

Jesus and Mary College

University of Delhi
Chanakyapuri, New Delhi - 110021
Accredited by NAAC with "A" Grade



Tel No. : +(91)-(011)-26110041, 26875400

Fax No. : +(91)-(011)-24105466

Website : <http://www.jmc.ac.in>

Email Id : jmcadm@yahoo.co.in
info@jmc.ac.in
principal@jmc.ac.in

JESUS AND MARY COLLEGE
UNIVERSITY OF DELHI

SUPPORTING DOCUMENT FOR 7.1.1

**MEASURES INITIATED BY THE INSTITUTION
FOR THE PROMOTION OF GENDER EQUITY
DURING THE YEAR 2020-2021:
SPECIFIC FACILITIES PROVIDED FOR WOMEN**

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This document contains information regarding:

1. Links to various facilities as displayed on the college website
2. Safety and security
3. Counselling
4. Counsellor's Report
5. Common Room



LINKS TO VARIOUS FACILITIES AS DISPLAYED ON THE COLLEGE WEBSITE

Women oriented Vision and Mission: <https://www.jmc.ac.in/about/visionmission>

Internal Complaints Committee: <https://www.jmc.ac.in/icc>

Counselling: <https://www.jmc.ac.in/facilities/studentscounselling>

Mentor-Ward details are shared on relevant department pages. This is an example from the Department of B.A. Programme page:

<https://www.jmc.ac.in/academics/departments/baprogramme/mentorward>

Common Rooms: <https://www.jmc.ac.in/facilities/commonroom>

Amphitheatre: <https://www.jmc.ac.in/facilities/amphitheatre>

Gymnasium: <https://www.jmc.ac.in/facilities/gymnasium>



(a) SAFETY AND SECURITY

- As a women's college, JMC takes responsibility for providing a safe space for its students to learn and grow.
- JMC has strict round the clock security of high standards at the college gate to create a safe campus.
- Well trained guards are employed by the college on a 24 hour roster. The security guards at the gate, stationed two at a time, check the IDs of everyone entering the campus. This year in view of the pandemic thermal screening was meticulously conducted.
- While the college has a total of five gates, only one is used for regular passage with security guards manning the gates at all times. The other four gates remain locked, except on special occasions and with monitoring.
- The high walls of the campus also prevent the trespassers from entering the college premises.
- The safety and security of students is a priority at JMC during events and fests when the outsiders are also invited to the college campus.
- Apart from the presence of Delhi police personnel, the security guards, the college teaching and non-teaching staff volunteers along with a large number of student volunteers shoulder the responsibility of security on fest days to ensure a safe college campus.
- Our well attended fests have been conducted without any untoward incidents, encouraging both parents and students to feel comfortable in participating and enjoying all events that extend late into the evening.
- JMC recognises the importance of having institutional safeguards in place to make its students feel safe. As per the Sexual Harassment at Workplace (Prevention and Prohibition) Act 2013 and UGC Regulations 2015, JMC constituted an Internal Complaints Committee (ICC).
- The ICC is comprised of members from the teaching and non-teaching staff, elected student representatives and an external member. Every year the ICC organizes a Page 5 of 34 special session on what constitutes sexual harassment and the procedure for filing a complaint with the ICC. Information of the ICC members is displayed in important places in the college and on the college website.

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- In keeping with its resolve to provide a safe environment for its students, JMC is one of the few DU colleges that has an annual Parent Teacher Student Association (PTSA) to keep parents abreast of their ward's progress and interact with teachers and to air their concerns. JMC's experience bears out that parents as stakeholders in the educational enterprise are partners in the promotion of the safety and security of female students.

- Not only is JMC committed to women's safety within the college campus, we are also engaged in making our community and neighbourhood safe for all women.



SEXUAL HARASSMENT AT THE WORKPLACE

Link of ICC displayed on college website:

<http://www.jmc.ac.in/about/importantcommittees> (This link provides updated information of ICC 2021-2022.)

The image below includes details of ICC for 2020-2021 as it was displayed on the college website during 2020-21.

