



### 7.1.1 Annual gender sensitization action plan

The institute belonging to one of the oldest women's education society already has a practice of bringing an attitudinal and a constructive change in the society towards women and thereby focuses on equity within the institute and in the community outreach programmes. The Objective of the activities and programmes is promotion of inclusiveness, tolerance, harmony and women's empowerment among the students and staff.

The action plan for gender sensitization comprised of conducting activities targeted to

- 1) Increase awareness and empowerment of women
- 2) Augmenting on campus safety facilities and health facilities.

- 1) Targeted Activities : Increase awareness and empowerment

An active Women Studies Centre in the institute conducts programme on sensitizing students on issues, laws and redressal systems on Sexual Harassment also the Centre celebrated International Women's Day. It also had on its anvil a soft skills Certificate courses taken up in 2021, and in the preceding four years lectures and workshops designed to address current concerns regarding gender were planned some of them are notably on topics Gender Discrimination, Workplace Dynamics, Communication, work-life balance, Self-Esteem, Fear Management, stress management, Women in Leadership, Assertive Skills and Conflict Management, career counselling workshops, Personality development workshops, lectures and opportunities to participate in tournaments, debates and many other extracurricular activities at all levels.

In addition to the Women's study centre and the NSS Units I and II the college has in place cells and committees which regularly undertake programmes on gender sensitization and welfare of its stakeholders viz. Guidance and Counselling Cell (Samadhan), Community Welfare Projects Committee (S.E.W.A.), Mentor Scheme for students, Students Quality Assurance Cell (SQAC), Entrepreneurship Development Cell, "Utkarsha Jeevan Nirwah

---



Upakrama” Short Term Courses Cell, Equal Opportunity Cell , Health Awareness Cell, Human rights Cell, Jagruti Cell & Bulandi cell, Grievances Redressal Committee , Discipline and Antiragging Committee , Training & Placement Cell , Student's Aid Fund Committee , Intercollegiate Competitions (Outside College) (SARVANGKASH) Committee , Intercollegiate Competitions (of the College) Committee .

The activities which are planned and undertaken every year are always targeted and revolve around Women centric topics. In contemporary society women are multitasking at home and work which is leading to complexities such as lifestyle changes, stress and health related disorders.

Thus Gender Discrimination, Workplace Dynamics , Communication, work-life balance , Self-Esteem, Fear Management, stress management , Women in Leadership, Assertive Skills and Conflict Management, career counselling workshops, Personality development workshops, lectures and opportunities to participate in tournaments, debates and many other extracurricular activities at all levels. cancer awareness, health awareness , mindfulness, nutrition , Self-defence ,entrepreneurship and professional development , Cyber security, financial investments programmes on balanced diet, health awareness are especially targeted etc.

- 2) Facilities augmented: Augmenting safety facilities and health facilities as mentioned herein.

The institute also had planned a safer and better campus as under:

1. Security guards and surveillance system which round the clock monitoring the entry and exit to both campuses of the college.
2. Firefighting systems have been installed in both campuses.
3. Sanitary napkin vending machines at both Campuses.
4. On campus availability of doctor for health issues as well as psychological problems of students. This facility is also made available in the Girls hostel located in the college premises.
5. A Sports and yoga facilities for holistic development.