



**Achieve gender
equality and
empower all
women and girls**

5.3.2 Access and Participation plan addressing women's applications, acceptance / entry, and participation at the university

At SPIHER, more than 50% of female students actively participate in these mentoring schemes every year. This strong participation highlights the institution's deep commitment to gender equality, empowerment, and inclusive education. By fostering mentorship and leadership among women, SPIHER continues to create an environment that supports women's success, encourages innovation, and prepares them to become confident and capable leaders in their respective fields.

St. Peter's Institute of Higher Education and Research (SPIHER) is firmly committed to advancing gender equity in education by ensuring that women have equal opportunities to access, progress, and successfully complete their academic programs. The institution systematically monitors the graduation rates of women in comparison to men through annual performance assessments and IQAC reports, facilitating data-driven measures to address any identified disparities. Through structured mentoring, academic counseling, flexible learning options, and targeted scholarship initiatives, SPIHER actively works to bridge gender gaps in student retention and graduation. These ongoing efforts demonstrate the university's dedication to fostering an inclusive, supportive, and empowering academic environment where every woman student can realize her fullest potential and make meaningful contributions to society. If SPIHER offers such services, they could include:



St. PETER'S INSTITUTE OF HIGHER EDUCATION AND RESEARCH
(Deemed to be University U/S 3 of the UGC Act,1956)
AVADI, Chennai – 600 054. Tamil Nadu.

Phone: 044-26558080-84
E-mail: registrar@spiher.ac.in
Website: www.spiher.ac.in

Women's Access, Admission and Participation Policy

Policy Created on:	01/07/2020	Approved by:  REGISTRAR
Revision 2:	05/07/2023	
Revision 3:	10/02/2024	



Registrar
St. Peter's Institute of Higher Education and Research
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Avadi, Chennai-600 054.

SDGs Directly Supported:

- **SDG 1 – No Poverty**
- **SDG 4 – Quality Education**
- **SDG 10 – Reduced Inequalities**

SDGs Indirectly Supported:

- **SDG 5 – Gender Equality**
- **SDG 8 – Decent Work and Economic Growth**
- **SDG 16 – Peace, Justice and Strong Institutions**



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Women's Access, Admission and Participation Policy

1. Purpose

This policy sets out St. Peter's Institute of Higher Education and Research (SPIHER) commitment to promoting the access, admission, retention, and full participation of women in all areas of university life.

The university recognises that women have historically been under-represented, excluded, or disadvantaged in higher education. This policy aims to remove barriers, address systemic inequalities, and create conditions in which women can apply to, enter, thrive in, and progress through the university on an equal basis with others.

For the purposes of this policy, "women" including transgender women, and non-binary people who experience gender-based discrimination aligned with women's experiences.

2. Scope

This policy applies to:

- All prospective students, from enquiry and application through to enrolment.
- All current students, at undergraduate, postgraduate taught, and postgraduate research levels.
- All university activities that affect women's experience of learning, teaching, research, work placements, leadership, and campus life.
- It covers both on-campus and online modes of study and applies to all domestic and international students.

3. SPIHER commits to the following principles:

1. Equity of Access – Women must have fair and transparent opportunities to apply to and be admitted to the university.
2. Inclusion and Respect – All women must be able to participate in learning and campus life free from discrimination, harassment, and violence.
3. Proactive Support – Where structural or historical inequalities exist, the university will take positive, lawful action to address them.
4. Data-Informed Practice – Decisions will be guided by robust data, consultation, and evidence about women's experiences and outcomes.
5. Shared Responsibility – Ensuring women's participation is the responsibility of all staff and students, not only specialist teams.



4. Access and Applications

4.1 Outreach and Widening Participation

- The university will carry out targeted outreach to girls and women, particularly those from under-represented or disadvantaged groups (e.g. low-income backgrounds, rural areas, minoritised ethnic communities, women with disabilities).
- Faculties will collaborate with schools, colleges, and community organisations to challenge stereotypes about fields of study where women are under-represented (e.g. STEM, computing, engineering).