Internal Complaints Committee

Strict policy framework against sexual harassment is imperative to ensure a conducive and secure environment for growth and development of students. The college has constituted an Internal Complaints Committee in accordance with the guidelines delineated by the UGC and notifications issued by the University of Delhi pertaining to the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressed) Act, 2013 (Link 3 & 6). The committee ensures a conducive and secure environment for growth and development of students.

Members	
Dr. Susmita Ram	9810426925
Dr. Maya John	9540716048
Ms. Susan George	9818149917
Ms. Lizamma Joseph	9868796955
Mr. Fransis Lakra	9810174773
Fatima Kabir Chaudhary	9873137325

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(b) COUNSELLING

- Student life today throws up numerous challenges owing to a fast-paced tempo, changing family dynamics, being away from home, increased competitiveness and social media.
- JMC recognizes that counseling is important for students to navigate these demands and achieve their academic potential. In keeping with its mission to provide for the all-round holistic development of women students, JMC offers formal in-house counselling.
- This Counseling is free and open to all students and staff and complete confidentiality is maintained. It has contributed greatly in promoting the psychological well-being of students, helping them achieve their academic, personal, and relational goals.
- Some of the recurring student concerns flagged by the College Counsellor for JMC are: Time, Stress, and Relationship Management, Family Problems, Body Image, Self Confidence, Career Counselling and Teething Problems faced by first year and outstation students.
- In order to address the mental health needs of students, the Women's Studies Centre has been coordinating the counseling services in the college.
- A trained Clinical Psychologist is made available for eight hours per week. Apart from the regular counselling sessions, attempts are made to offer talks in group settings to address common issues that are encountered by young adults.
- Apart from individual sessions, the counsellors also conduct support group sessions and department-wise informal presentations so that JMC students across the board can engage with their mental health issues without the usual stigma attached to them.
- JMC also has a strong Mentor-Ward Programme that complements the teaching-learning exercise. Every student is paired with a faculty-mentor, thus giving them the opportunity to reach out for individual sessions for counsel.
- The mentor-mentee ratio is 1:25. The mentors sensitize themselves to the needs of students and recommend formal counselling if required. This plays a significant role in confidence building and skill development.
- Apart from formal counselling, various departments and societies of the college organize counselling seminars for students. Legal experts are invited to address the intricacies of sexual harassment by citing real life cases.
- Talks on Gender Sensitization are organized from time to time.
- Career counselling workshops are organized by various departments to apprise the students about the career opportunities in their specific field.
- Workshops and webinars on Life Skills and Coping Strategies are conducted to address exam-related anxiety and stress in general.

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- The various initiatives launched by the college underlines that it takes responsibility for disseminating information on counselling as well as dispelling the myths and stigma surrounding it very seriously. This has helped students understand the significance of counselling and work on their own fears and anxieties and achieve their best in both curricular and extra-curricular activities.



COUNSELLOR'S REPORT 2020-2021

Counseling Report: December'20-March'21

In this academic year a total of 77 students enquired about the counseling services. Individual sessions were set-up with 29 of those who enquired. An average of 5- sessions were held for each case.

In this term a total of 116 hours were dedicated to the counseling work. The approach in this tenure had to be reoriented in response to the students need. Most of the queries and distress needed to be attended to immediately and briefly and so no long term work was pursued. The approach was to initiate reflective thinking in the individuals and other circles of social support around them. However, the transition to online (mostly audio calls due to lack of private spaces) sessions proved to be a challenge in sustained interaction students.

Broad issues faced by students and benefits availed in counseling-

1) Through this year, students were struggling to adapt to the sudden changes both in their academic as well as personal lives. Due to the lockdowns, most of them went through phases of isolation, dislocation, and separations. Battling with the anxiety of uncertainty on all fronts. Some students with dysfunctional family structures experienced an increase in anxiety. Not being able to interact with their peer groups, they felt trapped and disconnected. Many final year students battled their anxieties around their future plans both academically and career wise. Different coping strategies were discussed, which could help students navigate their problems and accessed their options.

2) Many students had gone through loss of loved ones-family and friends. A few sessions were dedicated in dealing with the grief some students were grappling with. In the sessions an attempt was made to initiate them into processing the emotional numbing, exhaustion and deep fears that these deaths were evoking.

