

ISBR Business School Women's Access and Participation Policy

ISBR Business School is committed to fostering a diverse, inclusive, and supportive environment for women at all stages of their academic journey. This policy aims to increase women's representation, ensure equal opportunities in admissions, and promote a thriving campus culture that supports women's academic and professional success.

1. Equal Access in Admissions

ISBR Business School ensures equitable access for women applicants by:

- **Encouraging Applications:** Actively promoting the business school's programs to women through targeted outreach and engagement with women's organizations, networks, and educational institutions.
- **Gender-Responsive Admissions:** Implementing unbiased admission practices that assess applicants holistically, recognizing diverse experiences and perspectives.
- **Financial Support:** Providing scholarships, grants, and financial aid specifically for women to reduce financial barriers that may prevent them from pursuing higher education.

2. Women's Participation and Retention

To promote continued engagement and success of women in academic and campus life, ISBR Business School commits to:

- **Student Support Services:** Offering dedicated mentorship programs, counseling, and career guidance to support women's academic and professional goals.
- **Flexible Learning Options:** Providing options like flexible schedules, online course offerings, and support for returning women learners, recognizing that some may balance education with other responsibilities.
- **Networking and Professional Development:** Organizing events, workshops, and mentorship sessions tailored to women's professional growth and leadership development in business.

3. Fostering an Inclusive Campus Environment

ISBR Business School is dedicated to maintaining a campus culture that respects and values women's contributions:

- **Zero Tolerance for Discrimination:** Enforcing strict anti-discrimination policies and a zero-tolerance stance on harassment to create a safe and inclusive environment.
- **Gender Equity Training:** Conducting regular workshops and training sessions on gender sensitivity and inclusivity for all students, faculty, and staff.

- **Women's Resource Center:** Establishing a dedicated space where women can access support services, connect with mentors, and collaborate with peers.

4. Monitoring and Accountability

To ensure the effectiveness of this policy, ISBR Business School will:

- **Track and Report Progress:** Monitor women's application, acceptance, and retention rates, with yearly reviews to assess progress and areas for improvement.
- **Feedback Mechanisms:** Provide channels for women to voice their experiences, challenges, and suggestions for improvement.
- **Continuous Improvement:** Update programs and policies based on feedback and emerging best practices to advance gender equity.

Conclusion

ISBR Business School is committed to creating an empowering environment where women can achieve their academic, professional, and personal aspirations. This policy is part of our broader commitment to diversity, equity, and inclusion, fostering a campus that supports women's full participation and success.

Approved by:

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