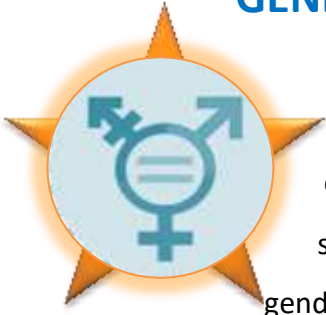


GENDER SENSITIZATION - ACTION PLAN



Gender sensitization is the process of defining and re-defining the socially constructed gender roles. It aims at giving awareness regarding gender equality and modifying the views that one holds about oneself and others. Social norms, behaviours and roles associated with a woman, man, or transgender as well as relationships with each other create conflicts and so, are to be viewed from a humanistic perspective too.

Need for Gender Sensitization

Gender sensitization is very crucial in ensuring an equitable, inclusive and just culture at home, workplace and in society. Our Constitution contains provisions that aim to create gender justice and equality.

The important Articles that ensure equality and dignity to all individuals irrespective of religion, race, caste, sex or place of birth are:

- ✚ **Article 14:** The State shall not deny to any person equality before the law or the equal protection of the laws within the territory of India.
- ✚ **Article 15:** Prohibition of discrimination on grounds of religion, race, caste, sex or place of birth.
- ✚ **Article 19:** To practice any profession or to carry out any occupation, trade or business.
- ✚ **Article 21:** No person shall be deprived of his/her life or personal liberty except according to procedure established by law.
- ✚ **Article 42:** The State shall make provision for securing just and humane conditions of work and for maternity relief.
- ✚ **Article 51:** It shall be the duty of every citizen of India to promote harmony and the spirit of common brotherhood amongst all the people of India transcending

religious, linguistic and regional or sectional diversities; to renounce practices derogatory to the dignity of women.

It is the responsibility of every Educational Institution to safeguard the rights and responsibilities that our Constitution upholds.

Gender Sensitization is giving awareness and create a bend of mind that accepts the basic rights associated with Gender Equality among all persons, and does not discriminate anyone on the basis of gender.

As UGC defines, “in using the term ‘gender’ we are referring to the entire set of relations and structures that are involved in producing men and women in society, including norms of femininity and masculinity.”

There will be an annual notification notifying the names and contact details of the members of the ICC and Women’s cell.

We should ensure that programmes including workshops, seminars, posters, film shows, and debates are conducted for the gender sensitisation of the HEI community. It is very important that we should ensure the security services effectively on the campus. All members of the college should be given awareness classes on gender sensitization, whether students, faculty, administration or support staff.

There will be a committee to oversee the processes of Gender sensitization on the campus.

The Committee consists of:

The Principal : Chair (Ex-officio)

Convenor of ICC

Coordinator of Women’s Cell

Two Teacher Representatives

Two Office Staff

Vice Chairperson of the Students Union

One Student Representative from each Discipline

ACTION PLAN

- ✿ Short-term Course in Gender related topics
 - ✿ Seminars and talks on Gender issues
 - ✿ Awareness Class to all new entrants
 - ✿ Provide counselling for students and faculty members
 - ✿ Regular meetings of anti-ragging cell
 - ✿ A dynamic ICC
 - ✿ Grievances redress committees
 - ✿ Day care centre
 - ✿ Promote women entrepreneurs
 - ✿ Use of gender neutral language for positions/ in institutional documents
 - ✿ Posters and hoardings on Gender awareness at all important places
 - ✿ Promoting activities related to health, hygiene and nutrition
 - ✿ Practice in self-defence among the female students.
 - ✿ Empower against all sorts of gender related crimes
 - ✿ Guidance on investment for students and staff for financial security.
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