TEERTHANKER MAHAVEER UNIVERSITY

Moradabad

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12-B Status from UGC

SUSTAINABLE DEVELOPMENT GOALS

Annual Report 2025



Empowered Women.
Stronger Communities.
Better Tomorrow.



EQUALITY | EMPOWERMENT | INCLUSION | RESPECT | OPPORTUNITY

"Sustainable Futures: Bridging People, Planet & Prosperity"

SDG-5

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SUSTAINABLE DEVELOPMENT GOALS



Teerthanker Mahaveer University (TMU), Moradabad, recognises gender equality as an essential foundation for an inclusive, equitable and progressive society. In alignment with Sustainable Development Goal 5 (SDG 5) – Achieve Gender Equality and Empower All Women and Girls, the University seeks to promote equal opportunities, dignity, safety, participation and empowerment across its academic and institutional environment. Its approach extends beyond access to education and focuses on creating an environment in which women and girls can participate meaningfully in learning, research, leadership, professional development and decision-making.

TMU advances gender equality through institutional policies, support mechanisms and initiatives that promote women's rights, equal participation and protection from discrimination and harassment. Institutional mechanisms such as the Women Empowerment Cell and relevant grievance-redressal structures provide platforms for awareness, support, advocacy and the resolution of gender-related concerns. The University also promotes gender sensitisation through awareness programmes, workshops, seminars and educational activities addressing equality, legal rights, leadership, respect and social responsibility.

The University's efforts extend beyond the campus through community outreach and engagement with local organisations and government initiatives. Activities focusing on women's health, menstrual hygiene, healthcare awareness, skill development and social empowerment help address challenges affecting women and girls in surrounding communities. Academic programmes, research activities and entrepreneurship initiatives also provide opportunities to strengthen women's knowledge, capabilities and participation in professional and economic life.

A safe and supportive campus environment forms another important dimension of TMU's approach. Security arrangements, surveillance systems, healthcare facilities, counselling services and institutional support mechanisms contribute to the well-being of students and employees. The University also recognises the importance of women's representation in academic, administrative and leadership roles and the need to encourage their participation in institutional development.

Through these initiatives, TMU seeks to integrate gender equality into education, governance, campus life, research and community engagement. Its contribution to SDG 5 is reflected in the following priority areas:

- Promoting equal access to education, resources and institutional opportunities.
- Strengthening women's participation in academic, administrative and leadership roles.
- Preventing gender-based discrimination, harassment and violence through institutional policies and support mechanisms.
- Promoting gender sensitisation, legal awareness and respect for equality.
- Supporting women's health, well-being and access to relevant healthcare services.
- Encouraging women's participation in research, innovation, entrepreneurship and skill development.
- Extending gender empowerment initiatives to women and girls in surrounding communities.

Publications on Various SDG's (2025)

S.No	Sustainable Development Goals	No of Publications
1.	No Poverty	12
2.	Zero Hunger	79
3.	Good Health and Well-Being	600
4.	Quality Education	246
5.	Gender Equality	52
6.	Clean Water and Sanitation	43
7.	Affordable and Clean Energy	62
8.	Decent Work and Economic Growth	140
9.	Industry, Innovation and Infrastructure	465
10.	Reduced Inequalities	20
11.	Sustainable Cities and Economies	65
12.	Responsible Consumption and Production	170
13.	Climate Action	45
14.	Life Below Water	9
15.	Life on Land	43
16.	Peace, Justice and Strong Institutions	59
17.	Partnership for the Goals	205

5.1.3 – GENDER EQUALITY: PUBLICATIONS

S.No	Title of Paper	Author	Journal Name	Year of Publication
1	A Study To Assess The Effectiveness Of Educational Package On Knowledge Regarding Anorexia Nervosa Among Adolescent Girls Of Selected College Of Moradabad	Basavaraj Mudhol	Cuestiones De Fisioterapia	2025
2	Mapping The Work-Life Balance Research Landscape In Higher Education: Science Mapping And Thematic Clustering	Roma Khanna	International Journal Of Process Management And Benchmarking	2025
3	The Alarming Rise Of Lifestyle Diseases And Their Impact On Public Health: A Comprehensive Overview And Strategies For Overcoming The Epidemic.	Ram Kumar Garg	Journal Of Research In Medical Sciences	2025
4	Investigating The Impact Of Intron Variant Rs749292 In The Cyp19A1 Gene On Cytotoxicity In Female Genetic Disorder	Vivechana Deora	Journal Of Chemical Health Risk	2025
5	Dietary And Gender Variation In Palatal Rugae Morphology: A Comparative Study	Dr. Ruchi Kant	International Journal Of Advanced Research (Iajr)	2025
6	Assessing Reproductive Hormones During Ovulation: Addressing Menstrual Issues And Gynecological Difficulties In Moradabad	Devendra Singh	International Journal Of Advanced Research (Iajr)	2025
7	शिक्षक शिक्षा के विद्यार्थियों की सूचना एवं संचार प्रौद्योगिकी के प्रति अभिवृत्ति का विश्लेषण	Dr. Vinod Kumar Jain	Vidyawarta	2025
8	A Study Of Professional Attitude Of Teachers Trainees In Different Teacher Training Institutions	Dr. Vinod Kumar Jain	International Journal Of Research - Granthaalayah	2025
9	Intravaginal Delivery Of Herbal Pharmaceutical Interventions For Uncomplicated Utis In Women	Bhavna Singh	Current Women'S Health Reviews	2025
10	Volumetric Assessment Of The Medulla Oblongata According To Sex Using 1.5T Magnetic Resonances Imaging.	Dr Rajul Rastogi	Journal Of Neonatal Surgery	2025

11	Human–Computer Interactive Diagnosis Of Breast Tumors: A Comparative Clustering Approach Using K-Means And Dbscan	Amit Kumar Bishnoi	Computer Research And Development	2025
12	दक्षिण भारत में प्रमुख सार्वजनिक पुस्तकालय सेवाओं की पहुंच और उपयोगिता	Vineeta Jain	समन्वय दक्षिण	2025
13	Harnessing Ai In Clinical Decision-Making: A New Era In Precision Medicine	Gupta, Sonali	Journal Of Clinical Frontiers & Emerging Therapies Research	2025
14	The Clock Inside: Unlocking Maternal-Fetal Health With Chrono-Nutrition	Kumar, Yogesh; Dhakar, Om Prakash	International Journal Of Environmental Sciences	2025
15	Understanding The Dynamics Of Consumer Behaviour And Purchase Intentions For Green Cosmetic Products In North India: A Gender-Neutral Approach	Singh, Neha; Rawat, Babita; Chaubey, Dhani Shanker; Mani, Ambica Prakash; Singh, Aditi;	International Journal Of Environmental Sciences	2025
16	The Aftermath Of Divorce: Evaluating The Well-Being Of Women And Children	Chauhan, Mayurika; Verma, Amit;	International Journal Of Environmental Sciences	2025
17	Performance Of Various Pelvic-Derived Samples For The Diagnosis Of Female Genital Tract Tuberculosis By Conventional And Molecular Methods: A Systematic Review And Meta-Analysis	Seetu, Palo; Sarita, Rawat; Debadutta, Mishra; Mishra, Monica;	International Journal Of Environmental Sciences	2025
18	Evaluation Of Lumbar Disc Degeneration In Postmenopausal Women'S Using 1.5 Tesla Mri	Bisht, Amit; Choudhary, Lukman	International Journal Of Environmental Sciences	2025
19	How To Empower Women? Modelling The Factors Increasing Women'S Entrepreneurial Intention	Kushwaha, Bijay Prasad; Singh, Raj Kumar; Tyagi, Vikas; Chaudhary, Bhagwati Prasad;	International Journal Of Environmental Sciences	2025
20	Evolving Jurisprudence On Marital Rape: A Comparative Legal Study	Sourabh Batar	International Journal Of Environmental Sciences	2025

21	Bone Proteomics In Forensic Investigations: Advances, Challenges, And Methodological Innovations	M Tyagi, J Jakhar	International Journal Of Environmental Sciences	2025
22	The Ei - Gender Nexus Among Management Students: An Sdg Perspective	A Agarwal, R Singh, M Agarwal	International Journal Of Environmental Sciences	2025
23	A Study Of Three-Dimensional Scapula Anthropometric Assessments Of Ageand Gender In People At A Tertiary Hospital	M Yadav, S Gupta, A Rathva	International Journal Of Environmental Sciences	2025
24	A Comprehensive Assessment Of White And Grey Matter Characteristicsassociated With Age And Sex Utilising Diffusion Tensor Imaging In Westernpopulation.	S Gupta, R Rastogi	International Journal Of Environmental Sciences	2025
25	Transgender Athletes: Rights And Regulations In Sports Law	Anuj Kumar Sinha, Pinki Mehta, Nimisha Sinha,	International Journal Of Environmental Sciences	2025
26	The Evolution And Enforcement Of Victim Rights In India: Legal And Policy Perspectives	Atul Kumar, Abhishek Patel, Adesh Kumar	International Journal Of Environmental Sciences	2025
27	Design And Synthesis Of Tetrazole Tethered Quinazoline Derivatives Via Azide-Isocyanide Cross-Coupling Reaction: Exploring The Utility As Anticancer Agents Via The Src Kinase Inhibition In Breast Cancer	Akash Verma	International Journal Of Environmental Sciences	2025
28	Fintech Innovations: Bridging The Gap In Global Financial Inclusion	Sourabh Batar	International Journal Of Environmental Sciences	2025
29	Inclusive Challenges In Education Policy: Nep 2020 Era: Promises, Practices, And Pitfalls	Prem Shankar Gupta	International Journal Of Environmental Sciences	2025
30	The Treatment Of Depression Using Oncology Nurses	Sagarika Goswami, Satish Swankar, Vipin Jain, Kunal Rawal	International Journal Of Environmental Sciences	2025

