

## 7.1.1 - Measures initiated by the Institution for the promotion of gender equity during the year

### Annual gender sensitization action plan, 2023-2024

The college constantly seeks to foster a culture of trust among all female staff members and students on campus so that they can voice any concerns or grievances (if any) without fear and contribute to a positive work environment. It does this with the assistance of the ICC Cell.

1. Review and Update Policies:
  - Conduct a thorough review of existing gender policies and make necessary updates to address emerging issues and concerns.
  - Ensure that the policies are easily accessible to all members of the institute community.
2. NSS (National Service Scheme) has been initiated.
3. Formation of the Women Cell sub-committee has been initiated.
4. Enhancing mental strength, self-control and self-confidence - Self-Defence course in Karate can be introduced.
5. Several awareness campaign and Seminars will be organized by the Internal Complaint Cell and Anti Ragging Cell.
6. Encourage female students to participate in health, nutrition, self-defense and entrepreneurial activities.
7. Raise awareness among new students on Ragging, inappropriate behavior, rudeness, etc.
8. More seminars and workshops on Gender sensitization, Gender pay parity, Child labour, Dowry prohibition, awareness of cybercrime and the risks connected to using social media, Protection of Children from Sexual Offences Act.
9. Mentor-Mentee sessions organized by different departments help the students to get over the psychological issues like their worries, anxieties, and tensions.
10. Strengthen collaboration with other committees and departments, including Various Departments, Internal Complaints Cell, Grievance Redressal Committee, National Service Scheme, and other committees to coordinate joint initiatives for enhanced effectiveness in gender sensitization.



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