BMC
Banerjee Medical College

Women's Applications, Acceptance, Entry, and Participation (Institutional Access and Participation Plan)

POLICY AND PROCEDURES

Batterjee Medical College	Policies & Procedures
Division: Academic Affairs	**Policy Code:** AA-POL-14
Issue Date: 21/09/2025	**Revision No.:** 2
Effective date: 21/09/2025	**Replaces:** Nil
Next Revision Date: September 2027	**Attachments:** None

Policy on Women's Applications, Acceptance, Entry, and Participation (Institutional Access and Participation Plan)

1. Purpose & Strategic Alignment

Batterjee Medical College (BMC) recognizes that gender equality and women's empowerment are foundational to academic excellence and healthcare transformation. Aligned with Saudi Vision 2030, the National Transformation Program, and the SDG5, this policy establishes BMC's formal Access and Participation Plan. It mandates a comprehensive regulatory, financial, academic, and logistical framework governing the four pillars of the female student lifecycle at the college: Applications, Acceptance, Entry, and Participation.

2. Policy Statement & Non-Discrimination Mandate

2.1 Meritocratic Evaluation (Based on Non-Discrimination Policy): BMC views, evaluates, and treats all applicants, students, faculty, and staff in all activities and operations strictly as individuals based on their personal capacities, academic qualifications, and relevant characteristics.

2.2 Absolute Prohibition of Discrimination: BMC explicitly prohibits discrimination, bias, or intolerance against any applicant or member of its community based on gender, marital status, race, color, religion, age, national origin, socioeconomic background, or disability across admissions, financial aid allocation, academic assessment, student activities, and employment.

2.3 National Regulatory Alignment & International Reciprocity: BMC conducts all academic programs, admissions, and support services in full compliance with the laws and regulations of the

Kingdom of Saudi Arabia promoting equal opportunity for women, minorities, and persons with disabilities. Furthermore, BMC legally binds its international academic partners to uphold non-discrimination, gender equality, and reciprocity in all joint programs, dual degrees, and student exchanges.

3. Pillar I: Policy on Women's Applications (Pre-Admission Outreach & Application Accessibility)

BMC guarantees unrestricted, transparent, and supported access for women applying to higher medical and health sciences education through the following mandates:

3.1 Unrestricted Access Across All Academic Programs: Female candidates are eligible to apply on an equal basis to all Bachelor's degree and Postgraduate's programs offered across BMC campuses.

3.2 Standardized Digital Application Portal & Multi-Curriculum Equivalency: All prospective students apply directly through BMC's centralized online portal managed by the Admission and Registration Department. Admission criteria make zero distinction based on gender for graduates of the Saudi National Curriculum (Science track with Qudrat and Tahsili scores) or six accredited international high school curricula (British AS/A2/A-Level, International Baccalaureate [IB Diploma], American, Pakistani HSSC, Indian CBSE, and Nigerian WAEC/NECO).

3.3 Waiver of Application & Initial Admission Fees for Low-Income Female Applicants: Pursuant to the Policy on Admission and Academic Success Targets for the Bottom Financial Quintile, BMC waives initial admission and application fees for applicants presenting verified proof of low-income status (bottom 20% national household income group), ensuring application fees never deter qualified young women from applying.

3.4 Proactive Female Outreach in STEM and Healthcare: To actively encourage applications from young women, the Admission

and Registration Department, Deanship of Student Affairs, mandate annual pre-university outreach programs, including:

- Hosting the annual School Medical Specialties Forum ("Discover Your Path in Healthcare") with dedicated, inclusive sessions for female high school students led by female medical leaders and direct admissions guidance.
- Conducting targeted campus, laboratory, and clinical orientation visits for female high school students featuring formal briefings on admission and scholarship policies.
- Implementing the Research Literacy Initiative for High-School Students (Blue & Green Schools) in collaboration with the Ministry of Education, mentoring high school students in scientific research prior to university entry.
- Collaborating with the Ministry of Human Resources and Social Development (MHRSD), national charities, and regional women's associations to identify and recruit high-potential female applicants from underserved backgrounds.

4. Pillar II: Policy on Women's Acceptance (Meritocratic Selection, Socioeconomic Quotas & Flexible Pathways)

BMC enforces an inclusive, merit-based acceptance policy that combines socioeconomic admission targets with multiple flexible entry pathways to prevent the exclusion of capable female applicants:

4.1 Socioeconomic & First-Generation Acceptance Targets:

- **Bottom Financial Quintile Admission Target:** BMC mandates that at least 10% of the annual newly admitted cohort belongs to the bottom 20% household income group in Saudi Arabia.
- **First-Generation Female Priority:** BMC actively prioritizes the acceptance and onboarding of first-generation female university students.

