

Silver Oak University

Policy - Women Development Cell (WDC)

Preamble:

In adherence to the directives set forth by the University Grants Commission (UGC) to promote gender equity and foster an inclusive academic environment, Silver Oak University proudly establishes the Women Development Cell (WDC). This dedicated cell is committed to the holistic development, empowerment, and well-being of women within our academic community.

The Women Development Cell recognizes the significance of creating a campus environment that ensures equal opportunities, safeguards the rights of women, and promotes a culture of respect and dignity. Through this cell, we strive to eliminate gender-based discrimination, harassment, and any form of injustice that impedes the academic and professional progress of women associated with our institution.

Objectives of the Women Development Cell:

1. **Promoting Gender Sensitization:** The WDC aims to foster awareness and sensitivity regarding gender-related issues among students, faculty, and staff. Workshops, seminars, and awareness campaigns will be organized to create a culture of mutual respect and understanding.
2. **Addressing Grievances:** The Cell serves as a safe and confidential space for women to voice their concerns and grievances. It is committed to ensuring a fair and timely resolution of issues related to harassment, discrimination, or any other challenges faced by women within the campus community.
3. **Skill Enhancement and Empowerment:** The Women Development Cell will organize skill development programs, leadership workshops, and mentorship initiatives to empower women academically, professionally, and personally.
4. **Health and Well-being:** Recognizing the importance of physical and mental well-being, the WDC will organize health camps, counseling sessions, and awareness programs on issues affecting women's health.

5. Celebrating Achievements: The Cell will actively recognize and celebrate the achievements of women in academia, research, sports, and other fields, inspiring others and creating positive role models.

Commitment to Continuous Improvement:

The Women Development Cell is committed to evolving with the changing needs and aspirations of women in our academic community. It will actively seek feedback, engage in collaborative initiatives, and work towards creating an environment that nurtures the potential and dreams of every woman associated with Silver Oak University.

Through the establishment of this Women Development Cell, we affirm our commitment to fostering an inclusive, supportive, and empowering academic community, aligned with the vision and guidelines set by the UGC.

Any women employees and/or students of Silver Oak University can approach WDC for any problem relating to their work, safety, security etc.

The following is the constitution of the WDC at Silver Oak University which is appointed by the Provost of the University. The members of the Cell shall hold office for a period of three years provided that where a person ceases to be an employee or student; he/she shall cease to be a member of the cell

Power, Roles and Functions of WDC

- To sensitize all members of the Silver Oak University community towards the Supreme Court and statutory mandate prohibiting gender discriminations or any other problems relating to safety and security of women at the work place.
- To provide encouragement for building confidence of women employees and students through their involvement in academic, cultural and outreach activities such as talks, seminars, workshops, etc. To provide for dialogue, discussion, and deliberation on women's rights and gender-related issues. To encourage participation from NGOs and law enforcement agencies in this area.
- To become a resource Centre for women and provide a forum for exchange of ideas.
- To review safety and security measures for female employees and students at Silver Oak University campus.

- To ensure and supervise the proper constitution and functioning of the Collegiate Women's Development Committee (CWDC) set up at the each faculty and constituent institutions/center's of the Silver Oak University.
- To organize regular workshops and training programmes for members of the CWDC.
- To process individual grievances concerning any kind of harassment in the Silver Oak University Office or in any faculty or in constituent institutions/center's.
- To formulate programmes for the spread of awareness of these regulations among the employees and students.
- To bring out publications in Indian languages and English language concerning harassment and also concerning the implementation of these regulations.
- To hold annual programmes, seminars, workshops and meetings regarding Women's Development and resolution of any kind of Harassment.
- To set up pools; one each for NGOs and Women's Associations working within the geographical area of the University for carrying out the purposes of these regulations.
- To act as the Appellate Authority in respect of the decisions taken by the CWDC in constituent institutions/center's of Silver Oak University.
- To exercise such other powers and perform such other duties as may be conferred or imposed on it by or under these regulations.
- To do all such activities and things as may be necessary to carry out the objectives of these regulations.
- The Cell shall constitute one or more Committees for implementation of women's policy in general and for dealing with cases/ complaints of any kind.

Terms of Office:

The members of the Committee shall hold office for a period of three years provided that where a person ceases to be an employee or student; he/she shall cease to be a member of the Committee.

Powers and Functions of the Committee:

The powers and functions of the Committee shall be as determined by the Cell.