31	The Role Of Competition Law In Preventing Anti-Competitive Practices And Safeguarding Consumer Interests: Towards Consumer Welfare And Gender Equality In Employment	Bishnanand Dubey	International Journal Of Environmental Sciences	2025
32	Strengthening Nurses' Influence In Health Policy Decision-Making In India: A Nursing Perspective	Lincy Joseph	International Journal Of Environmental Sciences	2025
33	Impact Of Lifestyle Modifications On Menstrual Irregularities	Basavaraj Mudhol	International Journal Of Environmental Sciences	2025
34	Evolving Legal Frameworks In Sports: Goverence, Dispute, Resolution, And Athelete Rights In The Global Arena	Tauheed Akhtar	International Journal Of Environmental Sciences	2025
35	Radiation Dose Measurement (Ctdivol And Dlp) In Ct Thorax And Abdomen According To Patient'S Body Weight And Gender	Deepak Katiyar	Vascular And Endovascular Review	2025
36	Re-Calibrating Family Life In The Age Of Individual Autonomy: Comparative Insights On Marriage, Parenthood, And State Intervention	Yogesh Chandra Gupta	Lex Localis	2025
37	Empowering Youth Through Nep 2020: A Roadmap To Tomorrow'S Success	Shivam Agarwal	Lex Localis - Journal Of Local Self-Government	2025
38	Human Resource Management: Key Concepts, Core Principles, And The Critical Needs For Effective Organizational Performance	Pankaj Kumar Singh	Business And Economics Research Journal	2025
39	Exhumation: Bridging Doubt And Justice – A Case Series On Postmortem Discoveries In Uttarakhand.	Dr Pramod Dode	Indian Journal Of Forensic And Community Medicine.	2025
40	Feminist Jurisprudence: A Critique Of Patriarchal Structures In Legal Systems And The Pursuit Of Gender Justice	Vaibhav Kumar	Journal Of International Commercial Law And Technology	2025
41	Managing The Invisible Workforce: Hrm Strategies For Remote Employee Engagement	Yogesh Chandra Gupta	Journal Of Marketing & Social Research	2025

42	Cross-Border Jurisdiction And Ip Enforcement Challenges In Dark Web Distribution Of Child Sexual Abuse Material	Yogesh Chandra Gupta	Journal Of International Commercial Law And Technology	2025
43	Dna Test Jurisprudence: An Analytical Study With Respect To Privacy And Paternity Cases And The Approaches Adopted By The Courts In India	Vaibhav Kumar	European Economic Letters	2025
44	Branding For Equality: How Inclusive Brand Strategies Promote Women Empowerment	Aaditya Jain	Economic Sciences	2025
45	Employer Branding As A Marketing Strategy: Integrating Hrm Practices To Attract And Retain Talent	Yogesh Chandra Gupta	Advances In Consumer Research	2025
46	Workplace Diversity: Implications For Employee Motivation And Organisational Success	Neha Anand	Economic Sciences	2025
47	Work-Life Balance Policies: Impact On Employee Well-Being And Organizational Effectiveness	Anushi Singh	Journal Of Informatics Education And Research	2025
48	Reclaiming Equality: Legal Frameworks And Judicial Responses To The Rights Of Minority Genders In Contemporary Justice Systems	Sourabh Batar	Journal Of International Commercial Law And Technology	2025
49	Cataract Management In The Modern Era: Therapeutic Advances And Unmet Needs	Anurag Verma	Current Pharmaceutical Design	2025
50	Role Of Women Entrepreneurship In International Trade Regime: Wto Policy Interventions And Trade Facilitation-A Comparative Analysis Of India And South Korea	Rakesh Kumar	Advances In Consumer Research	2025
51	Access To Justice And Inclusive Development: A Comparative Analysis Of Africa And India	Vaibhav Kumar	Journal Of African Development	2025
52	Financial Inclusion And Its Impact On Indian Banking Sector In Past Ten Years	Amit Kansal	Msw Management Journal	2025

5.2.1 PROPORTION OF WOMEN FIRST GENERATION

Data Collected	Value
Number of Women Starting Degree	2119
Number of first Generation Women Starting a Degree	974

Gender Audit – Promoting Gender Equality at TMU

Teerthanker Mahaveer University conducts a Gender Audit to review its institutional practices, policies and initiatives relating to gender equality, inclusiveness and equal opportunities. The audit provides an institutional perspective on the participation and representation of women across academic, administrative and other university activities. It also helps examine the availability of gender-sensitive facilities, support mechanisms and measures for ensuring a safe and equitable campus environment for students and employees.

The Gender Audit assesses various aspects of gender equity, including female enrolment and participation, access to educational and professional opportunities, institutional support systems, women's safety, grievance redressal mechanisms and welfare initiatives. It also considers the role of institutional bodies and programmes such as the Women Empowerment Cell, Internal Complaints Committee, gender sensitisation activities and Mission Shakti initiatives. The findings provide a basis for identifying areas requiring attention and strengthening measures that promote women's empowerment, dignity, participation and equal representation.

Through the Gender Audit, TMU reinforces its institutional approach towards achieving SDG 5 (Gender Equality). The process supports the review of existing practices, identification of improvement areas and development of measures to foster an inclusive, safe and gender-responsive academic environment. It also contributes to institutional accountability by documenting efforts towards gender equality and women's empowerment.
***Please find the Gender Audit Report at the link*:**Gender_Audit_Report_(2025-26)

5.3.1 – TRACKING ACCESS MEASURES

Teerthanker Mahaveer University (TMU), Moradabad, promotes gender equality by developing institutional measures that support women's access to higher education, participation in academic and professional activities, and engagement in university governance and community initiatives. The University's approach combines policy provisions, gender-focused institutional mechanisms, awareness programmes, student support facilities and grievance-redressal systems. These measures aim to create an equitable and supportive environment in which women can pursue educational opportunities, develop professional capabilities and participate meaningfully in institutional life.

Institutional Policies and Monitoring of Gender Access

TMU's Policy for Women's Applications, Entry, and Participation, listed in the University's official Policies and SOPs , provides an institutional framework for addressing women's access and participation. The University's broader policy framework also includes the **Equity, Diversity and Inclusion** Policy, and Anti-Harassment Policy. Together, these policies provide an institutional basis for promoting equal opportunity, preventing discrimination and supporting an inclusive academic and working environment.

For effective monitoring, gender-disaggregated information on student applications, admissions, enrolment, continuation, graduation, scholarships and participation in academic activities can be reviewed across programmes and academic years. Similar records for women employees, including recruitment, professional development and representation in academic and administrative responsibilities, can help identify progress and areas requiring further attention.

Women Empowerment Cell and Annual Gender Sensitisation Action Plan

The Women Empowerment Cell (WEC) plays an important role in promoting gender awareness, women's participation and empowerment across the University. TMU publishes annual gender sensitisation action plans and records of activities conducted by the

University, colleges and departments. These activities address gender equality, women's rights, safety, leadership, health awareness and empowerment.

Recent activities listed on the University's website include women's entrepreneurship development, Mahila Shashaktikaran programmes, awareness sessions on equality, Mission Shakti initiatives, women's safety programmes and menstrual hygiene awareness. The 2025–26 activity record also documents programmes conducted under Mission Shakti 5.0, including women's safety awareness, health education and community-oriented initiatives. This annual planning and reporting framework provides a basis for reviewing the range and continuity of gender-related activities.

Measures to Support Women's Participation and Well-being

TMU provides dedicated facilities to support women's participation in campus life. The University's Gender Equity Initiatives webpage identifies girls' common rooms in constituent colleges and departments, as well as separate cabins for female faculty members. These facilities provide dedicated spaces within the academic environment for women students and employees.

The University also has established student grievance-redressal mechanisms. Its Students' Grievance Redressal Cell requires at least one woman among the Chairperson or members, providing for women's representation in the grievance-redressal structure. Students can submit grievances through the designated cells, email or suggestion and grievance boxes, with procedures for recording and addressing complaints. These mechanisms contribute to an accessible institutional support system.

