

## 7.1.1 Gender Sensitization Action Plan

- ✓ To ensure respectful dignified behaviour, about Gender Equality to maintain a standard at the workplace and sensitization of all the employees is to follow up regularly.
- ✓ Every program should include a session on gender sensitization within the induction and the orientation programmes.
- ✓ The counselling committee under the chairmanship of Mrs. Dr. K. N. Ranbhare is constituted to positively influence them for their learning and emotional well-being. Every faculty member has to observe the students in class and identify change in behaviour of student such cases are to be observed and reported to counselling committee. The counselling committee will be advising the students on their personal problems and help with solving problems and conflicts related to the learning and adjustment in the college. Moreover, it should also include the matter of recognising the behavioural issues of the students and provide proper guidance to resolve them.
- ✓ Right from semester one of every program the new students are to be provided a mentor (who will be a teacher of that department). Regular need-based meetings between the mentor and mentee will be conducted to smoothen the burden of study and also to ease the stress of the new entrant.
- ✓ To ensure equal and unbiased measures for everyone in teaching & learning activities. **“No Discrimination Policy”** needs to be strictly followed.
- ✓ To ensure equal rights and participations in cultural activities, sports, debate, commemorative days celebrations, and performing arts. Lady students to be encouraged without any gender discrimination.
- ✓ Lady Faculties and staff members are to be given equal participations in different activities performed throughout the year. All the committees formed, should include lady faculties and staffs in appropriate numbers.
- ✓ The awareness programme on safety and security to be conducted on regular basis. So also, legal awareness about sexual harassment at work place amongst lady staff members.
- ✓ To encourage the girls students to undertake their physical fitness seriously by using **gymnasium facility**. Besides these, there are a plenty of opportunities to explore other different forms of sports both indoor and outdoor facilities are available in the college. Especially the ladies students will be motivated to take advantage.
- ✓ To conduct regular meetings of the committee of the Grievance redressal & Sexual Harassment of Women at Workplace to look after the fact that safety and security are maintained.
- ✓ Sensitisation by the elements of education in the curriculum to be strictly monitored. Different activities and topics related to gender sensitization to be organized under the curriculum.
- ✓ To create awareness in classes related to gender, women's rights and women empowerment for students by the departmental faculty members. To conduct counselling sessions for the lady students in need a lady faculty of the counselling Committees. Institute organizes workshops on Martial Arts for lady students.