4.2 Admissions Information and Guidance

- Application processes and entry criteria will be clear, accessible, and free of gender bias.
- Information about courses, scholarships, and support will be written and presented in ways that actively encourage women to apply, including the use of diverse role models in communications.
- Admissions staff will receive training on unconscious bias and inclusive decision-making.

5. Admission, Enrolment, and Financial Support

5.1 Fair and Transparent Selection

- Selection decisions will be based on academic merit and clearly stated criteria, with due consideration of context and potential.
- Where legally permitted, the university may use contextual admissions or positive action measures to support the participation of under-represented women.

5.2 Transition to Study

- Orientation, induction, and academic skills programmes will be designed to meet the needs of women, including student carers, mature women returners, and international students.
- The university will ensure enrolment processes are safe, accessible, and free from discrimination or harassment.

5.3 Financial Barriers



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- The university will identify and address financial barriers that disproportionately affect women, including gender-related gaps in access to funding.
- Where possible, scholarships, bursaries, or fee waivers will be developed or prioritised to support women from under-represented groups.

6. Participation, Retention, and Success

Learning Environment

- Teaching, learning materials, and assessment practices should reflect diverse perspectives and avoid reinforcing harmful gender stereotypes.
- Faculties should review curricula to ensure women's contributions to disciplines are recognised and represented.
- Academic advising and mentoring tailored to the experiences of women.
- Counselling and wellbeing services, including support for gender-based violence, harassment, and trauma.
- Flexible learning arrangements (where possible) to support women who are pregnant, parenting, in care-giving roles, or working alongside study.

7. Review and Consultation

This policy will be formally reviewed every three years, or earlier if there are significant changes in legislation, regulatory requirements, or internal data showing emerging concerns. Women students and staff will be actively consulted in the development, implementation, and review of this policy, including through surveys, focus groups, and representation on relevant committees.

10.02.2024

REGISTRAR



Registrar
St. Peter's Institute of Higher Education and Research
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Avadi, Chennai-600 054.

AWARENESS CAMPAIGN FOR ELIMINATING GENDER BASED VIOLENCE ON 05.12.2024

St. Peter's Institute of Higher Education and Research
 (Deemed to be University under section 3 of UGC Act 1956)
 4458 Old Annamur Rd, Avadi, Chennai 600077, India

DEPARTMENT OF CHEMISTRY & NSS
 Organizes

AWARENESS CAMPAIGN FOR ELIMINATING GENDER BASED VIOLENCE

December 5, 2024

Venue: Main Block Seminar Hall Time: 10 a.m to 1.00 p.m

INVITED SPEAKERS	TOPICS COVERED
Ms.C.Kokila Sub Inspector of Police Avadi, Chennai	Awareness on Drug Abuse
Ms.V.Saroja Sub Inspector of Police Avadi, Chennai	Lecture on Gender Equality
Ms.S.Kavitha Sub Inspector of Police Avadi Commissionerate Chennai	Awareness on Sexual Harassment – Act 2013 POCSO Act 2012 and Upholding Dignity of Women and Girls
Ms. Muthukumari Sub Inspector of Police Avadi Commissionerate Chennai Convener Dr.Sayedda Sultana Ho/Chemistry	Seminar on Elimination of Violence against Women Coordinator Dr.P.Pariyasaamy NSS Coordinator

Avadi, Tamil Nadu, India
 4458 Old Annamur Rd, Avadi, Tamil Nadu 600077, India
 Lat 13.108672° Long 80.12011°
 05/12/24 12:07 PM GMT +05:30

Avadi, Tamil Nadu, India
 4458 Old Annamur Rd, Avadi, Tamil Nadu 600077, India
 Lat 13.108672° Long 80.120049°
 05/12/24 12:12 PM GMT +05:30

“Awareness Program on Gender Equality in Pursuing Higher Education conducted at SPIHER on 05 December 2024, promoting equal opportunities and empowering students to pursue their academic goals.”

St. Peter's Institute of Higher Education and Research, through this extension activity, demonstrated its commitment to promoting gender equality and education. The event at Government Higher Secondary School, Banaveduthottam, was a significant step in encouraging and inspiring students to pursue their educational dreams without any gender-related barriers. The institute remains dedicated to continuing such initiatives in the future to create a more inclusive and equitable society

DEPARTMENT OF CORPORATE SECRETARSHIP & NSS UNIT SPIHER
 ORGANIZES

AWARENESS ON GENDER EQUALITY IN PURSUING HIGHER EDUCATION

12th October 2024
 10:00 am – 12:00 pm
 Government High School
 Banaveduthottam, Palurkottai.

