

## Women Empowerment Policy

The Constitution of India guarantees "gender equality" and the "right to life and liberty" to all individuals through Articles 14, 19, and 21. Therefore, it is the responsibility of every organisation to ensure that all employees, irrespective of gender, can exercise their fundamental rights to live and work with dignity. However, individuals may encounter instances where these rights are violated, highlighting the necessity of implementing measures to ensure gender equality. Due to historical factors, women in the workforce frequently encounter obstacles and difficulties, emphasising the importance of protective measures to uphold their rights and ensure their safety.

The Women Empowerment Cell at SXCS is committed to nurturing self-empowerment among its members, guided by the motto "towards a self-empowered mind." This initiative aims to empower female students and faculty, enhance their awareness of women's issues, and ensure a safe campus environment. The cell also addresses practical concerns related to the welfare and equal opportunities for women among faculty, staff, and students. The primary objective of the Women Empowerment Cell is to raise awareness about rights and responsibilities among women, providing a platform for them to share their experiences and perspectives within society. Suggestions for self-improvement and empowerment are actively sought, with efforts made to enhance the intellectual and social development of female students through special talks, seminars, awareness programmes, and various welfare activities.

## VISION

Our vision is to promote the overall well-being of female students, teachers, and non-teaching women staff at SXCS by nurturing a dignified and supportive work environment that enables them to realise their full potential in all spheres.

## MISSION

Our mission is to equip women with diverse skills and knowledge, thereby enhancing their social, economic, and intellectual capacities for the greater peace, security, and prosperity of society.

## Aim and Objectives

1. Strong female leaders and change makers are identified and nurtured.
2. A culture of respect for and equality for women is promoted.
3. Awareness programmes on gender sensitization are organised.
4. Opportunities and programmes for the financial, mental, and emotional empowerment of girls and women are provided.
5. Seminars and workshops are conducted to educate and train women about the available opportunities and tools.
6. Activities are organised to raise awareness about women's economic, social, political, and legal rights.
7. Awareness about health, sports, self-defence, and other relevant topics among women is promoted.
8. Competitions are hosted to encourage artistic expression and creativity among women.
9. The emphasis is placed on spirituality, health, hygiene, and safety.
10. International Women's Day is celebrated on March 8th annually. An entrepreneurial spirit is instilled among young women early on, fostering a mindset of becoming job providers rather than job seekers.
11. Counselling services are offered for both resident and non-resident students.

Through these initiatives, SXCS strives to create a supportive and empowering environment where women can thrive personally, academically, and professionally.