



## GENDER SENSITIZATION ACTION PLAN

### CONTENTS

SL. NO.	ITEM	PAGE
1.	<b>GENDER SENSITIZATION ACTION PLAN 2022-23</b>	<u><a href="#">2</a></u>
2.	<b>GENDER SENSITIZATION ACTION PLAN 2021-22</b>	<u><a href="#">3</a></u>
3.	<b>GENDER SENSITIZATION ACTION PLAN 2020-21</b>	<u><a href="#">4</a></u>
4.	<b>GENDER SENSITIZATION ACTION PLAN 2019-20</b>	<u><a href="#">5</a></u>
5.	<b>GENDER SENSITIZATION ACTION PLAN 2018-19</b>	<u><a href="#">6</a></u>



## Gender Sensitization Action Plan 2022-23

Ensuring equal opportunities for all students and staff, irrespective of gender, caste, color, language, and religion, is a fundamental commitment at our institution. To materialize this commitment, we have devised comprehensive action plans focusing on gender sensitization programs and other inclusive initiatives. Our strategies aim to foster awareness, understanding, and a culture of respect across the diverse spectrum of identities within our academic community. The key action plans include:

**Enrollment in Professional and Non-professional Bodies:** Actively involving female students and staff in professional and non-professional bodies enhances their representation and influence within the institution. This creates a more inclusive and diverse decision-making landscape.

**International Women's Day Celebrations:** Celebrating International Women's Day serves as a powerful platform to raise awareness about women's rights, fostering a culture of appreciation and understanding of gender equality among the entire campus community.

**Encouraging Participation:** Actively encouraging female students to participate in a wide range of activities, including competitions, placement drives, sports, and both curricular and extracurricular endeavors, ensures their equal involvement and opportunities for growth.

**Ensuring Campus Safety:** A safe campus environment is fundamental. Taking measures to ensure the safety of all students and staff, regardless of gender, contributes to a conducive atmosphere for learning and personal development.

**Maintaining a Discrimination-Free Workplace:** A workplace free from gender discrimination is crucial for creating an environment where everyone can contribute without facing bias. This policy reinforces the commitment to equality.

**Counseling Facilities:** Providing counseling facilities specifically for female students recognizes and addresses their unique needs, offering support for personal and academic challenges they may encounter.

**Gender Equality Sensitization Programs:** Regular programs for both staff and students create awareness and understanding of gender-related issues, fostering a culture of respect, inclusivity, and equal opportunity.

**Sensitization about Sexual Abuse and Exploitation:** Educating the community about sexual abuse and exploitation is essential for creating a safe and supportive environment. This awareness contributes to preventing and addressing such issues.



**Programs on Women Empowerment:** Empowering female students through programs on women's empowerment, health awareness, and self-defense training enhances their self-confidence and personal development.

**Curriculum Integration:** Integrating courses that address gender-related issues into the curriculum ensures that students are exposed to and educated about these matters throughout their academic journey, promoting a deeper understanding of gender equality.

## Gender Sensitization Action Plan 2021-22

These action plans collectively contribute to a holistic approach to gender equity, emphasizing education, representation, safety, and empowerment. By implementing these initiatives, our institution is actively working towards fostering an environment that values and supports the contributions of all individuals, irrespective of gender.

**Enrollment in Professional and Non-professional Bodies:** Actively involving female students and staff in both professional and non-professional bodies enhances their participation and representation, fostering inclusivity and diversity within these decision-making forums.

**International Women's Day Celebrations:** Celebrating International Women's Day provides a platform for raising awareness about women's rights, recognizing achievements, and fostering a culture of appreciation and support for gender equality.

**Encouraging Participation:** Actively encouraging female students to participate in various activities, including competitions, placement drives, sports, and both curricular and extracurricular activities, ensures their equal opportunities for personal and professional growth.

**Campus Safety:** Ensuring campus safety through the installation of CCTV surveillance and constant vigilance by the security department creates a secure environment for all individuals, contributing to a conducive learning and working atmosphere.

**Maintaining a Discrimination-Free Workplace:** A commitment to maintaining a workplace free from gender discrimination is crucial for creating an environment where all staff members can contribute without facing biases or barriers.

**Counseling Facilities:** Providing counseling facilities specifically for female students acknowledges and addresses their unique needs, offering support for personal and academic challenges they may encounter.

**Gender Equality Sensitization Programs:** Regular programs for both staff and students on gender equality sensitization contribute to fostering awareness, understanding, and respect for



diverse gender perspectives.

**Programs on Women Empowerment:** Initiatives focused on women empowerment, health awareness, and self-defense training contribute to enhancing the confidence, well-being, and safety of female students.

**Curriculum Integration:** Creating awareness through courses in the curriculum that address gender-related issues ensures that students are exposed to and educated about these matters as part of their academic journey, promoting a deeper understanding of gender equity.