Awareness, Legal Literacy and Women's Empowerment Programmes

TMU uses educational activities and awareness campaigns to encourage informed participation and strengthen women's awareness of their rights and opportunities. Programmes organised under Mission Shakti 5.0 have addressed women's safety, legal rights, government support schemes, career development and leadership.

For example, the University's Mission Shakti 5.0 awareness lecture on women's safety and empowerment recorded 88 participants, including 85 female students. The programme covered legal rights, safety-related helplines and available support services. Other published activities include a legal awareness workshop organised by the College of Law and a career-development session conducted by the College of Engineering. These activities provide documented examples of women's participation in awareness and empowerment programmes.

Financial and Educational Access Support

TMU's scholarship framework provides academic and other eligibility-based scholarships and concessions to students. The published scholarship provisions include academic scholarships, merit-based awards and specific concessions for eligible categories. These opportunities can contribute to reducing financial barriers to higher education for eligible female students, alongside other students. However, the University's published scholarship information does not establish that all such provisions are exclusively intended for women. Gender-disaggregated scholarship records can help assess the extent to which female students benefit from these schemes.

Tracking Outcomes and Institutional Review

To strengthen the effectiveness of its access measures, TMU can consolidate gender-disaggregated institutional information into a regular monitoring framework. Relevant indicators include female applications and admissions, enrolment by discipline, continuation and graduation rates, scholarships awarded, participation in research and innovation, representation in leadership positions, and attendance in gender empowerment programmes. Records of grievances, support services and action taken can further help assess the accessibility and effectiveness of institutional mechanisms.

Through its policies, Women Empowerment Cell, annual gender sensitisation programmes, dedicated campus facilities, grievance-redressal mechanisms and educational support provisions, TMU has established several measures that support women's access and

participation. Strengthening the systematic collection and review of gender-disaggregated data will help the University assess their reach, identify participation gaps and demonstrate measurable progress towards SDG 5 – Gender Equality.

5.3.2 – WOMEN'S APPLICATION AND ENTRY POLICY

Teerthanker Mahaveer University (TMU), Moradabad, promotes equitable access to higher education through institutional policies and admission procedures that support applications and participation by women. The University's Policy for Women's Applications, Entry and Participation, published under its official Policies and SOPs, provides a specific institutional framework for addressing women's access to higher education. This policy is supported by the University's **Equity, Diversity and Inclusion** Policy and Anti-Discrimination and Equal Opportunity Policy, which provide a broader foundation for fair treatment and equal educational opportunities.

Institutional Policy for Women's Applications and Entry

TMU has formally listed the Policy for Women's Applications, Entry and Participation among its institutional policies. The policy provides an institutional basis for promoting women's applications, admission and participation in university programmes. It complements the University's wider gender equity initiatives and reflects the importance of ensuring that women have opportunities to pursue higher education across different academic disciplines.

Transparent and Accessible Admission Procedures

The University provides online and manual application options for prospective students. Its official admission portal outlines the application process and provides access to admission-related information and contact details. The admission rules specify that eligible candidates are considered on the basis of merit and prescribed programme requirements. These procedures provide prospective female students with established channels for submitting applications and obtaining admission-related assistance.

Information and Counselling for Prospective Applicants

TMU provides admission-related guidance through its Admissions Cell, official website, online application portal and designated admission contact channels. Prospective applicants can obtain information about academic programmes, eligibility requirements, application procedures and available campus facilities. The University also encourages candidates and their parents or guardians to visit the campus and understand the available academic and residential infrastructure before making admission decisions. These arrangements help applicants make informed choices about higher education.

Gender Equity and a Supportive Admission Environment

The University's Gender Equity Initiatives include annual gender sensitisation action plans and programmes conducted across its constituent colleges and departments. Activities such as women's entrepreneurship development programmes, Mahila Shashaktikaran initiatives, gender equality awareness sessions and Mission Shakti programmes help create awareness about educational opportunities, women's rights and participation. These initiatives complement the women's application and entry policy by encouraging a supportive institutional environment for female applicants and students.

Support Systems for Women's Participation

TMU's published gender equity framework identifies facilities and support mechanisms for women, including girls' common rooms, separate facilities for female faculty members, counselling services, dedicated girls' hostels and security arrangements. The University also provides a separate transport facility for female students travelling from different locations around Moradabad. These provisions support women's participation in campus activities and help address practical concerns associated with accessing and continuing higher education.

Monitoring Women's Applications, Admissions and Enrolment

To assess the implementation of its women's application and entry policy, TMU can use gender-disaggregated admission records to monitor applications received, eligibility, offers

of admission, confirmed enrolments and programme-wise participation. A year-wise comparison can help identify trends in women's applications and entry into different academic disciplines. Reviewing these indicators alongside feedback from female applicants can help identify barriers in the admission process and guide improvements in outreach and applicant support.

Through its specific policy for women's applications and participation, transparent admission procedures, accessible application channels, gender sensitisation activities and campus support facilities, TMU provides an institutional framework for promoting women's access to higher education. Strengthening the systematic monitoring of female applications, admission conversion and enrolment will further help demonstrate the implementation and effectiveness of these measures in alignment with SDG 5 – Gender Equality.

5.3.3 – WOMEN'S ACCESS SCHEMES

Teerthanker Mahaveer University (TMU), Moradabad, promotes women's access to educational, professional and personal development opportunities through institutional initiatives, career guidance programmes, awareness campaigns and student support mechanisms. The University's approach focuses on helping female students make informed academic and career choices, develop professional capabilities, understand their rights and access relevant support services. Through the Women Empowerment Cell, gender sensitisation activities and programmes organised under Mission Shakti 5.0, TMU provides platforms that encourage women's participation, confidence, self-reliance and leadership.

Career Guidance and Professional Development for Female Students

TMU facilitates career awareness and professional development programmes to help female students explore employment opportunities and prepare for future careers. An important example is the Career Counselling and Awareness Programme organised by TMIMT under Mission Shakti 5.0 in October 2025, in collaboration with the Corporate Resource Centre (CRC) and Centre for Teaching, Learning and Development (CTLD). The programme was designed exclusively for female students of BBA, B.Com and MBA programmes and

recorded participation by 250 female students and seven faculty members. It focused on career opportunities, employability, confidence and self-reliance.

Leadership Development and Women's Empowerment

The University organises programmes that encourage female students to recognise their potential, develop leadership qualities and participate confidently in academic and professional environments. TMIMT organised the Women Empowerment Talk titled Empowered Women, Empowered Nation under Mission Shakti 5.0. The programme highlighted the importance of education, leadership and women's participation in national development. Such initiatives provide opportunities for students to interact with resource persons, discuss challenges and gain perspectives on personal and professional growth.

Legal Awareness, Safety and Access to Support Mechanisms

Awareness of legal rights and available support services is an important aspect of women's access and empowerment. TMU conducts programmes addressing women's safety, dignity, legal rights and emergency support mechanisms. In October 2025, the College of Law and Legal Studies organised a Legal Awareness Workshop under Mission Shakti 5.0, focusing on legal provisions related to women's safety, equality and empowerment. The University also organised a *Call for Help* awareness programme in collaboration with the NSS Unit and Uttar Pradesh Police on 4 October 2025, introducing students to safety measures and available helpline services.

A further example is the Mission Shakti 5.0 awareness lecture conducted by the Women Empowerment Cell of TMU College of Engineering. The programme recorded 88 participants, including 85 female students, and covered women's rights, government initiatives, safety measures and support mechanisms.

Women's Mental Health and Well-being

TMU also addresses women's access to health-related information and awareness through dedicated programmes. The College of Paramedical Sciences organised an Awareness

Session on Women's Mental Health under Mission Shakti 5.0. The programme recorded participation by 73 female students and four faculty members. It provided a platform to discuss women's mental health, emotional well-being, stress-related concerns and available support systems. Such activities help female students access relevant information and encourage informed engagement with health and well-being services.

Career Confidence, Self-Reliance and Personal Development

The University also uses interactive programmes to encourage confidence, decision-making and personal development among female students. A Career Confidence and Growth Session conducted by TMIMT on 3 December 2025 under Mission Shakti 5.0 focused on self-belief, academic clarity, goal-setting and leadership motivation. Other programmes, including the career success and safety awareness initiative organised by the College of Computing Sciences and Information Technology, combined career awareness, creative expression and safety education. The latter recorded 97 participants, including 77 female students.

Community Awareness and Women's Empowerment

TMU extends women's empowerment messages beyond conventional classroom activities through creative and community-oriented initiatives. On 26 November 2025, the College of Fine Arts organised a Nukkad Natak on women's empowerment under Mission Shakti. Through street theatre, skits and musical performances, students addressed women's safety, domestic violence, harassment, equality and social stereotypes. Such initiatives use creative communication to encourage public awareness and discussion on issues affecting women and girls.

