

STATEMENT FOR PROMOTION OF GENDER EQUITY DURING THE YEAR 2021-22

LEAD College of Management is a fully residential business school and works on an oil-rig model. Approximately 40% of our students are women and 50% of faculty and staff are women too.

KERALA is proud of its gender ratio which favors women hence gender discrimination and inequity issues are not substantive. This is also helped by the high literacy and urbanization we have in the state

AT LEAD , we offer the following facilities to our women stakeholders:

- a. Accommodation in separate hostel block which is integrated with the main building to ensure ease of access and security
- b. One/two resident female faculty members in each floor to support
- c. A special room for counseling and support
- d. Sanitary pad incinerator to ensure privacy
- e. A lady doctor on campus every evening
- f. Separate common room.
- g. A system of communication which ensure that girls in a group can use the swimming pool exclusively and and when they desire
- h. All housekeeping staff are women.
- i. Emergency and all-night availability of support in case of ill health
- j. Safe transport to and from their hometowns (this is also for boys)
- k. Local transport .

The template of gender sensitization and promotion of gender equity is for the year is based on the following:

- a. Turning Point- A mandatory 6/7 day workshop which students attend and are briefed about it.
- b. Formal information sharing about POSH and internal complaints through mentor groups.
- c. Special workshop/session about gender issues and challenges.
- d. Celebrating events like women's day, ethnic day and marking other events like Nirbhaya Day, Bonded Labour , anti dowry campaign and Equality debates.



Director

