



## Gender Sensitization Action Plan:

- To ensure respectful and dignified behavior and to maintain a standard in the workplace, all employees must be sensitized and follow up on a regular basis.
- Following acceptance, new students are expected to develop a sense of sensitization through regular sessions in the introduction and orientation programmes.
- Beginning with acceptance, new students will have weekly meetings with Dr. Manish Roy, a psychological counselor, to favorably influence their learning and emotional wellbeing. The weekly meetings should include advice on students' personal difficulties as well as assistance in resolving challenges and conflicts relating to learning and adjustment at college. Furthermore, it should address the matter of recognizing pupils' behavioral concerns and providing appropriate counsel to fix them.
- From the start, the new students must give a mentor (who will be a teacher in her field). Weekly meetings between the mentor and mentee are to be held for them to smooth the burden of study and ease the tension in the new environment.
- To ensure that everyone receives equitable and unbiased measures for their teaching and learning activities. The "No Discrimination Policy" must be carefully followed by all means.
- To ensure equal rights and participation in regular cultural events, athletics, NCC, debate, celebrations, and performing arts, girl's students must be encouraged by all means, without any trace of gender prejudice.
- Lady faculty and staff members are to be offered equitable involvement in the various events held throughout the year. All committees formed should contain an appropriate number of female faculty and staff members.
- To perform a regular safety and security awareness programme.
- To urge female students to take Karate training for their own protection. Furthermore, students should be encouraged to take their physical fitness seriously by enrolling in the institute's gymnasium (separate for girls and boys) and attending regular yoga classes led by an expert trainer. Aside from these, there are several opportunities for students to participate in various sports at the campus.
- Conduct regular meetings of the Grievance Redressal Committee for Sexual Harassment of Women at Workplace to ensure that safety and security in all such elements are maintained.
- Sensitization through educational elements in the curriculum will be rigorously monitored. The curriculum will include a variety of gender-sensitive activities and subjects.
- Departmental teaching members, NSS, and the Women's Cell will give classes for students on gender, women's rights, and empowerment. To organize counselling sessions for the girl students on a regular basis by the lady faculty members of the aforementioned committees.