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ANNUAL GENDER SENSITIZATION ACTION PLAN 2022-2023

Vivekananda College is committed to fostering gender equity and ensuring a discrimination-free environment through various initiatives and collaborations.

1. Gender Sensitization Initiatives:

- Regular seminars, capacity-building programs, and workshops conducted by departments like Women's Cell, Human Rights, and NSS.

Departments of Women's Studies and Human Rights organized a seminar on 'Women's Rights are also Human Rights' on 21.12.2022.

Department of Philosophy and IQAC organized a one-day workshop on Gender Sensitization, in collaboration with Vivekananda College for Women, on 12.6.2023.

2. Empowerment through Entrepreneurship:

- "Prachesta" under the Entrepreneur Development Cell provided a platform for female students to showcase their crafts and culinary skills.

3. Safety Measures:

- Well-lit common areas, strategically located girls' washrooms, and CCTV surveillance implemented.

4. Counselling and Support Services:

- Availability of counselling services through a consultant psychologist and amenities like pad-vending machines for girl students.

5. Safe Housing Options:

- MoUs signed with 2 PG accommodations to offer safe housing options for female students from distant places.

6. Additional Provisions:

- Gender sensitization workshops, lectures by women activists, assistance with government scholarships (Kanya Shree), and active grievance redressal mechanisms through ICC and Women's Cell for sexual harassment cases.

7. Promotion of Self-Reliance:

- Separate sessions for yoga, gym workouts, and rock climbing aimed at promoting self-reliance.

8. Recognition and Support:

- Special prizes for academic excellence awarded to girl students and grants for maternity, paternity, and childcare leave provided to faculty.

9. Equal Opportunities in NCC:

- NCC unit offering equal opportunities for male and female cadets in training and community service.

10. Enhanced Security Measures:

- Recruitment of security personnel at the main entrance for safety.

11. Gender Audit: Completion of a gender audit for the session 2021-2023 to assess and address gender-related issues effectively.

H. K. Poddar
Principal
Vivekananda College
Thakurpukur Kol-63



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GENDER SENSITIZATION PLAN FOR THE UPCOMING YEAR 2023-24

VIVEKANANDA COLLEGE, THAKURPUKUR

Gender Sensitivity Assessment and Prioritization: Evaluate existing activities, policies, and practices concerning gender sensitization. Identify priority areas necessitating immediate attention or enhancement.

Gender Sensitivity Training: Implement mandatory orientation sessions, workshops, and seminars for both students and faculty to address gender issues comprehensively. Ensure these training programs are interactive, informative, and incorporate real-life case studies and discussions to enhance learning and awareness.

Community Engagement for Gender Awareness: Collaborate with external stakeholders, NGOs, and community groups to organize awareness campaigns, workshops, and events. Utilize social media platforms, public events, and partnerships to disseminate information and raise awareness about gender issues.

Visual Communication for Gender Sensitivity: Utilize posters, infographics, and visual aids in common areas to effectively communicate key messages on gender sensitivity.

Support Systems and Reporting Mechanisms: Establish dedicated counselling services and support groups to address gender-related concerns, ensuring confidentiality, sensitivity, and accessibility. Develop and publicize clear reporting mechanisms for incidents of harassment or discrimination, implementing a swift and fair process for handling complaints to ensure accountability and justice.

Evaluation and Feedback Mechanism: Implement regular surveys and assessments to measure the effectiveness of gender sensitization efforts, and utilize feedback from stakeholders gathered through surveys and suggestion boxes to continuously improve and refine gender sensitization initiatives.

Regulatory Compliance and Reporting: Ensure adherence to government regulations pertaining to gender sensitization.

Gender-focused Extracurricular Activities: To promote self-defense and confidence, safety workshops in Karate or other martial arts will be conducted. Additionally, debate competitions on gender issues will be organized for students. Moreover, sessions on yoga, mindfulness, meditation, and stress management will be offered.

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