHER Crèche, established in 2019, offers a supportive environment for young children and enables women faculty, staff, and student parents to manage their academic and professional commitments without disruption. The centre includes safe play areas, rest zones, and age-appropriate learning materials, managed by trained caretakers.

The crèche significantly contributes to women's continued participation in higher education and employment at SDUAHER.



INSTITUTIONAL MENTORING SCHEME

The mentoring system assigns every student a faculty mentor who meets with them monthly, with additional meetings conducted as needed. The system enables academic guidance, emotional support, and professional planning for all students.

This framework enhances student wellbeing and plays a supportive role for women students who may face academic or personal challenges.



Women faculty members at SDUAHER play an active and influential role in the University's governance structures, including academic boards, curriculum committees, quality assurance mechanisms, and institutional planning bodies. Their participation brings diverse perspectives to institutional decision-making and strengthens gender-balanced academic leadership.

The University strongly encourages the nomination of women to leadership roles across research, administration, and academic coordination. This commitment is reflected in the presence of women in several key positions across the institution. The Vice Chancellor of SDUAHER Dr B Vengamma is a woman, providing strategic leadership at the highest administrative level. Sri Devaraj Urs Medical College (SDUMC) has a woman Vice Principal, and Sri Devaraj Urs College of Nursing (SDUCON) is led by a woman Principal and supported by a woman Vice Principal. Research & Development, Director of Academics, Director of Post Graduate Studies, Heads of the Departments, etc.,

These leadership positions reflect the University's strong commitment to promoting women's representation at senior levels and ensuring their meaningful participation in institutional governance. The presence of women leaders across multiple constituent institutions enhances visibility, inspires aspiration among women students and faculty, and further strengthens SDUAHER's efforts toward advancing gender equality within higher education.



Dr. B. Vengamma
Vice Chancellor
SDUAHER



Dr. Sarala N
Director Academics
SDUAHER



Dr. Vinutha Shankar M.S
Vice Principal
SDUMC



Dr. Kalyani R
Director
R & D, SDUAHER



Dr. Sudha Reddy V R,
Director, P.G Studies
SDUAHER



Dr. Usha G Shenoy
Chairperson, WEC
SDUAHER



Dr. Sheela S R,
Director, Fertility Centre,
RLJH & RC



Dr. G Vijayalakshmi
Principal, SDUCON



Dr. Lavanya Subhashini
Vice Principal, SDUCON



Dr. Zeanath Cariena J,
Chief Nursing Officer, RLJH & RC

COMMUNITY OUTREACH AND GENDER EQUALITY INITIATIVES

The Women Empowerment Cell leads extensive outreach programmes aimed at empowering schoolgirls, women in rural communities, and adolescent groups. Activities include educational sessions, health awareness, menstrual hygiene sessions, cultural programmes, and self-defence demonstrations.

These outreach activities reinforce SDUAHER's commitment to gender equality beyond campus.



GENDER SENSITISATION PROGRAMMES AND SCHOOL ENGAGEMENTS

Lectures focusing on gender values, respect, behavioural awareness, and psycho-social wellbeing are conducted in schools. These sessions encourage students to understand gender roles, inclusivity, and equal participation.



INTERNATIONAL DAY OF THE GIRL CHILD ACTIVITIES

The University conducts programmes in schools focusing on menstrual hygiene, nutrition, physical fitness, and adolescent health. Faculty from Nursing, Allied Health Sciences, Physiotherapy, and Nutrition contribute to these sessions.



NATIONAL GIRL CHILD DAY ACTIVITIES

Cultural events, motivational talks, and awareness sessions are organized on campus and beyond to highlight the talents, achievements, and aspirations of young girls.



SELF-DEFENCE AND LEGAL AWARENESS PROGRAMMES

Self-defence workshops equip participants with basic skills, legal awareness, and confidence-building to address safety concerns effectively.



INTERNATIONAL WOMEN'S DAY CELEBRATIONS

Each year's celebrations spotlight women's achievements and promote themes related to equality, leadership, dignity, and empowerment. Activities include guest lectures, cultural performances, and awareness campaigns.





Activity / Event	Date	Organizing Unit	Female Participants	Male Participants	Total Participants
Gender Sensitization Program	28 Jul 2023	WEC	220	180	400
Foundation Day – Gender Session	05 Sep 2023	WEC	180	150	330
International Day of Girl Child	02 Dec 2023	WEC + Departments	260	40	300
National Girl Child Day (Thematic Dance)	24 Jan 2024	WEC	350	50	400
Self-Defense Awareness Program	30 Mar 2024	WEC	250	60	310
International Women's Day Celebration	13 Mar 2024	WEC	380	20	400
Mother's Day Outreach (Janatha School)	15 May 2024	WEC + Nutrition Dept.	150	20	170
Total			1 790	520	2 310

MAPPING SDUAHER INITIATIVES TO SDG 5 TARGETS

The University's initiatives contribute to the SDG 5 targets through:

- Ending discrimination through policy frameworks and sensitisation
- Enhancing safety and eliminating harassment
- Expanding leadership opportunities for women
- Promoting reproductive health awareness and hygiene
- Ensuring equal participation in academic and professional spheres
- Conducting community engagement programmes that promote gender awareness

CONCLUSION AND FUTURE ROADMAP

SDUAHER remains deeply committed to strengthening its gender equality initiatives through sustained policy implementation, outreach expansion, and capacity-building measures. Future plans include establishing a Centre for Gender Studies, enhancing digital empowerment opportunities, increasing women's research leadership, and expanding community engagement programmes.

Through these efforts, SDUAHER reaffirms its commitment to Sustainable Development Goal 5 and to fostering an inclusive and supportive academic ecosystem.