Institutional Framework and Continuity of Access Schemes

The University's Gender Equity Initiatives webpage documents annual gender sensitisation activities and programmes conducted across its constituent colleges and departments. This provides an institutional platform for planning, implementing and recording activities related to women's empowerment. The Women Empowerment Cell and Mission Shakti activities

complement the University's wider gender equity framework by connecting awareness, career guidance, legal literacy, health education and leadership development.

Through these initiatives, TMU provides female students with opportunities to access career guidance, professional development, legal and safety awareness, health education and leadership-oriented activities. Continued documentation of participation, programme coverage and follow-up outcomes can further strengthen the assessment of these schemes and demonstrate their contribution to SDG 5 – Gender Equality.

5.3.4 – WOMEN'S APPLICATION IN UNDERREPRESENTED SUBJECTS

Teerthanker Mahaveer University (TMU), Moradabad, promotes women's participation across academic disciplines, including professional and technology-oriented fields where gender disparities have traditionally existed. The University's approach focuses on creating awareness about educational and career opportunities, encouraging female students to explore diverse academic pathways and providing an inclusive environment for their academic and professional development. Through the Women Empowerment Cell, gender sensitisation initiatives and programmes organised under Mission Shakti 5.0, TMU provides opportunities to highlight women's achievements and encourage their participation in engineering, computing, technology, management and other professional disciplines.

Encouraging Women's Participation in Engineering and Technology

The University undertakes gender awareness and empowerment activities within its engineering and technology-related academic environment. The Women Empowerment Cell of TMU College of Engineering organises programmes that encourage female students to recognise their potential and consider opportunities in technical and professional fields.

In November 2025, the College of Engineering organised a speech competition titled Achievements of Women Achievers under Mission Shakti 5.0. The programme highlighted women's contributions across different professional fields and provided students with an opportunity to discuss women's leadership, equality and social transformation. Female

students from programmes including B.Tech CSE, B.Sc. Computer Science and B.Tech CSE (Artificial Intelligence) participated and received recognition for their contributions.

Promoting Opportunities in Computing and Digital Technology

TMU's College of Computing Sciences and Information Technology (CCSIT) organises activities that promote women's awareness of technology, digital responsibility and participation in contemporary professional environments. In November 2025, CCSIT conducted a Mission Shakti 5.0 awareness programme focusing on women's safety, empowerment and responsible digital behaviour. The programme included expert interaction and a poster-making competition addressing women's empowerment, digital responsibility and social accountability. Such activities help create awareness about the importance of women's participation in technology-driven environments.

Career Awareness and Professional Development

Career guidance and professional development activities provide female students with opportunities to explore career options across academic disciplines. TMU's Mission Shakti initiatives include career counselling, confidence-building sessions and programmes addressing employability and self-reliance. These activities encourage students to consider professional pathways based on their interests, abilities and academic qualifications.

The Women Empowerment Cell also provides a platform for discussing women's achievements and opportunities in different sectors. Such programmes help challenge conventional perceptions about women's professional roles and encourage broader participation in higher education and employment.

Leadership, Mentorship and Role Models

Highlighting the achievements of women professionals, researchers, entrepreneurs and leaders is an important part of encouraging female participation in traditionally male-dominated disciplines. TMU organises speech competitions, interactive sessions and

awareness programmes that introduce students to women's contributions across science, technology, education, management and other professional fields.

The University's annual gender sensitisation action plans also include women's entrepreneurship development, Mahila Shashaktikaran and gender equality programmes. These activities provide opportunities to discuss leadership, professional growth and women's participation in economic and social development.

Creating a Supportive Academic Environment

TMU's gender equity initiatives provide an institutional framework for promoting women's participation across academic departments. The University identifies girls' common rooms, dedicated facilities for female faculty members and gender-related support mechanisms as part of its gender equity framework. Programmes conducted under Mission Shakti further address safety, legal awareness, confidence and empowerment. These measures contribute to an academic environment in which female students can participate in their chosen disciplines.

Monitoring Women's Participation in Underrepresented Subjects

To assess progress under this metric, TMU can monitor female applications, admissions and enrolment across individual academic programmes, particularly engineering, computer science, artificial intelligence, technology and other disciplines where women's participation requires focused attention. A comparison of gender-wise admission data over successive academic years can help identify changes in participation and evaluate the effectiveness of awareness and outreach initiatives.

Through its Women Empowerment Cell, engineering and technology-related awareness programmes, career guidance activities and institutional gender equity initiatives, TMU promotes women's participation across academic disciplines. Strengthening targeted outreach and maintaining programme-wise gender-disaggregated admission records will

further support the University's efforts to reduce gender disparities in underrepresented subjects and advance SDG 5 – Gender Equality.

5.4.1 PROPORTION OF SENIOR FEMALE ACADEMICS

Data Collected	Value
Number of Senior Academic Staff	120
Number of Female Senior Academic Staff	38

5.6.1 – POLICY OF NON-DISCRIMINATION AGAINST WOMEN

Teerthanker Mahaveer University (TMU), Moradabad, promotes a safe, equitable and inclusive academic and working environment through institutional policies and mechanisms that prohibit gender discrimination, harassment and unequal treatment. In alignment with Sustainable Development Goal 5, the University follows a zero-tolerance approach towards gender partiality and female exploitation. Its institutional framework includes the Anti-Harassment Policy, Anti-Discrimination and Equal Opportunity Policy, **Equity, Diversity and Inclusion** Policy, and established mechanisms for addressing complaints related to women's safety and rights. These provisions provide an institutional foundation for protecting dignity, ensuring fair treatment and encouraging equal participation of women in university life

Institutional Policies and Non-Discrimination Framework

TMU has incorporated gender equality and non-discrimination principles into its published institutional policies. The Anti-Harassment Policy and Anti-Discrimination and Equal Opportunity Policy provide a formal framework for preventing inappropriate conduct, discriminatory practices and unequal treatment. The University's EDI Policy further supports an inclusive environment in which individuals are treated with dignity and respect, irrespective of gender or background.

The University's Gender Equity Initiatives webpage explicitly states its zero-tolerance approach towards gender partiality and female exploitation. These institutional provisions

reflect the University's emphasis on preventing discrimination and promoting gender equality across academic, administrative and campus activities.

Internal Complaints Committee and Grievance Redressal

An important component of TMU's non-discrimination framework is its Internal Complaints Committee (ICC), established in accordance with UGC guidelines. Previously identified as the Women Grievance Cell, the ICC creates awareness about women's safety, security and rights and provides an institutional mechanism for addressing related concerns.

The University also publishes committee details and maintains grievance-related procedures through its institutional channels. The Students' Grievance Redressal Cell provides students with options to submit complaints in person, through email or through designated grievance boxes. The University Help Desk assists students in identifying the appropriate office or authority for resolving their concerns. These mechanisms provide formal channels through which students can seek institutional assistance

Gender-Sensitive Campus Safety and Security

TMU provides specific safety arrangements for female students. According to its published Gender Equity Initiatives, girls' hostels have female security guards and are equipped with face-recognition or biometric attendance-monitoring systems and CCTV surveillance. The University also provides separate bus facilities for female students travelling from different locations in and around Moradabad.

CCTV monitoring arrangements are documented at various campus buildings, while designated female security facilities further support the University's campus safety framework. These provisions are intended to strengthen security and provide a supportive residential and learning environment for women.

Gender Sensitisation and Awareness Programmes

TMU integrates gender sensitisation into its academic and institutional activities. Human Values and Ethics is a compulsory course in the University curriculum, with Gender Equity included as a component. The University also prepares annual gender sensitisation action plans and organises activities across its constituent colleges and departments.

Programmes under Mission Shakti 5.0 address women's rights, legal awareness, safety, emergency helplines and protection mechanisms. For example, the Women Empowerment, Awareness and Leadership Campaign organised by TMIMT on 1 December 2025 involved 100 students and focused on women's safety, legal rights, emergency helplines and self-protection mechanisms. Such programmes encourage awareness, mutual respect and responsible behaviour among students

Support Systems for Women's Well-being

The University's gender equity framework identifies dedicated facilities such as girls' common rooms, separate hostels and designated facilities for female faculty members. These arrangements, together with access to healthcare and institutional support services, contribute to a campus environment that recognises the specific needs of women students and employees.

The University also provides a framework for awareness and support through its Women Empowerment Cell, gender sensitisation programmes and relevant grievance-redressal mechanisms. These institutional arrangements complement the formal non-discrimination policies and help promote dignity, safety and well-being.

Monitoring, Accountability and Continuous Improvement

TMU's annual gender sensitisation action plans provide a framework for planning and documenting activities related to gender equality. The existence of the ICC, published committee information, institutional policies and grievance-redressal procedures provides a basis for monitoring the implementation of its non-discrimination framework.

