

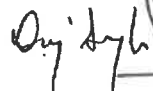




Women's Access and Participation Policy

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Purpose

The purpose of this policy is to enhance women's access to education and active participation at JKLU, particularly in disciplines with traditionally low female representation, by encouraging applications, ensuring equitable acceptance, and supporting full engagement in academic and extracurricular activities.

Objective

- To increase women's representation in applications, acceptance, and enrollment, especially in underrepresented fields such as engineering, technology, and design.
- To provide tailored financial, academic, and career support for female students.
- To foster a university environment that values and supports female voices in all areas of campus life.

Scope

This policy applies to all academic and administrative departments at JKLU involved in admissions, student support, academic mentoring, and campus engagement initiatives. It covers all female applicants, current female students, and the staff involved in their recruitment, support, and empowerment.

Roles and Responsibilities

- **Admissions Team:** To prioritize female counselors for interactions with prospective female students, actively promote scholarships for women, and encourage applications in underrepresented fields.
- **Scholarship and Financial Aid Office:** To manage and communicate scholarships specifically for female applicants and to ensure awareness of government scholarship opportunities.
- **Student Affairs Office:** To promote female participation in student governance bodies and on-campus support programs.
- **Career Services:** To provide career resources such as job placement assistance, resume building, and interview preparation to help women transition smoothly into the workforce.



Policy Statements

1. **Encouragement of Applications from Women in Underrepresented Fields**

JKLU actively promotes female applications in fields like engineering, technology, and design, where women have historically been underrepresented. Through targeted outreach, promotional materials, and admissions communications that highlight scholarships, mentorships, and support services for women, JKLU inspires more female students to apply to these programs.

2. **Scholarship Programs for Female Students**

JKLU offers scholarships tailored to female students to ease financial barriers, especially for those entering underrepresented fields. The University will offer a 10% scholarship on academic fees for all female students who do not qualify for other scholarships from 2023-24. In 2022-23, a 2% relaxation in scholarship criteria was provided, widening the pool of eligible female applicants. Scholarships may cover full or partial tuition based on academic merit or financial need, encouraging more women to pursue higher education.

3. **Mentorship and Career Support Initiatives**

JKLU provides female students with access to mentorship programs that connect them with faculty, industry professionals, and alumnae, guiding them in academic, personal, and career growth. Additionally, career services offer job placement assistance, resume building, and interview preparation resources, supporting women as they transition into the workforce and pursue career opportunities.

4. **On-Campus Support Programs**

JKLU organizes workshops and provides resources specifically designed for female students, helping them develop skills, build networks, and find peer support. Special interest groups, women's clubs, and other on-campus organizations promote women's involvement, leadership, and community building within the university.

5. **Tracking and Reporting of Women's Participation**

JKLU regularly tracks and monitors women's participation rates across programs, as well as their academic success and retention data. This tracking allows for data-driven adjustments to ensure that initiatives remain effective in supporting women. The university's commitment to continuous improvement helps identify and address any disparities in retention or graduation rates.

Feedback and Improvement

- **Student Feedback:** Female students are encouraged to provide feedback on their experiences with access and participation programs. This feedback is incorporated into the annual policy review to keep the initiatives responsive and relevant.
- **Faculty and Staff Input:** Input from faculty and admissions staff is also gathered to continuously enhance the policy's effectiveness and identify areas for improvement.

Grievance and Appeal Process



- **Grievance Submission:** Female students who encounter barriers to access or believe they have been treated unequally can submit grievances through the Student Affairs Office.
- **Investigation and Resolution:** The university reviews all grievances promptly and fairly, with the grievance committee recommending appropriate actions to resolve issues.

Appeal Process: If a student is unsatisfied with the resolution, they may appeal to the Registrar at registrar@jklu.edu.in for further review and final decision.



