



Shri Sharada Bhavan Education Society's
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A Report

on

GENDER SENSITIZATION ACTION PLAN

ACADEMIC YEAR 2023-24


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A Report on Gender Sensitization Action Plan Academic Year 2023-24

Introduction

Shri Sharada Bhavan Education Society's Institute of Technology & Management, Nanded, firmly upholds the values of gender equality and women empowerment. With these principles at its core, the institute has devised an Annual Gender Sensitization Action Plan for the academic year 2023-24 to foster an environment of inclusiveness, tolerance, and mutual respect among students and staff.

Objective

The primary objective of the Gender Sensitization Action Plan is to:

- Promote gender equality and inclusiveness.
- Foster tolerance and harmony among all stakeholders.
- Empower women and create a respectful and dignified atmosphere in the institution

Action Plan

1. Creating a Safe and Secure Environment

The institute is committed to maintaining a safe, secure, and healthy environment for students and staff. Emphasis is laid on ensuring respectful and dignified behaviour at all levels.

2. Induction and Orientation Programs

Special sessions during induction and orientation programs are conducted to sensitize students to gender equality and inclusivity.

3. Awareness Programs for Girl Students

- Self-defence training.
- Awareness sessions on AIDS prevention and female foeticide.

4. Health and Hygiene Promotion

Activities are organized to educate students on health, cleanliness, personal hygiene, and nutrition.

5. Workshops on Critical Situations

Interactive workshops are conducted to train students in handling critical situations with courage and presence of mind.

6. Entrepreneurship and Career Development

Activities and programs are designed to develop entrepreneurial skills and enhance career opportunities for students.

7. Addressing Emotional Well-being

Expert-led counselling sessions are held to address issues like depression, frustration, and failures.

8. Cybersecurity and Safety Awareness

Workshops on cybercrime, safety, and security are conducted, particularly for girl students in various departments and hostels.

9. Financial Guidance

Guidance on financial investments is provided to students and staff.

10. Committee Oversight

The minutes and Action Taken Reports of committees like the Women Empowerment Cell, Internal Complaint Committee, Anti-Sexual Harassment Committee, and Grievance Redressal Committee are reviewed regularly to ensure timely redressal.

11. **Student Code of Conduct**

A Student Code of Conduct promoting gender equality is prepared and deployed at the governance level.

12. **Guardian Teacher Scheme**

The scheme facilitates regular problem-solving, counselling, and encouragement for students.

13. **Encouraging Participation in NSS**

Girls are encouraged to join NSS and are provided equal opportunities to participate in cultural and co-curricular activities.

14. **No Discrimination Policy**

A strict "No Discrimination Policy" is followed in all academic and administrative matters.

15. **Inclusive Committees**

Women employees are included in all college committees in appropriate numbers to ensure representation.

Key Takeaways and Outcomes

The implementation of the Gender Sensitization Action Plan for the academic year 2023-24 has led to several significant takeaways and outcomes:

1. **Enhanced Awareness of Gender Equality**

Students and staff have gained a deeper understanding of the importance of gender equality, inclusiveness, and mutual respect through various programs and activities.

2. **Increased Participation in Empowerment Activities**

Girl students actively participated in workshops on self-defence, cyber safety, and health-related topics, fostering a sense of empowerment and confidence.

3. **Improved Emotional Well-being**

Counselling sessions have helped students address issues like depression and frustration, promoting mental health and emotional resilience.

4. **Strengthened Safety Measures**

Workshops on cybercrime and personal safety have equipped students, especially girls, with practical tools to handle potential threats and maintain personal security.

5. **Career and Entrepreneurship Development**

Activities focused on entrepreneurship and career enhancement have prepared students for future opportunities and encouraged self-reliance.

6. **Promotion of Health and Hygiene**

Initiatives on personal hygiene, cleanliness, and nutrition have improved awareness about health among students, contributing to their overall well-being.

7. **Active Participation in Cultural and Co-Curricular Activities**

Equal opportunities provided to girls in NCC, NSS, and cultural programs have ensured inclusivity and boosted their confidence and leadership skills.

8. **Effective Grievance Redressal**

Timely review of complaints and action taken reports by relevant committees has ensured a supportive and responsive environment within the institution.

9. **Development of Governance Policies**

The deployment of a gender-sensitive code of conduct has reinforced the institute's commitment to equitable practices at all levels.

10. **Increased Female Representation**

Inclusion of women in institutional committees has ensured their voice and perspectives are integral to decision-making processes.