5.6.2 – NON-DISCRIMINATION POLICIES FOR TRANSGENDER

Teerthanker Mahaveer University (TMU), Moradabad, promotes an inclusive academic and institutional environment in which individuals are treated with dignity, fairness and respect, irrespective of their gender identity or background. In alignment with Sustainable Development Goal 5 (SDG 5), the University provides an institutional framework for preventing discrimination and promoting equal opportunities through its Anti-Discrimination and Equal Opportunity Policy and **Equity, Diversity and Inclusion Policy**. These policies establish the broader principles of equality, inclusion and non-discriminatory treatment across academic, administrative and institutional activities.

Institutional Policy Framework for Equal Opportunity

TMU's Anti-Discrimination and Equal Opportunity Policy provides an institutional basis for promoting fair treatment and preventing discriminatory practices. The EDI Policy further supports an environment in which diversity is respected and individuals have opportunities to participate in university activities without unfair treatment. These provisions offer a policy foundation for extending equal opportunity and protection to transgender and gender-diverse students and employees.

Equal Access to Education and Institutional Opportunities

The University's admission and institutional frameworks provide established procedures for accessing academic programmes and university services. The principles of equal opportunity and non-discrimination are relevant to student admission, academic participation, recruitment and employment. Their consistent application helps ensure that gender identity does not become a basis for unfair exclusion or unequal treatment.

Grievance Redressal and Institutional Support

TMU maintains institutional grievance-redressal mechanisms through which students and employees can raise concerns requiring administrative attention. The Students' Grievance Redressal Cell provides formal channels for submitting and addressing student complaints.

The University's broader policy framework also includes mechanisms for addressing harassment and discrimination. These structures can support transgender and gender-diverse individuals who experience discrimination or unequal treatment within the University.

Awareness and Promotion of an Inclusive Campus Culture

The University undertakes gender sensitisation and awareness activities through its Women Empowerment Cell and annual gender sensitisation action plans. Programmes conducted under Mission Shakti address equality, dignity, safety, legal awareness and social responsibility. Extending these awareness initiatives to include gender identity, transgender rights, respectful communication and the prevention of stigma can further strengthen institutional understanding of gender diversity.

Institutional Responsibility and Continuous Improvement

The effective implementation of non-discrimination policies requires regular review, accessible complaint mechanisms and awareness among students, faculty and employees. TMU can strengthen its framework by incorporating specific provisions relating to transgender inclusion in institutional guidelines, sensitisation programmes, admission and recruitment procedures, and grievance-redressal practices. Periodic review of complaints, actions taken and stakeholder feedback can help assess the effectiveness of these measures.

5.6.3 MATERNITY POLICY

Teerthanker Mahaveer University (TMU), Moradabad, incorporates maternity leave provisions into its Service Rules for Teaching and Non-Teaching Employees of the University, 2021. The First Amendment to these Service Rules, issued through a Registrar's circular dated 13 January 2022 and effective from 1 January 2022, provides a formal framework for maternity-related leave for women employees.

Under Clause 3.4(ix) of the amended Service Rules, female employees who have completed two years of service with the University may be granted 90 days of maternity leave with half pay. The provision is admissible up to the second child, requires submission of a medical

certificate and permits maternity leave to be combined with other types of leave. The Registrar is designated as the sanctioning authority for maternity leave for both teaching and non-teaching employees. The rules also address the position of employees covered under the Employees' State Insurance Scheme.

This provision recognises maternity as an important phase in the professional lives of women employees and establishes an institutional procedure for seeking maternity-related leave. By including maternity leave within its formal service conditions, TMU provides an administrative framework for supporting women employees during pregnancy and childbirth.

The University's maternity-related provisions should also be implemented in accordance with applicable statutory requirements, including the Maternity Benefit Act, 1961, as amended. The duration and payment conditions specified in the University Service Rules require HR/legal review to confirm their alignment with the applicable statutory entitlements.

5.6.4 & 5.6.5 CHILDCARE FACILITIES FOR STUDENTS, STAFF AND FACULTY

Teerthanker Mahaveer University (TMU), Moradabad, provides an on-campus Day Care Centre as part of its institutional welfare and gender equity initiatives. The facility supports female employees in balancing their professional responsibilities with childcare needs by providing a safe, secure and supervised environment for their children during working hours.

The Day Care Centre operates from 9:00 a.m. to 5:00 p.m. on working days, with designated caregivers attending to the children. Its availability within the University campus enables working mothers to remain engaged in their academic, administrative and professional responsibilities while having access to childcare support close to their workplace. This facility also contributes to creating a family-friendly institutional environment that recognises the childcare responsibilities of women employees.

TMU further promotes maternal and child health awareness through activities organised within the University. Programmes such as Care in Pregnancy and Female Hygiene, conducted, provide information on pregnancy care, maternal health and personal hygiene. Awareness activities related to child healthcare and women's well-being also form part of the University's broader health promotion initiatives.

The University integrates maternity-related provisions into its Service Rules and provides institutional mechanisms for administering employee welfare benefits. Through its Human Resource Department and relevant institutional support mechanisms, employee welfare provisions are addressed within the University's administrative framework. These measures complement the childcare facility by recognising the importance of supporting women employees during different stages of family life.

TMU's childcare and maternal health initiatives contribute to a supportive campus environment in which women can pursue their academic and professional responsibilities alongside family commitments. The Day Care Centre represents a practical institutional measure to address childcare needs, while maternal health and child healthcare awareness activities promote informed family health practices.

5.6.6 WOMEN'S MENTORING SCHEME

Teerthanker Mahaveer University (TMU), Moradabad, promotes women's academic, professional and personal development through its structured Mentor-Mentee System and women-focused mentoring initiatives under Mission Shakti 5.0. These initiatives provide female students with opportunities to receive academic guidance, career counselling, professional development support and motivation to pursue their educational and career aspirations.

The University's Mentor Mentee System is governed by an approved Standard Operating Procedure. The system establishes a structured relationship between faculty mentors and student mentees across the University's colleges and departments. Faculty members are assigned students for continuous guidance throughout their academic programmes. The SOP

provides for the allocation of approximately 25–30 students to each mentor, depending on the class strength.

Under this framework, mentors guide students in academic progress, career development, skill enhancement, personal concerns, professional conduct and overall development. Regular mentor-mentee interactions, individual counselling, attendance monitoring and academic performance reviews form important elements of the system. Mentors maintain records of meetings, advice provided, student achievements, co-curricular participation and overall progress through the University ERP or prescribed documentation. This structured approach enables faculty members to identify individual student needs and provide appropriate guidance throughout their academic journey.

Complementing the institutional mentoring framework, TMU conducts dedicated career counselling and leadership development programmes for female students under Mission Shakti 5.0. These programmes are organised in collaboration with the Corporate Resource Centre (CRC), Centre for Teaching, Learning and Development (CTLD), and respective academic colleges and departments. The sessions focus on career planning, professional grooming, interview preparation, communication skills, employability, confidence building, goal setting and informed career decision-making.

Several women-focused mentoring and career guidance programmes have been conducted across different academic disciplines. On 13 October 2025, the CRC, CTLD and College of Pharmacy organised a career counselling programme for 33 female students, focusing on pharmaceutical career opportunities, employability, interview preparation and personality development. On 17 October 2025, TMIMT organised a Career Counselling and Awareness Programme under Mission Shakti 5.0, in which 250 female students from BBA, B.Com and MBA programmes participated. The programme addressed career planning, professional grooming, leadership, communication and industry readiness.

Similarly, on 16 October 2025, a dedicated Career Counselling Programme for Female Nursing students was organised in collaboration with the College of Nursing and CTLD, with participation from 89 female students. The programme provided guidance on career

opportunities in healthcare and allied sectors, skill development, professional preparedness and strategic goal setting. These activities illustrate the University's efforts to extend career mentoring across management, pharmacy and nursing disciplines.

The mentoring and empowerment activities continued during 2026. On 18 April 2026, CCSIT organised the programme Guiding Women towards Career Success & Safety Awareness under Mission Shakti 5.0, with 77 female students among the 97 participants. The programme combined career guidance with activities promoting confidence, self-expression and awareness of women's safety. In December 2025, TMIMT also conducted a Career Confidence and Growth Session, attended by 100 students, focusing on self-belief, academic clarity, goal setting and leadership motivation.

The University's mentoring framework also incorporates student counselling, personal guidance, emotional support and the identification of individual academic and developmental needs. Mission Shakti activities complement these provisions through awareness programmes on women's safety, rights, mental well-being and self-reliance. Together, these institutional mechanisms provide female students with academic guidance, career direction, opportunities for professional development and support in addressing personal and social challenges.

Through its formal Mentor Mentee System and women-focused career counselling initiatives under Mission Shakti 5.0, TMU promotes an environment in which female students are encouraged to develop their capabilities, make informed career decisions and prepare for leadership and professional responsibilities.

Career Counselling and Awareness Programme for Female Students under Mission Shakti 5.0 Evidence

TMU organised a **Career Counselling and Awareness Programme** under Mission Shakti 5.0 at the which was attended by **250 female students** from BBA, B. Com and MBA programmes, along with seven faculty members. The initiative aimed to familiarise students with diverse career opportunities, strengthen professional confidence and encourage

informed career planning, leadership and self-reliance. Mr Akash Bhatnagar, Deputy Director, Corporate Relations, TMU, delivered the keynote session, sharing guidance on career planning, professional grooming, communication skills, industry readiness and the importance of continuous learning and adaptability.



