

## ANNUAL GENDER SENSITIZATION ACTION PLAN

Education and research are among the major factors for social empowerment and transformation. These can promote gender equality, diversity and inclusion, both within the institutional context and in society at large. In order to tackle gender inequalities, the college is putting in place a Gender Sensitization Plan (GSP) that will uphold, promote and institutionalize gender equality. The GSP is committed to creating and maintaining a culture in which all members of the College community including students, teachers and non-teaching staff can work together in an environment free of all forms of gender violence, harassment, exploitation and discrimination. Additionally, all stakeholders are seen as being responsible for upholding the objectives of the plan in letter and spirit.

1. To actively and practically promote gender awareness and equality on campus  
The key objective here is to spread awareness on gender issues among students, faculty, administrative and other non-teaching staff, in line with the GSP. This may be achieved by actively and practically encouraging and promoting understandings about gender and the prevention of gender biases that prevail in institutions and society at large. An engagement with gender and gender-based discrimination is a key way to empower girls, women and differently gendered persons to achieve social and institutional equality and justice.
2. To examine and reviewing existing policies, rules, regulations and procedures;  
This will be undertaken formulating a set of gender sensitization guidelines based on the GSP that will incorporate gender-equal values and promote cultures of equality and justice
3. To plan, implement, monitor and evaluate gender specific initiatives:  
This will include
  - a. The dissemination of information about gender issues to students in classroom through lectures and tutorials.
  - b. Spreading awareness of gender issues through Class Representatives.
  - c. Encouraging activities and events related to gender issues through extra and co-curricular activities
  - d. Organizing workshops, conferences, seminars.
  - e. Organizing and supporting a range of cultural activities. These activities may be organized and undertaken by College units like the Women Development cell, NSS, etc.
4. Endorse the role of platforms like the Internal Complaints Committee, Anti-ragging Committee and Grievance Redressal Committee  
These bodies have their own objectives and jurisdiction, the GSP proposes to serve as a set of guidelines that may be referred to by these committees.