

**MADHAV INSTITUTE OF TECHNOLOGY AND SCIENCE, GWALIOR**  
**(A Govt. Aided UGC Autonomous & NAAC Accredited Institute Affiliated to RGPV, Bhopal)**

**ANNUAL GENDER SENSATIZATION ACTION PLAN**

**2021-2022**

**Introduction:**

Gender sensitization refers to raising the awareness of gender equality issues and concerns. The need of gender sensitization is to create awareness about the importance of gender sensitivity in organization/institutions. Gender is a Socially Learned behavior, based on the social expectations from Men and Women. Gender Sensitization gives a clear idea about Gender and helps to understand that GENDER is not about “Women” it’s about “People”. This can be achieved by conducting various campaigns, workshop, programs and activities etc.

**Objectives:**

1. To make students and staff gender sensitive and create positive values.
2. To provide overall guidance in integrating gender in all activities of the Institution in the form of group discussions, debates, poster making competitions etc.

**Outcomes:**

1. The level of awareness of women about various activities related to their welfare and development will rise.
2. This will be useful in motivating the people for taking up responsibilities and encouraging women participation at different levels.
3. The outlook of people regarding the gender stereotype will change.
4. Employees and students would be more aware that GENDER is not about “Women” it’s about “People”.

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1. Ensure a safe campus environment for students and staff members by recognizing the importance of addressing gender related issues.
2. For building an understanding of gender related issues and creating an environment for gender friendly conversations, the sensitization of faculty members, students and staffs will be done.
3. After admission, the new students would be sensitized by regular sessions within the induction, the orientation programmes and through counseling provided by counselor. The new students would be provided mentors who are a teacher of their department and meetings between the mentor and mentee are to be conducted to ease the stress in the new environment.
4. To ensure the equity, the measures for everyone like their teaching-learning activities are to be unbiased and “No Discrimination” has to be strictly followed.
5. To ensure equal participations and opportunities for all students, faculties and staffs, various activities-cultural, sports, etc related to gender sensitization would be performed in the institute throughout the year.
6. To ensure safety and security and to look after that all such aspects are maintained and followed, regular meetings of the committee for the Grievance Redressal of students and employees would be conducted throughout the year.
7. To conduct regular Counselling sessions for the students on Gender Sensitization.
8. To conduct awareness programme for safety and security on regular basis.
9. To conduct workshops, seminars, debate etc related to gender, women’s rights and women empowerment for students by the departmental faculty members, NSS, and the Girl’s Grievance Cell.

## Gender Sensitization Activity Calendar

**2021-2022**

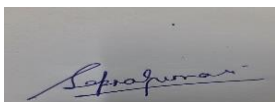
S.no.	Objectives	Target Participants	Activity	Name	Tentative Dates	Collaboration with external expert	Outcomes
1.	1. To create awareness regarding importance of Gender Sensitization.  2. To spread awareness about the occurrence and consequences of Gender-Based Violence.	Students/ Employees/ Parents	Workshop	“Understanding Gender Sensitization phase-I” for Faculty	17.09.2021	Yes	1. People would be able to ensure respectful behavior.  2. People would maintain a standard and unity at workplace.  3. The knowledge regarding human rights and gender equity would increase.
				“Understanding Gender Sensitization phase-II” for Staff (class-II and III)	24.09.2021	Yes	
				“Understanding Gender Sensitization phase-III” for Staff (class-IV)	01.10.2021	No	
				Sakhsham and UGC guidelines-Awareness program for faculty	22.10.2021	No	
				Sakhsham and UGC guidelines-Awareness	On continuous basis from 8.11.2021	By departmental gender sensitization coordinator	

