

# S.C.I.M. GOVERNMENT COLLEGE (AUTONOMOUS)

Tanuku – 534 211, West Godavari District, Andhra Pradesh  
Affiliated to Adikavi Nannaya University, Rajamahendravaram  
**NAAC Accredited 'A' Grade (CGPA: 3.18)**

## INSTITUTIONAL ACTIVITY REPORT

Gender Sensitization & Women Empowerment  
Academic Year 2025–26 | Academic Audit 2025–26

### "Empowering Women – Empowering the Nation"

Prepared by: **IQAC & Women Empowerment Cell (WEC) Coordinator**

## 1. Introduction

S.C.I.M. Government College (A), Tanuku, is deeply committed to fostering an **inclusive, safe, and gender-equitable campus environment**. The institution has established robust mechanisms, notably the **Women Empowerment Cell (WEC)** alongside the **Internal Quality Assurance Cell (IQAC)**, to systematically address gender-related issues, promote female leadership, and ensure equal opportunities for all.

This comprehensive report has been meticulously compiled for the Academic Audit 2025–26 to demonstrate our multi-pronged approach—combining strict administrative committees, secure infrastructure, targeted academic curricula, and continuous extracurricular sensitization—to cultivate a truly gender-equitable environment.

## 2. Institutional Framework and Dedicated Committees

### 2.1 Women Empowerment Cell (WEC)

The Women Empowerment Cell was officially **re-constituted on 10 July 2025** under the coordinatorship of **Dr. P. Kamala** (Lecturer in Chemistry), alongside six other dedicated female faculty members. The core mandate of the WEC is to empower women staff and girl students, sensitize the campus community on gender issues, and ensure the college remains a safe place.

### 2.2 Internal Complaints Committee (ICC)

The Internal Complaints Committee was constituted on **28 June 2025**, with **Smt. G. Indira Kumari** as the Presiding Officer, to strictly enforce the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. These bodies work in tandem with the Anti-Ragging Committee and the Discipline Committee to maintain a **zero-tolerance policy against harassment**.

## 3. Safety, Security, and Specialized Infrastructure

The institution has established robust internal and external security arrangements, prominently featuring a comprehensive network of **CCTV cameras** across the campus. Recognizing the specific needs of female students and staff, the following specialized facilities are provided:

- **Ladies' Waiting Hall:** A dedicated, comfortable space equipped with dining facilities, RO drinking water, restrooms, and sanitary napkin vending machines.
- **Self-Defence Training:** The institution proactively organizes martial arts training programmes to teach practical self-protection techniques to girl students.

## 4. Counselling and Mentoring Mechanisms

Mental and emotional well-being is a top priority. All faculty members, supported by the WEC and Grievance Redressal Cell, actively extend counselling to girl students facing behavioural, emotional, or adjustment challenges. The institution has deeply internalized the **Mentor-Ward System**, which allows educators to identify individual issues and provide tailored group or one-on-one counselling. Additionally,

an **online grievance submission system** is operational to ensure students can report issues safely and anonymously.

## 5. Curricular Integration of Gender Studies

Gender sensitivity is woven directly into our academic fabric. Students undergo **mandatory Life Skill courses** encompassing Human Values & Professional Ethics, which seamlessly integrate themes of gender equality.

A highly distinctive addition to our 2025–26 curriculum (specifically in the **Computer Science / Minor syllabus**) is an innovative practical experiment:

**"Lab 5: Bias in Job Advertisements (Sociology / Gender Studies)"** – In this lab, students use an online "Gender Decoder" tool to analyse text from job advertisements, noting masculine versus feminine-coded words. This experiential learning powerfully demonstrates how language influences gendered hiring and raises awareness about the role of Artificial Intelligence in identifying workplace bias.

## 6. Key Gender Sensitization Programmes and Events (2025–26)

### 6.1 Calendar of Events at a Glance

S.No.	Date	Event / Programme	Organized By
1	28 June 2025	Constitution of ICC	Administration
2	10 July 2025	Re-constitution of WEC	IQAC / Principal
3	22 Oct 2025	SIP Session: POCSO & POSH Acts Awareness	ICC & Legal Advisor
4	27 Oct 2025	SIP Session: Empowered Women, Empower the Nation	WEC / Dr. P. Kamala
5	Sep 2025	Mega Women Empowerment Programme	WEC & Tanuku Manavatha
6	Nov 2025	Entrepreneurial Skill Development (NIESBUD)	Dr. I.V. Narayana
7	03 Jan 2026	National Women Teachers' Day (Savitribai Phule)	College Administration
8	09–12 Jan 2026	Viksit Bharat Young Leaders Dialogue (Delhi)	Ms. Puppala Mounika
9	24 Jan 2026	National Girl Child Day	WEC & ICC
10	08 Mar 2026	International Women's Day	WEC / All Departments
11	15 Mar 2026	Kavayatri Molla Jayanti	Telugu Department