3) The rise in Covid cases also created a generalized anxiety around the health and safety of the individuals and their families. With some students this needed to be acknowledged and validated as a fear due to the pandemic and an environment of fear and worry all around us. However, with some students, it was further investigated and a pattern of deeper individual fears were explored. The hope was to make these fears thinkable and not paralyzing, unthinkable experiences for students.



4) The transition from school to college is a challenging one for most students, as they have to reorient themselves to a new academic environment. Their personalities undergo a significant change as they are also moving towards adulthood and are developing their own sense of identity. It becomes difficult to find compatible peer groups. Some of them also struggle with experiences of social exclusion and might feel inferior to their peers. This was further complicated with the online learning models. In counseling we tried to work through the issues around their self-worth and confidence that helps them adjust better in challenging social situations.

5) One particularly recurring theme in the challenges faced by students is how to deal with the diverse social backgrounds of their peers. The differences in their class, caste, religion, sexual orientations become confusing sometimes and comes in the way of forming meaningful relationships. Through counseling we encourage an empathetic, sensitive and self-reflective engagement with the peers and the staff around the students.

6) Some students bring up issues of neglect and physical/sexual abuse in trusted spaces like families, schools, friends etc. It is often reported how a lot of cases of abuse happen within the family which greatly traumatizes the students and its impact can be seen in their troubled interpersonal relationships as well as in their academic progress. In such cases, we help students feel safe enough to be able to talk about the traumatic experience they carry and reach a state of catharsis. We help them verbalize their fears and other difficult emotions like shame, guilt, anger etc. In addition, we encourage them to model their other relationships on similar grounds of trust and safety.

7) Many students fall into self-destructive patterns and frequently engage in self-harm or suicidal ideation. Most of them come from dysfunctional families, where they have grown up witnessing domestic abuse, alcoholism, and various forms of exploitation. Such experiences shape their personalities in ways which become dysfunctional and manifest in their social and academic life. These

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students also suffer from behavioral issues and often get into conflict with significant people in their lives as well as institutional authorities. In our work with such cases we help them trace these patterns of responses and actions to their origins in the family set up, and how they continue to repeat these patterns unknowingly in their current lives as well. Such interventions help them distinguish and disentangle their own feelings and actions from the larger dysfunctional familial matrix. Such cases often take deeper work for a sustained period of time due to their severity.

8) There are also cases where the students have experienced loss or separation either in their early life and have been unable to process it or have recently experienced it and are in the process of grieving. In such cases, counseling becomes a space where mourning can take place. It also helps them reconnect with their present lives and envision a hopeful future for themselves.

9) Since this is a college for women a lot of students bring up their questions and conflicts around their identity as a woman. Their concerns around their bodies, sexuality, social norms and morality become central in their experience. As young women they often bring their struggles and their attempts at resistance against oppressive experiences. Counseling becomes a space where they try to find their voice and a sense of active agency over their lives.

Submitted By-
Ms. Prachi Akhavi
College Counselor



(c) COMMON ROOM

- JMC prides itself in providing comfortable spaces for students. There are two formal common rooms that are easily accessible and centrally located close to the canteen, library, gymnasium and lecture wing.
- Both the common rooms are of sizable capacity and open on three sides. These well-ventilated spaces can accommodate a large number of students.
- Special open areas with steps for sitting have been created at strategic locations in the college.
- The common room near the canteen is adjacent to the Gym and has attached washrooms. It is a free-flowing space that opens into the Student Common Area and Amphitheater, overlooking the Multi-Purpose Hall on one side and the green lawns of JMC on the other.
- This common room is Wi-Fi enabled and is often used by students of various cultural societies to practice for their events.
- As JMC is a women's college, there is no need for women-only common rooms. Located away from the common thoroughfare, it provides the students with a semblance of privacy to relax and freely interact away from prying eyes.
- The second common room, recently renovated, is reminiscent of the original construction of JMC connecting generations of JMC students. This common room opens onto a natural landscape of Aravali rocks on both sides.

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Picture of Common Room



Newly Constructed Common Room



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Picture of Amphitheatre