				Program for students	to 31.12.2021		
				Know Your Rights and Know the Law for faculty	21.01.2022	Yes	
				Know Your Rights and Know the Law for students	On continuous basis in departments	By departmental gender sensitization coordinator	
				Work Life Balance	08.03.2022	Yes	
2..	<ol style="list-style-type: none"> <li>To develop the sense of sensitization by regular sessions through the Induction and the Orientation Programs.</li> <li>To increase the responsible behavior and decision making.</li> </ol>	Students/ Employees	Counselling Sessions	Gender Issues	On continuous basis	By Counseller	<ol style="list-style-type: none"> <li>Gender Behavior would be enhanced.</li> <li>Students would be able to recognize the behavioral issues.</li> </ol>
3.	<ol style="list-style-type: none"> <li>To create awareness regarding the Women Rights</li> </ol>	Employees/ Students		India's Recognition Through Gender Parity	II week of September	Through Social Media	<ol style="list-style-type: none"> <li>The level of awareness of staffs about various activities related to the welfare of society would</li> </ol>

	<p>and Gender Equity.</p> <p>2. To encourage the participation in Gender Sensitization activities.</p>		Campaign	<p>Gender Roles in COVID-19</p> <p>Oath for Exhibiting Gender Sensitized Behavior</p> <p>Impact of Media in Gender Constructs</p> <p>Gender Blind</p>	<p>II week of October</p> <p>01.12.2021</p> <p>II week of January</p> <p>II week of February</p>		<p>increase.</p> <p>2. It would be able to enhance the open-mindedness of people.</p>
4.	<p>1. To raise awareness through Act performance on grass root level.</p> <p>2. To create understanding that Gender awareness requires not only intellectual effort but also sensitivity and open-mindedness.</p>	Students/ Employees	Street Play/Act	<p>Bhedbhaav Kyun?</p> <p>Jaago Re</p> <p>Kutchh To Log Kahenge</p> <p>Hum Sab Ek Hain</p>	<p>26.01.22</p> <p>11.02.22</p> <p>10.03.22</p> <p>8.04.22</p>	By students	<p>1. It would be able to change attitudes, behaviors and beliefs that reinforce inequalities between women and men.</p> <p>2. It would be able to enhance the thought process.</p>

	3. For better knowledge and understanding of gender issues at all levels of society role plays/dramas play a significant role.						
5..	<ol style="list-style-type: none"> <li>To discuss and present their views on Gender Identity VS Gender Roles</li> <li>To allow students to analyze their own thoughts and motivate them for positive change.</li> </ol>	Students	Speech/ Discussion	<p>Sexual Harassment- Khamoshi Kab Tak</p> <p>Social Biases</p> <p>Gender Roles</p> <p>Gender Stereotypes</p>	<p>24.07.2021 and 31.07.2021</p> <p>26.09.21</p> <p>21.01.22</p> <p>25.02.22</p>	<p>By Girls Grievance Cell</p> <p>By Girls Grievance Cell</p> <p>By Girls Grievance Cell</p> <p>By Girls Grievance Cell</p>	<ol style="list-style-type: none"> <li>It would be able to help both the genders to take stand on their own level, to support and promote the upliftment and their wellness.</li> <li>Enhancing positive thoughts on gender issues would be able to enable the future population for practicing gender equity.</li> </ol>

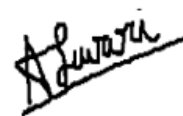
				Gender Parity	15.04.22	By Girls Grievance Cell	
6.	1. To Monitor and Evaluate the mechanisms for action and implementation.	Employees/ Students/ Parents	Survey	Follow-Up of various strategies	31.04.2022	Team members	1. It would be able to help in examining the personal attitudes and beliefs and questioning the realities of both sexes.
7.	The Grievance/ Redressal Mechanism	Students/ Employees	Active in Campus Institute addressing any related issue	Redressal of complaint as per need	Throughout the year	Girls Grievance Cell	1. Would be able to provide assistance and support in creating a congenial atmosphere for girls 2. Would be able to create opportunities for all round personality development of students.



Dr. Sapna Singh



Dr. Karuna Markam



Prof. Archana Tiwari



Dr. Anshu Chaturvedi