Career Counselling Programme

Further sessions by Dr. (Mrs.) Pankhuri Agarwal and Prof. Vipin Jain, Dean, College of Management & Commerce, highlighted holistic career development, informed decision-making and the role of education in expanding women's professional opportunities. An interactive question-and-answer session enabled students to discuss their career aspirations and seek guidance from the experts. The programme connected career awareness with women's empowerment by encouraging students to identify their strengths, develop relevant skills and prepare for professional opportunities. Through this initiative, TMIMT provided a platform for female students to strengthen their career awareness, confidence and readiness for future employment and leadership roles.

5.6.7 TRACK WOMEN'S GRADUATE RATE

Teerthanker Mahaveer University (TMU), Moradabad, has established an institutional mechanism to monitor and analyse women's academic progression and graduation outcomes across its academic programmes. As part of its efforts towards Sustainable Development Goal 5 – Gender Equality, the University tracks gender-disaggregated student data to assess women's participation, academic progression and successful completion of higher education.

The Controller of Examinations (COE), in coordination with the academic departments and relevant administrative offices, maintains academic records relating to female student enrolment, semester-wise progression, examination performance and programme completion. These records provide a basis for reviewing women's academic outcomes across undergraduate, postgraduate and other programmes. Gender-wise analysis of student data helps the University assess graduation trends, identify areas requiring academic attention and monitor women's participation in higher education.

The University further supports women's academic progression through its structured Mentor-Mentee System, academic counselling, remedial teaching and skill-development initiatives. Faculty mentors provide guidance on academic performance, attendance, examination preparation and individual learning requirements. Remedial and supplementary academic support helps students address learning gaps, strengthen subject knowledge and progress towards successful programme completion.

TMU also promotes women's participation through career counselling, professional development programmes and women-focused initiatives under Mission Shakti. These activities complement academic support by strengthening students' confidence, employability skills, career awareness and preparedness for professional opportunities after graduation.

The University's institutional framework for gender equality, supported by its Women Empowerment Cell, Equal Opportunity mechanisms, student mentoring arrangements and gender-sensitive campus facilities, contributes to an enabling academic environment for

female students. These measures support women's continued participation in education and provide institutional assistance throughout their academic journey.

Through gender-disaggregated academic monitoring, Mentor Mentee System , remedial support and career development initiatives, TMU seeks to strengthen women's progression and successful completion of higher education. The systematic review of female student enrolment and graduation records also provides an institutional basis for assessing progress towards gender equality in academic achievement.

5.6.8 POLICIES PROTECTING THOSE REPORTING DISCRIMINATION

Teerthanker Mahaveer University (TMU), Moradabad, has established institutional policies and grievance redressal mechanisms to protect individuals reporting discrimination, harassment and other forms of misconduct. As part of its gender equality framework under Sustainable Development Goal 5, the University promotes a safe and inclusive environment in which students, faculty members and employees can raise grievances and seek appropriate institutional support.

A key component of this framework is the Internal Complaints Committee (ICC), constituted in accordance with the University Grants Commission (Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and Students in Higher Educational Institutions) Regulations, 2015. The Committee provides an institutional mechanism for receiving and addressing complaints relating to sexual harassment involving women employees and students. It facilitates the formal handling of complaints while maintaining confidentiality and procedural fairness.

TMU further supports the protection of individuals through its institutional policy framework, which includes the Anti Harassment Policy, Equity Diversity and Inclusion Policy, and Anti-Discrimination and Equal Opportunity Policy. These policies establish institutional principles for preventing harassment, discrimination and unequal treatment and provide a framework for addressing grievances within the University.

The University also operates student grievance redressal mechanisms through which individuals can communicate their concerns and seek institutional intervention. Grievances can be brought forward through designated institutional channels, including the Students' Grievance Redressal Cell , helpdesk and other prescribed reporting mechanisms. The availability of these channels supports access to institutional assistance and provides a structured process for addressing complaints.

TMU complements its policy framework with gender sensitisation, legal awareness and women's empowerment activities. Programmes conducted under Mission Shakti and through the Women Empowerment Cell familiarise students with women's rights, legal protections, safety measures and available support mechanisms. These activities encourage awareness of discrimination and harassment and promote an institutional culture in which individuals are informed about their rights and responsibilities.

The University's policy framework, Internal Complaints Committee, grievance redressal mechanisms and awareness initiatives collectively support the protection of individuals who report discrimination or harassment. By providing formal channels for grievance submission and institutional response, TMU promotes accountability, dignity, equality and a safer academic and working environment.

INITIATIVES UNDERTAKEN BY UNIVERSITY

Mission Shakti 5.0 Awareness Lecture on Women's Safety and Empowerment

Evidence

The Women Empowerment Cell of Teerthanker Mahaveer University College of Engineering (TMUCOE), Moradabad, organised a guest lecture titled **"जागरूकता से सशक्तिकरण तक" (From Awareness to Empowerment)** under Mission Shakti 5.0 – Second Stage. A total of 88 participants, including 85 female students, 2 male students and 1 faculty/staff member, attended the programme. The session commenced with an introduction to Mission Shakti, highlighting its objectives in promoting women's safety, dignity and empowerment, followed by motivational videos on the campaign and its initiatives.



Awareness to Empowerment Session

Dr. Seema Maan delivered an informative lecture on government schemes, women's legal rights, safety measures and available support mechanisms. She emphasised the importance of awareness, gender equality and active participation in preventing harassment and gender-based discrimination. Students were sensitised to appropriate helplines, support services and the importance of seeking assistance when facing safety concerns. The programme encouraged mutual respect, social responsibility and collective efforts towards creating a safe and inclusive environment.

Gender Sensitization Awareness Programme under Gender Champions Initiative

Evidence

Teerthanker Mahaveer College of Law and Legal Studies, Teerthanker Mahaveer University (TMU), Moradabad, organised a Gender Sensitization Awareness Programme at the Seminar Hall under the *Gender Champions* initiative. The programme aimed to promote gender equality, inclusivity, mutual respect and awareness of gender-related issues among students.



Gender Sensitization Awareness Programme

The session commenced with an introductory address by Prof. Sushil Kumar Singh, Principal, TMCLLS, who highlighted the importance of gender sensitivity and the role of legal education in developing responsible and socially aware citizens. Prof. M.P. Singh, Dean Student Welfare, TMU, delivered an insightful session on gender equality, human dignity and legal awareness in the contemporary socio-legal context. Dr. Sushim Shukla, Associate Professor, moderated the programme and facilitated active engagement throughout the session.

Students Samriddhi Sharma and Ayushi Bagdi shared their perspectives on gender sensitivity and equality, adding valuable student insights to the discussion. The programme encouraged participants to recognise gender-based concerns, respect individual dignity and contribute towards building an equitable and inclusive society. It also highlighted the importance of legal awareness and collective responsibility in promoting a safe and respectful academic environment.

Speech Competition – "Achievements of Women Achievers" under Mission Shakti 5.0

Evidence

The Women Empowerment Cell of TMU College of Engineering, Teerthanker Mahaveer University (TMU), Moradabad, organised a Speech Competition on **"Achievements of Women Achievers"** under Mission Shakti 5.0. The programme aimed to celebrate women's contributions across diverse fields, promote gender sensitisation and encourage students to express their perspectives on women's empowerment, leadership and equality. Participants delivered speeches on eight themes, including Women Who Changed India, Breaking Barriers, The Rise of Women Leaders in the 21st Century, From Grassroots to Global Stage, Education and Empowerment, Art, Culture & Cinema, Celebrating Everyday Heroes, and Mission Shakti Success Stories.

The competition provided students with a platform to recognise women's achievements, articulate their views on gender equality and appreciate the role of women in social transformation.



Speech Competition

Inspirational Film Screening – "Ghar Ki Murgi" under Mission Shakti 5.0 Evidence

Teerthanker Mahaveer University (TMU), Moradabad, organised an awareness programme featuring the screening of the inspirational short film **"Ghar Ki Murgi"** under Mission Shakti 5.0 (Second Phase). The programme aimed to promote women's empowerment, self-reliance, self-respect and gender equality through visual storytelling. The film highlighted the often-overlooked contributions of women within households and society, encouraging participants to recognise women's abilities, identity and potential. A total of **122 participants, comprising 63 girls and 59 boys**, attended the programme, providing an inclusive platform for gender sensitisation and awareness.

Following the screening, an interactive discussion was conducted in which participants shared their perspectives on self-respect, personal identity, financial independence, decision-making and recognition of women's contributions to family and society. The discussion also emphasised mutual respect, equal opportunities and the importance of challenging gender-based stereotypes. The programme encouraged students to reflect on women's roles and

responsibilities and recognise the importance of creating an equitable and supportive social environment.



