

Annual Gender Action Plan (Year-2023-24)

Gender equality is one of the most important aspect of Humans' fundamental right and is essential for peaceful and more equitable world. Gender equality is one of the 17 sustainable development goals, and it is integral aspect of all dimensions of Sustainable Development Goals.

Brief Description	This Policy framework to create an inclusive and gender sensitive campus. To Develop equity oriented organizational culture
Scope	College Campus (Students, Staff, and other stakeholders)
Approved by	Head of the Institution and IQAC
Policy Statement	Promoting gender equity in educational institutions is crucial to breaking stereotypes, encouraging inclusivity, and empowering underrepresented groups. Despite significant progress, societal biases and barriers continue to impede gender equality. The Gender Action Plan (2023-24) aims to address these challenges by fostering awareness, ensuring policy implementation, and creating opportunities for all genders.
Activities Proposed for the Academic year-2023-24	A. Awareness and Sensitization Programs: Gender Sensitization Workshops: - Conduct workshops for students, staff, and faculty to raise awareness about gender issues, stereotypes, and inclusivity. - Collaboration with NGOs and gender rights organizations. Celebration of International Women's Day: - Organize activities such as debates, cultural programs, and talks by gender rights activists. Anti-Sexual Harassment Awareness Campaigns: - Ensure awareness of the institution's Internal Complaints Committee (ICC) and its processes through seminars and posters. B. Safety and Security Measures: Grievance Redressal Mechanisms: - Strengthen the ICC and grievance cells with periodic training. - Set up anonymous feedback mechanisms to report harassment or discrimination. Campus Safety Audits: - Regular safety audits to ensure secure infrastructure, lighting, and surveillance on campus. - Self-defense workshops for students and staff. C. Promoting Equal Opportunities: Skill Development Programs: - Organize sessions focused on leadership, entrepreneurship, and STEM education for women and underrepresented genders. - Encourage participation in male-dominated fields through mentorship programs. Financial Support: - Offer scholarships and financial aid for economically disadvantaged female students. Gender-Inclusive Recruitment: - Adopt gender-inclusive hiring policies to ensure diversity among staff and faculty. D. Monitoring and Evaluation: Data Collection and Analysis: - Regularly track gender representation in admissions, placements, and leadership positions. Feedback Mechanisms: - Conduct surveys to gather feedback on gender equity initiatives and adjust plans as necessary.

	3. Annual Gender Audit: ○ Evaluate the effectiveness of the Gender Action Plan and recommend improvements.
Objectives of the Plan:	• To ensure gender equity and inclusivity in all institutional activities and policies. • To empower students, staff, and faculty through awareness, capacity building, and skill development programs. • To create a safe, inclusive, and supportive environment for all genders within the institution. • To address gender-specific challenges and promote equal opportunities in academics, leadership, and co-curricular activities.