



ANNUAL GENDER SENSITIZATION ACTION PLAN

Objective:

To create a safe, inclusive, and equitable environment by promoting gender sensitivity among students, staff, and faculty through awareness, dialogue, and actionable measures.

Action Plan

1. Formation of Gender Sensitization Committee (January)

Objective:

Ensure a structured approach to implementing gender sensitization initiatives.

Activities:

- Reconstitute/strengthen the Women Grievances Redressal Cell (WGRC).
- Assign roles and responsibilities to members.

Responsibility:

Women Grievances Redressal Cell (WGRC).

2. Awareness Campaign on Gender Equality (February)

Objective:

Educate students and staff about gender equity and legal rights.

Activities:

- Poster-making and slogan-writing competitions on gender themes.
- Awareness talks by legal experts on women's rights and anti-harassment laws.

Target Audience:

Students, faculty, and non-teaching staff.

3. Gender Sensitization Workshop (March)

Objective:

Foster understanding of gender-related issues and eliminate biases.

Activities:

- Conduct interactive workshops on unconscious biases and gender roles.



- Role-playing and case-study discussions.

Target Audience:

Entire college community.

4. Women's Safety Week (April)

Objective:

Focus on creating a secure environment for women.

Activities:

- Self-defense training sessions for students.
- Install or review complaint boxes in college premises for anonymous reporting.
- Review and strengthen the Internal Complaint Committee's (ICC) mechanism.

Target Audience:

Female students and staff.

5. Gender-Specific Counseling Services (July)

Objective:

Provide a safe space for students to discuss gender-related challenges.

Activities:

- Organize individual and group counseling sessions with professional counselors.
- Discuss issues such as gender discrimination, harassment, and empowerment.

Target Audience:

Students and staff.

6. Special Programs for Male Engagement (August)

Objective:

Encourage male students and staff to become allies in gender equality.

Activities:

- Interactive sessions on positive masculinity.
- Discussions on respecting boundaries and supporting women in leadership roles.

Target Audience:

Male students and staff.

7. Women Leadership Programs (September)

Objective:

Empower women to take up leadership roles.

Activities:

- Leadership skill-building workshops for female students and staff.
- Invite successful women leaders for motivational talks.

Target Audience:

Female students and staff.

8. Observation of International Days (October-November)

Objective:

Highlight key issues related to gender equality and women's empowerment.

Activities:

- Celebrate International Women's Day (March 8) and International Day for the Elimination of Violence Against Women (November 25).
- Organize seminars, cultural programs, and exhibitions.

Target Audience:

Entire college community.

9. Feedback and Evaluation (December)

Objective:

Assess the impact of gender sensitization initiatives.

Activities:

- Conduct surveys and feedback sessions with students and staff.
- Prepare an annual report to document the activities, outcomes, and areas for improvement.

Responsibility:

WGRC in collaboration with student representatives.

Implementation Directives for WGRC

- **Ensure Accessibility:** WGRC must make its presence known by displaying contact details and complaint procedures on notice boards and the college website.
- **Regular Meetings:** Conduct monthly WGRC meetings to monitor progress and address grievances.
- **Documentation:** Maintain records of all sensitization activities and grievances addressed.



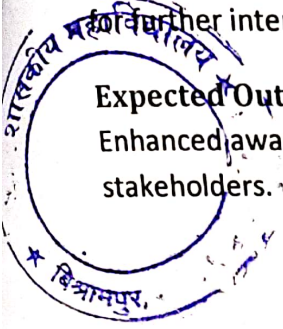
- Collaboration: Partner with local NGOs, police, legal experts, and other stakeholders for effective implementation.

- Budget Allocation: Seek college administration support for funding programs and workshops.

- Monitoring and Reporting: Submit quarterly reports to the Principal, highlighting achievements and areas for further intervention.

Expected Outcome:

Enhanced awareness reduced gender-based biases and an inclusive and safe learning environment for all stakeholders.



[Signature]
प्रोचार्य

शासकीय महाविद्यालय बिश्रामपुर
जिला-सुरजपुर (छ.ग.)

ज्ञानार्थ प्रवेश शासकीय महाविद्यालय बिश्रामपुर,
सुरजपुर (छ.ग.)

सोयार्थ प्रस्थान