Movie Screening

Report on Women Empowerment Awareness Programme under Mission Shakti 5.0

Evidence

The Faculty of Education, Teerthanker Mahaveer University (TMU), Moradabad, organised a **Women Empowerment Awareness Programme** under Mission Shakti 5.0 (Second Stage), connecting the spirit of *Nari Shakti* with the cultural significance of Navratri. The programme aimed to promote women's dignity, safety, equality, self-confidence and independence. A total of **85 participants**, comprising 50 female students, 20 male students and 15 faculty and staff members, attended the programme. The session commenced with a welcome address by Dr. Poonam Chauhan, Coordinator, Mission Shakti Programme, who highlighted the importance of women's empowerment in social progress and national development. She emphasised the significance of providing women with equal opportunities, safety, dignity and the confidence to pursue their aspirations.



Women Empowerment Awareness Programme

A short video on women's empowerment was also screened, highlighting the role of education, awareness, equality and independence in empowering women. The programme sensitised students to the importance of gender equality and mutual respect, emphasising that women's empowerment is a shared social responsibility requiring the active participation of both girls and boys. Participants were encouraged to stand against discrimination, respect women's rights and promote an environment where women can pursue their goals with dignity and confidence.

Legal Awareness Workshop under Mission Shakti 5.0 Evidence

Teerthanker Mahaveer College of Law and Legal Studies (TMCLLS), Teerthanker Mahaveer University, Moradabad, organised a **Legal Awareness Workshop** under Mission Shakti 5.0 as part of its Women Empowerment – Awareness and Leadership Campaign. The programme aimed to sensitise students about the constitutional and legal provisions concerning women's safety, equality and empowerment. A total of **35 students**, comprising 20 female and 15 male students from the third and fifth semesters, participated in the workshop. The programme was coordinated by Mr. Sourabh Batar and Mrs. Shuchita

Gulyani. Dr. Sakshi Gupta, Assistant Professor, TMCLLS, served as the resource person and delivered an informative session on women's legal rights and protection mechanisms in India. Her lecture covered the Protection of Women from Domestic Violence Act, 2005, the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH), relevant legal provisions concerning assault, stalking and cyberbullying, and laws relating to cyber safety and digital protection.



Legal Awareness Programme

The workshop incorporated group-based case study analyses involving real and hypothetical situations to help students identify legal issues and understand appropriate remedies. An interactive question-and-answer session further enabled participants to clarify their doubts regarding legal recourse, complaint procedures and the role of relevant authorities in protecting women's rights. The programme strengthened students' understanding of legal safeguards, encouraged gender sensitivity and promoted awareness of their rights and responsibilities as informed citizens.

Report on Mission Shakti 5.0 Seminar – Strengthening Women's Safety Awareness

Evidence

Teerthanker Mahaveer University (TMU), Moradabad, organised a seminar under **Mission Shakti 5.0**, focusing on women's safety, health, rights and empowerment. The programme, aligned with the Government of Uttar Pradesh's Mission Shakti initiative, aimed to sensitise students and faculty members about preventive safety measures, legal protections and available government support systems. The seminar commenced with a warm welcome of the dignitaries, followed by the ceremonial lighting of the lamp. Mrs. Priya Agarwal addressed the participants and highlighted the importance of women's empowerment, community support and government initiatives under Mission Shakti.



Felicitation of the Guest Speaker

Mrs. Sunita, representing the Police Department, delivered an informative session on practical safety measures, emergency helpline numbers and precautions that young women can adopt in their daily lives. The programme provided participants with valuable insights into women's safety, legal awareness and the importance of individual and collective responsibility in preventing gender-based concerns. with faculty and non-teaching staff, extended their support in organising the event.

Slogan Writing and Health Helplines Awareness Programme under Mission Shakti 5.0

Evidence

The College of Paramedical Sciences, Teerthanker Mahaveer University (TMU), Moradabad, in collaboration with U.P. Start INUP, TMIF, Ministry of MSME, MeitY Startup Hub and the Institution's Innovation Council (IIC), organised a **Slogan Writing Competition and Health Helplines Awareness Programme & Presentation Competition** on 28 October 2025 under Mission Shakti 5.0. The programme was conducted at the Nursing Building, TMU Campus, with the participation of **141 female students and 11 faculty members** from various programmes, including Medical Laboratory Techniques, Radiology and Imaging Technology, Optometry, Forensic Science, Anaesthesia and Operation Theatre Technology.



Slogan Writing and Health Helpline Awareness

The major highlights included slogan writing and student presentations on women's empowerment, safety measures and awareness of health helplines. Aishba from B.Optometry presented information about helplines such as 1091 and initiatives including Sambaal and Samarthya, while Zoha from B.Optometry and Mahak Afsan from BMLT discussed the role of education in empowering women.

Self-Defence Programme under Mission Shakti 5.0 Evidence

TMIMT College of Physical Education, Teerthanker Mahaveer University (TMU), Moradabad, organised a **Self-Defence Programme** under Mission Shakti 5.0 (Second Stage) at the Indoor Sports Complex. The programme aimed to promote personal safety, develop practical self-defence skills and strengthen students' confidence in responding to challenging situations. A total of **80 participants**, comprising 65 female students, 10 male students, five faculty members and one official/guest, participated in the programme. Trained instructors conducted practical demonstrations covering defensive blocking, protective stances, wrist and arm-hold escapes, wrist-release techniques, palm strikes and knee strikes.



Self Defence Training

Participants practised the demonstrated techniques individually and in supervised pairs, gaining practical exposure to basic self-protection skills. The instructors also emphasised situational awareness, assertive behaviour, presence of mind and quick decision-making during potentially difficult situations. The programme highlighted that self-defence involves preparedness, personal protection and responsible action rather than aggression. It encouraged students, particularly young women, to develop confidence, self-reliance and awareness of their personal safety.

Counselling Session and Creative Competitions under Mission Shakti 5.0 Evidence

The College of Fine Arts, Teerthanker Mahaveer University (TMU), Moradabad, organised a **Career Counselling Session, Poster-Making Competition and Speech Competition** under Mission Shakti 5.0 (Second Stage). The programme witnessed **42 individuals, comprising 33 students and 9 faculty members**. The initiative aimed to promote women's empowerment, safety, gender equality and self-reliance while encouraging students to explore career opportunities and express their views on social issues. The career counselling session focused on career planning, professional opportunities, skill development and informed decision-making. Students were also familiarised with important women's support helplines, including **112 (Emergency Response), 181 (Women Helpline) and 1091 (Women Police Helpline)**, to improve their awareness of available assistance in situations involving harassment, violence or emergencies.



Poster Making Competition

The poster-making competition provided students with a creative platform to communicate messages on women's empowerment, safety, education, health, gender equality and women's rights, while the speech competition encouraged them to articulate their perspectives on equality, dignity and social responsibility. These activities promoted creative expression, communication skills, confidence and awareness of gender-related issues.

Awareness Programme on Acid Attack Survivors' Rights, Dignity and Rehabilitation

Evidence

The College of Law & Legal Studies, Teerthanker Mahaveer University (TMU), Moradabad, organised an awareness programme on **"Acid Attack Survivors: Rights, Dignity and Rehabilitation"**. The programme aimed to familiarise students with the legal rights, remedies and rehabilitation needs of acid attack survivors. The event brought together 80 participants, including 35 female students, 30 male students and 15 faculty members and staff. The session introduced the legal framework under Section 124 of the Bharatiya Nyaya Sanhita (BNS), 2023, and discussed the Supreme Court judgment in Laxmi v. Union of India, with particular attention to acid sale regulation and survivor protection.



Awareness Programme on Acid Attack Survivors

The programme featured a documentary screening highlighting survivors' experiences and the physical, emotional and social challenges associated with recovery and rehabilitation. Six students delivered presentations on legal provisions, compensation and free medical treatment, the Rights of Persons with Disabilities Act, 2016, social stigma, rehabilitation, legal aid and the role of youth in promoting awareness. Participants were also informed about emergency and women's safety helplines, including **112 and 1090**. The discussions emphasised dignity, inclusion, access to justice and sensitivity towards survivors.

Legal Awareness Workshop on Women's Rights under Mission Shakti 5.0 Evidence

A **Legal Awareness Workshop under Mission Shakti 5.0** was organized marking the inaugural event of a two-day Women Empowerment – Awareness and Leadership Campaign and brought together 35 students from the third and fifth semesters, including 20 female and 15 male students. The programme aimed to strengthen legal literacy and familiarise students with constitutional and legislative provisions safeguarding women's rights, safety and equality. Expert session covered the Protection of Women from Domestic Violence Act, 2005, the POSH Act, 2013, relevant IPC provisions addressing assault and stalking, and laws relating to cybercrime and digital safety.

