



**P. K. DAS COLLEGE**  
*of* **NURSING**  
PANAYUR (PO), VANIYAMKULAM, PALAKKAD - 679522



**(FORMERLY NEHRU COLLEGE OF NURSING)**

## **GENDER EQUITY ACTION PLAN (GEAP)**

### **Nehru Group of Institutions**

The Group, in the past 50 years, successfully nurtured, groomed and placed approximately 1,00,000 plus students in the best of corporate, here and abroad. Our service is complete. We have branches ranging from architecture to technology across Tamil Nadu and Kerala, our corporate office in Coimbatore, all delivering objective advice and maintaining a professional level of service to students and parents. Nehru Group of Institutions has risen above every storm and challenge and has stood tall even while going through the fiery furnace of tests. The year 2018 marks 50 years of this unstoppable VICTORY.

### **The Promoters- Nehru College of Educational and Charitable Trust**

Established at an auspicious moment in the year 1968, with the primary objective of rendering selfless, dedicated and yeomen service to cause of higher education originally in the field of Aeronautical Engineering and subsequently in the field of rest of engineering branches, Management, Arts, Science, and Paramedical Sciences and has added feather after feather to its Cap. Its educational service to the poor underprivileged and downtrodden in the society is freely accessed and widely appreciated by the people, especially from Tamil Nadu and Kerala. Over the period of nearly four decades, it has established and patronized a number of prestigious Educational Institutions, all of which have grown to the stature of being accredited with ISO 9001:2000 certification by the International Certification Services. The Trust headquartered at Coimbatore has spread its wings to the neighboring Kerala State too by establishing Educational Institutions of high reputation.

### **Nehru College of Nursing**

Nehru College of Nursing promoted by Nehru Educational and Charitable Trust is situated at Panayur Road, Vaniyamkulam, Ottapalam Palakkad to cater to this felt and assured need for a quality Nursing Institution at reach. The College of Nursing has left an indelible mark



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on bringing up Curricular, Co-curricular and extracurricular activities. These ventures help the students to evolve into truly global nursing professional standard and attire of dynamicity as gratified citizens.

### **Vision**

Be distinct as health care provider locally, statewide and nationally. Serve the society by improving the health and quality of life through excellence in Nursing Practice Education Research and Community service.

### **Mission**

College prepares nursing students to be effective specialists, leaders who will work to improve the health and health care of the people of Kerala, India and beyond, and contribute to the nursing profession. Attention to post graduate studies, scientific research, character-building, follow up of graduates. Providing them with opportunities to meet society needs and contribute to solve its problems, also improve the competitive position of the college with international rankings.



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### **Gender Equality Action Plan**

This Action Plan aligns with the Nehru College of Nursing Strategy and Execution Policies of creating equilibrium in all its campuses, by means of gender. The Action Plan builds on the College's existing framework and commitment to diversity and inclusion, enhancing our existing gender equality and culture where all Students, Faculty and Staff are able to receive and enjoy their respective rewards, resources and opportunities regardless of their gender identity. Female students are equally motivated in all aspects of college activities and Women in the staff team are strongly represented across the service sector and Nehru College of Nursing workforce reflects this for both teaching and non-teaching sectors, confirming our ability to foster equitable and high performing campus. The purpose of the Action Plan is to contribute to the Nehru College of Nursing commitment to reduce the gender gap in academic and co-curricular event participation.

The Composition of GEAP comprises of Principal , Vice Principal, Head of the Departments, faculty members and students.

The Action Plan outlines the program of activities as follows





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**Annual Gender Sensitization Action Plan since 2018**

Sl No	Strategic goal	Target participants	Action plan	Responsibility	Outcomes	Timeline
1	Infrastructure and supporting facilities for gender equality and security	Students & staff	Installation of CCTV cameras in all prominent places	Administrative office	Students feel safe and secure, especially women	Every year
2	Enhance mentor-mentee relationship to provide to provide student support services	Students and staffs	Mentor is allocated for every 10-15 students	SSGP incharge	Improved student support	Monthly
3	Women's rights and gender equality	Students & staff	Awareness program and campaign on Women Rights and gender equality	Internal complaint committee	Improvement in gender equality	Bi-annually
4	Antiragging awareness and prohibition of ragging inside campus.	Students	Conduct Awareness programme on anti ragging measures	Anti Ragging committee	No ragging inside campus.	Every year
5	Conduct events without gender discrimination	Students & staff	Conduct sports and cultural with equal participation of boys and girls.	SNA	Ensured gender equality	Every year



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Nehru College of Nursing recognizes the value of our organization and students make to society. Together we can grow, flourish and ensure economic success, contributing to the growth of the country and beyond. Within the learner journey, the culture that values and respects diversity is clearly defined as the need to tackle gender imbalance among student community. We believe that, all our students should receive the assistance to foster their skills required to support the academic system as well as society, regardless of their gender or personal circumstances.