### 6.2 Detailed Event Descriptions

- **Student Induction Programme – POCSO & POSH Awareness (22 October 2025):** Mrs. G. Indira Kumari (Convenor-ICC) alongside a Legal Advisor delivered a crucial session titled "Empower, Protect, Respect: A Talk on POCSO & POSH Acts" to educate new students on legal protections against sexual offences.
- **SIP Session: Empowered Women, Empower the Nation (27 October 2025):** Dr. P. Kamala led a motivational session inspiring new girl students to embrace confidence, self-reliance, and academic excellence.
- **Mega Women Empowerment Programme (September 2025):** Jointly organized by the WEC and Tanuku Manavatha, this event featured Chief Guest Smt. Arimilli Krishna Tulasi. She delivered an inspiring address grounded in the Indian philosophy of "Ardha Nareeshwara Tattvam," emphasizing that true empowerment requires self-confidence and decision-making power. An elocution competition on "Education is the Weapon for Empowerment of Women" was conducted and prizes were distributed.
- **Entrepreneurial Skill Development for Women (November 2025):** Dr. I.V. Narayana acted as a resource person for a special NIESBUD session on Entrepreneurship Development Skills. The session guided 120 women on idea generation and business opportunities, instilling the confidence needed to pursue self-employment and small business ventures.
- **National Women Teachers' Day (3 January 2026):** Commemorating the birth anniversary of social reformer Savitribai Phule, the college celebrated the pivotal role of women educators. Our

faculty member Dr. K.M. Lakshmi Darapureddy actively participated in a National Symposium on “Empowering Women Educators: Professional and Personal Balance” at Rajahmundry.

- **Viksit Bharat Young Leaders Dialogue (9–12 January 2026):** Ms. Puppala Mounika earned the highly prestigious opportunity to represent the institution in New Delhi. Notably, she was the only candidate from Government Degree Colleges selected for this national-level programme, where she confidently presented innovative ideas on empowering migrant workers through digital solutions.
- **National Girl Child Day (24 January 2026):** The WEC organized extensive activities including a national-level online quiz competition. Students like Ms. Mounika Puppala demonstrated excellent awareness by securing a 93% passing score. Faculty members motivated girl students to strive for equal opportunities.
- **International Women’s Day (8 March 2026):** A campus-wide observance fostering dialogue on gender parity, celebrating women’s achievements, and reinforcing the institution’s commitment to empowerment.
- **Kavayatri Molla Jayanti (15 March 2026):** The Telugu Department celebrated the birth anniversary of the renowned poetess Kavayatri Molla, highlighting the rich historical contributions of women to literature and society, serving as an inspiration to students.

## 7. Highlighting Female Excellence and Leadership

A core strategy of our gender sensitization efforts is to publicly celebrate the academic and extracurricular milestones of our female students and faculty, positioning them as role models.

### 7.1 Student Leaders

- **Ms. Puppala Mounika:** Only candidate from Government Degree Colleges selected for the Viksit Bharat Young Leaders Dialogue 2026 in New Delhi, presenting innovative ideas on social inclusion and financial security for migrant workers.
- **Ms. K. Divyasree (II B.A.):** Selected in the District Level Speech Competition of the National Youth Parliament at DNR College, Bhimavaram, and advanced to represent the district at the State Level Competition.

### 7.2 Faculty Role Models

- **Dr. D. Kanaka Mahalakshmi:** Presented significant research at an International Conference at Ch.S.D. St. Theresa’s College for Women.
- **Dr. E. Jyothi Kiranmayi & Dr. P. Kamala:** Published impactful papers in reputed international scientific journals.
- **Smt. Ch. Devi Palaka:** Invited as the Chief Guest at a local school on National Science Day, inspiring young schoolgirls to pursue STEM fields.
- **Dr. K.M. Lakshmi Darapureddy:** Participated in a National Symposium on empowering women educators at Rajahmundry.

## 8. Conclusion

Through strategic curriculum integration, proactive WEC and ICC support mechanisms, secure infrastructure, mentoring systems, and the continuous celebration of female role models, S.C.I.M. Government College (A), Tanuku ensures that **gender sensitization is an ongoing, transformative process**. This multi-pronged approach—combining strict administrative committees, secure infrastructure, targeted academic curricula including the innovative AI-based gender bias lab, and continuous extracurricular sensitization—successfully cultivates an **inclusive, gender-equitable environment** and empowers our female students to become confident, responsible, and globally competitive citizens.

**WEC Coordinator**

Dr. P. Kamala

**IQAC Coordinator**

S.C.I.M. GC (A), Tanuku

**PRINCIPAL**

S.C.I.M. GC (A), Tanuku