CONVENER
Dr. S. Sathya Bose
 Assistant Professor,
 Tamil Corporate Secretarship,
 SPIHER

Prof. Dr. Pariyasaamy
 NSS coordinator,
 Banaveduthottam,
 SPIHER

CO-COORDINATORS
Ms. Nilgiri M
 Assistant Professor, Corporate Secretarship,
 SPIHER
Ms. G. Subashini Priya
 Assistant Professor, Corporate Secretarship,
 SPIHER
Mr. Nandini Rudran, W
 Assistant Professor, Corporate Secretarship,
 SPIHER

Banavedu Thottam Parivakkam, Tamil Nadu
 Banavedu Thottam Parivakkam, Tamil Nadu
 Lat 13.352969° Long 80.5533000000°
 Tuesday, 22/10/2024 11:25 AM GMT +05:30

Banavedu Thottam Parivakkam, Tamil Nadu
 Banavedu Thottam Parivakkam, Tamil Nadu
 Lat 13.352969° Long 80.5533000000°
 Tuesday, 22/10/2024 11:30 AM GMT +05:30

“Program on Promoting Gender Equality and Education conducted in schools on 12th October 2024, creating awareness and empowering young learners towards an inclusive future.”

Equal opportunity cell

The Equal Opportunity Cell (EOC) at SPIHER works to make sure every student feels included, supported, and treated fairly. The Cell focuses on giving all students no matter their gender, background, or abilities equal chances to learn, participate, and succeed on campus. The EOC helps create a friendly and respectful environment by preventing discrimination and promoting understanding among students.



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21.10.2024

Circular

EQUAL OPPORTUNITY CELL

This is to inform that a meeting of Equal Opportunity Cell will be held on 25.10.2024 in the Board room at 3.00 p.m. All the committee members are requested to attend the meeting.

AGENDA FOR THE MEETING

1. To provide barrier free environment for persons with disabilities.
2. Take care of day-to-day needs of differently abled persons
3. Facilities for the students with the disability



Dr. S. Gunasekaran
(Professor & Dean (R & D))
(Convenor)

Copy to: All Members, Advisors, All Deans, MR, HoD's & VC office

“Equal Opportunity Circular for the year 2024, reinforcing SPIHER’s commitment to fairness, inclusivity, and a discrimination-free academic environment.”



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EQUAL OPPORTUNITY CELL

Minutes of Meeting

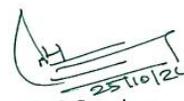
The meeting of Equal Opportunity Cell was held on 25.10.2024 in the Board room, SPIHER at 3.00 p.m.

The following members were present.

1. Dr. M. Palaniswamy, Dean, PDA – Member
2. Dr. R. Latha, HoD, CSA- Member
3. Dr. Sayeeda Sultana, HoD, Chemistry- Member
4. Dr. M. Suresh, HoD, Commerce - Member
5. Dr. P. Periyasamy, Professor, Mechanical – Member

The following agenda was discussed.

1. Ensuring equal opportunity to all the students including differently abled students.
2. All programs offered by the institution including extra-curricular, must be accessible to all the students.
3. The Institution shall continue to provide existing facilities like transportation, lift, Ramp, fee concession at the research level etc.


25/10/24
Dr. S. Gunasekaran
(Professor & Dean (R & D))
(Convenor)

“Minutes of the Equal Opportunity Cell Meeting, documenting discussions and decisions promoting inclusivity and non-discrimination at SPIHER.”

Conclusion

SPIHER's continuous efforts to improve access, increase entry rates, and strengthen women's participation clearly demonstrate the institution's strong commitment to gender equality and the overall success of its students. Over the years, the university has taken several steps to encourage more women to apply and enroll by making the admission process supportive, transparent, and inclusive. Awareness programs, counselling sessions, and outreach activities help young women understand the opportunities available to them and build confidence in pursuing higher education.