4.2 Diversified & Flexible Acceptance Pathways for Women:

Acceptance Pathway	Target Applicant Profile	Institutional Acceptance & Progression Rule

1	Standard High School Entry (Saudi & 6 International Curricula)	Female graduates from the Saudi National Curriculum and 6 international systems (British AS/A-Level, IB Diploma, American, Pakistani HSSC, Indian CBSE, Nigerian WAEC/NECO)	Tracks minimum grade thresholds (95% Saudi / 90% International / 26 IB for Medicine) and monitors Internal Academic Transfer: applicants below Medicine thresholds can enter another BMC program and transfer into Medicine upon achieving a GPA of 4.5/5.0 in their first year
2	Medical Gateway Program (Non-Science Pre-Med Pathway)	Female high school graduates from non-scientific (literary/arts/humanities) tracks aspiring to enter healthcare professions	Tracks entry and completion in an intensive 1-year Pre-Med Transition Program that builds foundational competency in Biology, Chemistry, Physics, and Mathematics, offering a "second chance" for career transformation under Vision 2030
3	Accelerated Nursing Program	High-achieving candidates seeking fast-track entry into the nursing workforce	Tracks enrollment in an intensive 3-year pathway (2 years of 3-semester academic study + 1 year clinical internship) compared to the traditional 5-year track, accelerating women's entry into healthcare employment
4	Elite Admission (Direct Program Placement)	Top-tier high school graduates (95% Saudi with 75% Qudrat/Tahsili, or 90% International; English IELTS 6 / STEP 95 / TOEFL 80)	Tracks candidates taking the Direct Program Placement Test (Biology, Chemistry, Physics, Math, Medical Terminology) and personal interview for direct entry into Year 2
5	Bridging Program (Diploma-to-Bachelor)	Female healthcare diploma holders seeking upward academic and professional mobility (all programs except Medicine)	Tracks prior learning recognition: applicants with a diploma of ≥ 2 years are admitted directly to Year 3, while those with a diploma of < 2 years are admitted to Year 2 upon meeting

			English proficiency requirements
6	External University Transfer Pathway	Students transferring to BMC from other recognized universities	Tracks transfer admission, credit equivalency, and eligibility for the 10% Excellence Transfer Discount for students entering with a GPA of ≥ 4.0

5. Pillar III: Policy on Women's Entry (Accelerated Tracks, Scholarships, Deferred Tuition & Non-Financial Support)

To ensure that accepted female applicants successfully enroll without being hindered by tuition costs, living expenses, or geographic distance, BMC enforces a comprehensive financial and non-financial entry support policy:

5.1 Accelerated Entry into the Healthcare Workforce (Accelerated Nursing Policy): BMC offers a fast-track 3-year Accelerated Bachelor of Science in Nursing pathway (2 years of three-semester academic study + 1 year clinical internship, compared to the 5-year traditional route) to accelerate women's entry into clinical nursing.

5.2 Domestic & International Scholarship and Financial Aid Schemes: All BMC scholarships and financial aid schemes are equally open to qualified female entrants across all nationalities including (Tamkeen Program, Al-Forsan Scholarship, Tamooh Program, Daeem Program, Ehsan Scholarship & Abna'a Al Shuhada'a Scholarship, Excellence Scholarships, Iqraa Scholarship & Exceptional Family Grants, Financial Support for Women from Low and Lower-Middle-Income Countries).

5.3 Zero-Interest Educational Financing & Student Withdrawal Financial Protection: Zero-Interest Installment Partners: BMC provides 0%-interest tuition financing through the Maslak Program (in partnership with the Sulaiman Al-Rajhi Foundation for Development Finance), Alinma Bank Educational Financing, the Social Development Bank, Jeel Pay, Tamara, and Amwal Tech.

5.4 Non-Financial Logistical Entry Support: To eliminate non-tuition barriers to entry for low-income and out-of-region female students, BMC provides:

- **Free or Heavily Subsidized Female Hostels:** Priority access to BMC-owned residential facilities (Female Hostels, including Hostel H and Hostel E).
- **Free Daily Transportation:** Free daily shuttle bus services connecting college hostels and city districts to campus.
- **Campus Food Security:** Subsidized meal plans and meal vouchers at campus cafeterias.

6. Pillar IV: Policy on Women's Participation, Retention, Well-Being & Leadership

BMC mandates a holistic campus support ecosystem to ensure that enrolled women participate fully in academic, research, athletic, and leadership life and graduate at rates equal to or exceeding the overall student body:

6.1 Academic Retention Targets, Early Warning Systems & Women's Mentoring:

- **Graduation & Completion Target:** BMC enforces a strict minimum 85% graduation and completion target for economically disadvantaged students (including females) to ensure their success rate equals or exceeds the institutional average.
- **Digital Academic Tracking & Early Warning System:** Utilizing Oracle PeopleSoft Student Records, Blackboard Learn Ultra, ExamSoft, Student Information System (SIS), and AI (Claude)-Enhanced Academic Mentoring Matrices, the Academic Advising Unit and Student Counseling Center operate an Early Warning System that triggers mandatory free tutoring and personalized advising whenever a student's GPA drops below safe thresholds.
- **Structured Female Mentoring Schemes:** BMC mandates peer and faculty mentoring programs in which women represent over

75% of participants, including the First-Generation Medical Students Workshop led by senior female students.