## Gender Sensitization Action Plan 2020-21

Providing equal opportunity to all students and staff irrespective of gender the following action plans are made.

**Conduct Gender Audit for Eco-Friendliness:** Conducting a gender audit with a focus on eco-friendliness signifies a holistic approach to gender equality. This initiative recognizes the interconnectedness of environmental concerns and gender issues, promoting sustainability and inclusivity.

**Enrollment in Professional and Non-professional Bodies:** Actively involving female students and staff in professional and non-professional bodies enhances their representation and influence, fostering inclusivity and diversity within decision-making spheres.

**Encouraging Participation:** Encouraging female students to participate in various activities, including competitions, placement drives, sports, and both curricular and extracurricular activities, ensures equal opportunities for personal and professional growth.

**Ensuring Campus Safety:** Safety measures within the campus contribute to creating a secure environment for all individuals, promoting a conducive learning and working atmosphere.

**Maintaining a Discrimination-Free Workplace:** Maintaining a workplace free from gender discrimination is essential for creating an environment where all staff members can contribute without facing biases or barriers.

**Counseling Facilities:** Providing counseling facilities specifically for female students recognizes and addresses their unique needs, offering support for personal and academic challenges they may encounter.

**Sensitization about Sexual Abuse and Exploitation:** Educating students and staff about sexual abuse and exploitation is vital for creating a safe and supportive environment, promoting awareness and prevention.



**Programs on Women Empowerment:** Initiatives focused on women empowerment, health awareness, and self-defense training contributes to enhancing the confidence, well-being, and safety of female students.

**Create Awareness through Extension Programs:** Extending awareness programs beyond the campus boundary through extension programs helps disseminate knowledge and promote gender equality in the broader community.

## Gender Sensitization Action Plan 2019-20

The outlined action plans demonstrate a commitment to promoting gender equality and creating an inclusive environment within the institution. Each initiative addresses different dimensions of gender equity, fostering awareness, participation, safety, and empowerment.

**Organize Gender Equality Sensitization Programs:** Conducting gender equality sensitization programs for both staff and students is crucial for fostering awareness, understanding, and respect for diverse gender perspectives. These programs contribute to creating an inclusive and respectful campus culture.

**Celebrate International Women's Day:** Celebrating International Women's Day serves as a meaningful platform to raise awareness about women's rights and achievements, fostering a culture of appreciation and support for gender equality.

**Encourage Female Students' Participation:** Actively encouraging female students to participate in sports, arts, and various co-curricular and extracurricular activities ensures their equal opportunities for personal and skill development.

**Maintain Workplace Free from Gender Discrimination and Ensure Campus Safety:** A commitment to maintaining a workplace free from gender discrimination is crucial. Simultaneously, ensuring campus safety contributes to creating a secure environment for all individuals, promoting a conducive learning and working atmosphere.

**Provide Counseling Facilities:** Continuing counseling facilities for all students and dedicating special sessions for female students acknowledges and addresses their unique needs, offering support for personal and academic challenges.

**Awareness Class on Sexual Abuse and Exploitation:** Conducting awareness classes on sexual abuse and exploitation is essential for creating a safe and supportive environment. Simultaneously, providing self-defense training empowers female students to protect themselves.

**Create Awareness through Curriculum Integration:** Integrating courses in the curriculum that



address gender-related issues ensures that students are exposed to and educated about these matters as part of their academic journey, promoting a deeper understanding of gender equity.

## Gender Sensitization Action Plan 2018-19

To provide equal opportunities to all students in the college and staff in the college irrespective of gender the following action plans are made.

**Ensure Campus Safety:** Prioritizing campus safety is fundamental for creating a secure environment for all students and staffs, ensuring that everyone feels protected and can fully engage in academic and professional activities.

**Enroll in Professional and Non-professional Bodies:** Actively involving female students and staff in professional and non-professional bodies enhances their representation and influence, fostering inclusivity and diversity within decision-making forums.

**Day Celebrations for Women's Rights Awareness:** Organizing day celebrations to raise awareness about women's rights provides a platform for educating the college community and fostering a culture of understanding and support for gender equality.

**Encourage Active Participation:** Actively encouraging female students to participate in all curricular and co-curricular activities promotes equal opportunities for personal and professional development, emphasizing inclusivity and skill-building.

**Maintain a Discrimination-Free Workplace:** A commitment to maintaining a workplace free from gender discrimination is essential for creating an environment where all staff members can contribute without facing biases or barriers.

**Counseling and Mentoring Facilities:** Providing counseling and mentoring facilities specifically for female students recognizes and addresses their unique needs, offering support for personal and academic challenges they may encounter.

**Awareness Classes on Sexual Abuse and Exploitation:** Conducting awareness classes on sexual abuse and exploitation is vital for creating a safe and supportive environment, promoting awareness and prevention.