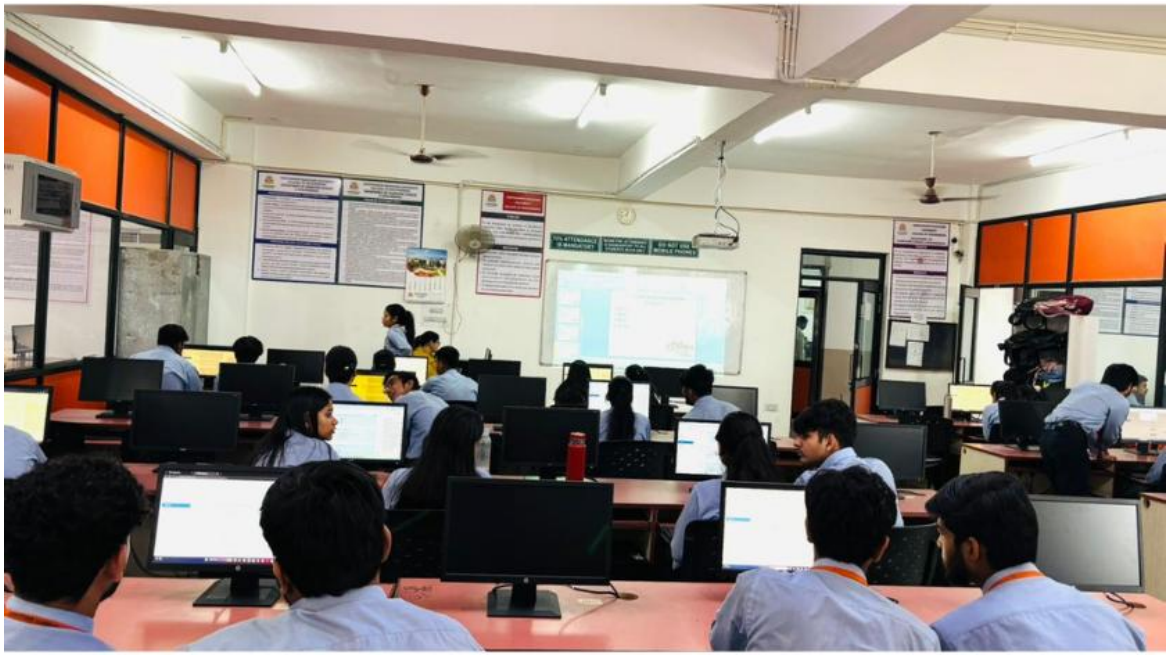


Expert Session on Women's Right

The workshop combined an interactive lecture with group-based case study analysis, allowing students to examine real-life and hypothetical situations and apply relevant legal principles. An open discussion and question-and-answer session provided an opportunity to clarify complaint procedures, available legal remedies and the role of concerned authorities. The activities encouraged critical thinking, confidence and informed participation in matters concerning women's rights. Through this initiative, TMCLLS promoted legal awareness, gender sensitivity and responsible citizenship, encouraging students to become informed advocates for gender equality and justice in their personal, professional and social lives.

Mission Shakti 5.0 Programme on Career Success and Women's Safety Awareness Evidence

The College of Computing Sciences & Information Technology (CCSIT), Teerthanker Mahaveer University, organised a one-day awareness programme titled **"Guiding Women towards Career Success & Safety Awareness"** at CCSIT under Mission Shakti 5.0. The programme brought together 97 students, including 77 female participants, and aimed to promote women's safety, career awareness, confidence and self-expression. The activities focused on familiarising students with essential safety measures and helpline services while providing opportunities to share career aspirations and explore personal growth.



Activities during the Awareness Programme

The programme featured three interactive activities: **"My Dream, My Journey – Voices of Future Women Leaders,"** in which students recorded video messages about their aspirations and challenges. These activities encouraged self-reflection, peer learning, creativity and awareness of available safety resources. The initiative provided a platform for students to strengthen their safety awareness, express career aspirations and engage with the broader objectives of women's empowerment and self-reliance.

Women Empowerment Talk on Psychological Strength under Mission Shakti 5.0

Evidence

TMU organised a women empowerment talk titled **"Rewiring the Mind: The Psychology of Women's Empowerment"** under Mission Shakti 5.0. The session focused on the psychological dimensions of empowerment, highlighting the role of mental strength, emotional intelligence and self-worth in building confidence and supporting informed decision-making. **Mrs. Rashi Mudgal, Clinical Psychologist**, served as the resource person and shared practical insights on overcoming self-doubt, developing emotional resilience, managing stress and addressing societal and psychological barriers to personal growth.



Expert Talk

The interactive session encouraged female students to reflect on their experiences, raise questions and explore practical approaches to strengthening their mental well-being and self-confidence. The discussion also highlighted the importance of self-belief, dignity, safety and self-reliance in women's personal and professional development. The initiative provided students with an opportunity to understand psychological empowerment and recognise the importance of resilience and emotional well-being in their pursuit of personal and professional goals.

Awareness Session on "A New Education Policy, A New Possibility for Women" under Mission Shakti Evidence

The College of Fine Arts, Teerthanker Mahaveer University (TMU), organised an awareness session titled **"A New Education Policy, A New Possibility for Women"** under the Mission Shakti initiative. The programme aimed to familiarise students with the provisions of the National Education Policy (NEP) and explore how its educational opportunities can support women's academic and professional development. The session highlighted the role of education in promoting gender equality, expanding opportunities and encouraging women to pursue their aspirations.



Awareness Session

The programme featured a presentation on key NEP provisions relevant to women, a panel discussion on **"Women in Education: Challenges and Opportunities,"** and an interactive session titled **"Leveraging the Policy for Women's Empowerment."** These discussions provided a platform for participants to examine educational and societal barriers and consider ways to make effective use of available academic opportunities. The session encouraged students to view education as an important means of personal development, professional growth and social empowerment, reinforcing the objectives of Mission Shakti in promoting girls' education and gender equality.

Future Oriented Initiatives for SDG-05: Gender Equality

Teerthanker Mahaveer University (TMU) aims to strengthen its gender equality framework through forward-looking initiatives that promote women's safety, equal opportunities, leadership, academic progression and overall well-being. The proposed initiatives focus on moving beyond awareness activities towards sustained institutional mechanisms, measurable outcomes and greater participation of women across academic, professional and decision-making spaces.

1. **Women's Leadership and Career Advancement Programme**: Establish structured leadership development, mentoring and career advancement programmes to prepare female students and employees for leadership, entrepreneurship and decision-making roles.
2. **Strengthening Gender-Sensitive Mentoring**: Expand the Mentor-Mentee System with focused mentoring for female students, including academic guidance, career planning, research opportunities and support during critical stages of their education.
3. **Enhanced Childcare and Family Support**: Strengthen accessible childcare facilities and explore additional family-friendly workplace provisions to support employees and students with caregiving responsibilities.
4. **Women's Health and Well-Being Initiatives**: Organise regular programmes addressing menstrual health, reproductive health, mental well-being, stress management and preventive healthcare, supported by appropriate counselling and referral services.
5. **Digital and Cyber Safety** Awareness: Introduce regular training on cybercrime prevention, online harassment, digital privacy, safe internet practices and legal remedies, enabling women to participate confidently in digital environments.
6. **Strengthening Institutional Grievance Redressal:** Improve awareness and accessibility of the Internal Complaints Committee (ICC), anti-harassment mechanisms and equal-opportunity channels, with emphasis on confidentiality, procedural fairness and protection against retaliation.

7. **Tracking Women's Academic Progression and Graduate Outcomes:** Develop a gender-disaggregated monitoring framework to review female enrolment, semester progression, programme completion, placements and progression to higher education. Use the findings to identify gaps and plan targeted interventions.
8. **Women in Research, Innovation and Entrepreneurship:** Encourage female students and faculty to participate in research projects, innovation challenges, patent development, start-up initiatives and entrepreneurship programmes through mentoring and institutional support.
9. **Expanded Self-Defence and Personal Safety Training**: Conduct periodic practical self-defence sessions, safety workshops and awareness programmes covering emergency response mechanisms and available support services.
10. **Gender Equality Awareness and Community Outreach:** Extend gender sensitisation, legal literacy and women's rights awareness programmes to nearby communities through student engagement, outreach campaigns and collaboration with relevant organisations.

Summary of the Report

Teerthanker Mahaveer University (TMU) promotes Gender Equality (SDG-05) through institutional policies, support mechanisms, awareness programmes and initiatives that advance women's safety, dignity, empowerment and equal opportunities. The University's efforts include the Women Empowerment Cell, Internal Complaints Committee, Mentor-Mentee System, childcare facilities, maternity provisions, legal awareness workshops, career counselling, leadership development, self-defence training and health and well-being programmes. Through initiatives under Mission Shakti, gender sensitisation activities, legal literacy sessions and student engagement programmes, TMU encourages informed participation, confidence and self-reliance among women. The University also focuses on monitoring women's academic progression and strengthening institutional support systems to foster an inclusive, safe and equitable environment for students and employees.

TEERTHANKER MAHAVEER UNIVERSITY

Moradabad

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