6.2 Free & Confidential Mental Health Support:

- **In-House Psychological Clinic & Female-Dedicated Sessions:** The Student Welfare Unit operates an in-house Psychological Clinic providing completely free, strictly confidential individual and group counseling, walk-in crisis intervention, and dedicated therapy sessions for female students, alongside the Pre-Medicine Students Wellness Program.
- **Proactive Screening & Specialized Referral Network:** BMC conducts periodic digital screening using validated clinical scales (PHQ-9 and GAD-7), integrates mental wellness events into campus life (Mental Health Innovation Forum, Mindfulness, Art Therapy, Pet Therapy, Wellness Fairs), and maintains a formal referral network with over 11 specialized mental health centers (including Erada Complex, Etizan Center, Mutma'inah Clinic, Rushd Center, and the National Center for Mental Health Promotion).

6.3 Maternity, Paternity, Childcare & Reproductive Health Support Policies:

- **Maternity & Paternity Leave Policies:** BMC grants 12 weeks of fully paid maternity leave and 10 days of paid paternity leave, supporting student and staff parents and promoting shared family responsibilities.
- **Subsidized Childcare Infrastructure:** To enable uninterrupted academic and clinical participation for student and faculty mothers, BMC maintains formal agreements with accredited nearby nurseries and kindergartens catering to children from 6 months of age at exclusive discounted rates, reinforced by BMC's agreement with Golden Little Dream Company for Childcare providing an exclusive 25% discount for all BMC students, faculty, and staff.

- **Women's Reproductive & Maternal Health Education:** Through the Social Responsibility Unit and clinical programs, BMC mandates ongoing educational and clinical outreach on women's reproductive health, including the Postpartum Care Initiative (with OB/GYN consultants at Andalusia Hospital), Women's Menstrual Health education, labor pain analgesia research, and Breast Cancer early detection campaigns.

6.4 Equal Participation in Sports, Student Clubs & Academic Research:

- **Athletic Facilities & Female Sports Empowerment:** Priority usage of BMC's indoor gymnasiums, outdoor fields, and multi-use courts is guaranteed for BMC students. BMC actively supports the Female Sports Club, inter-university gender-equal sports tournaments, female athletic injury prevention programs, and exclusive female wellness partnerships.
- **Student Governance & Academic Freedom:** Protected by the Academic Freedom Policy, women lead across 37 to 50+ student clubs (including the Women Empowerment Club, Influencers Club, Debate Club, and Nazaha Club), represent about 74% of senior academic staff, and contribute to 96% of BMC's published scientific research.

6.5 Grievance Redressal & Absolute Protection Against Retaliation:

- Any student, employee, or visitor who experiences or witnesses discrimination or harassment has the right to report the incident immediately through informal or formal resolution channels.
- BMC takes immediate protective measures prior to investigation completion and enforces an ironclad Non-Retaliation Guarantee: "BMC is committed to protect its students and staff who [are] facing or reporting discrimination and/or harassment from any kind of educational or employment disadvantage, retaliation after reporting or participating in the complaint process".

7. Action, Monitoring, Compliance & Periodic Review

7.1 Systematic Data Tracking: The Admission & Registration Department, Deanship of Student Affairs, and Social Responsibility Unit continuously track and audit gender-disaggregated and socioeconomic data across applications, acceptances, entry pathways, mentoring participation, retention, and graduation rates on an annual basis.

7.2 Verification of Socioeconomic & Scholarship Eligibility: To access targeted socioeconomic quotas and financial aid, the Financial Aid Committee verifies applicant documentation through official Ministry of Human Resources and Social Development (Social Security) proof, Certified Household Income Statements, Orphan Legal Documentation, or the Financial Support Application.

8. Review and Revision

This policy will be reviewed every two years by the Quality and Academic Affairs Departments to ensure ongoing compliance with institutional capacity, and alignment with Saudi regulations and global sustainability standards.

Synopsis

- Document Title: Policy on Women's Applications, Acceptance, Entry, and Participation (Institutional Access and Participation Plan)
- Document Status: Issue Number 02
- Document Effective Date: September 2025
- Document Next Revision Date: September 2027

Approval Authority:

Approved by:

Dr. Osama Kensara, Chief Executive Officer,

Signature:

Reviewed by:

Dr. Maher Alandiyjany, Chief Quality Officer,

Signature: