

## **Annual Gender Sensitization Action Plan**

### **2023-24**

The objective of this Annual Gender Sensitization Action Plan is to foster an inclusive, respectful, and gender-sensitive environment at Ashokrao Mane Group of Institutions by promoting awareness, ensuring policy development, providing safe spaces, advocating for equal opportunities, and encouraging cultural engagement.

#### **Key Objectives:**

##### **Awareness and Education:**

- Create a comprehensive understanding of gender equality, sensitizing students, staff, and faculty about gender-related issues and fostering a culture of respect and inclusive.
- Conduct seminars on gender sensitization, focusing on unconscious bias, gender stereotypes, gender-based violence, and diversity.

##### **Policy Review and Development:**

- To review and implement gender-inclusive policies that align with institutional values of equality and non-discrimination.
- Draft a comprehensive gender equality policy covering aspects like anti-sexual harassment, workplace equality.
- Ensure clear policies for handling complaints related to gender-based violence, harassment, and discrimination.

##### **Safe Spaces and Reporting Mechanism:**

- Establish a clear, confidential, and accessible reporting mechanism for gender-based violence, harassment, and discrimination.
- Ensure that all students and staffs are made aware of the reporting channels.

##### **Promoting Equal Opportunities:**

- Implement inclusive recruitment policies ensuring equal opportunities for all genders. Ensure job advertisements and selection panels are diverse.
- Create mentorship and leadership programs to support women, to encourage them to take on leadership roles within the institution.

##### **Cultural and Awareness Events:**

- Organize events, campaigns and initiatives throughout the year to celebrate diversity and raise awareness about gender relates issues.

- Collaborate with external experts, activists, and influences to bring diverse perspective and experiences to our community

This action plan outlines a comprehensive approach to integrating gender sensitization across the Ashokrao Mane Group of Institutions. By emphasizing awareness, policy reform, equal opportunities, safe environments, and advocacy, the institution can create an empowering atmosphere that promotes respect, inclusive, and equality for all.

Sr. No	Strategic goal	Target participants	Action Plan
1	Gender sensitization	Students	Awareness and interactive sessions with invited experts on gender-related issues.
2	Rendering physical and mental wellness	Students and staff	Guest lecture/awareness sessions by motivational speakers, focussing on mental health
3	Curtailling gender based violence	Students and staff	Training girls on self-defense. Awareness session on cybercrime.
4	Women rights	Students and staff	Awareness program invited talk by a law practitioner.
5	Entrepreneurship opportunities	Students and staff	Interactive session with invited entrepreneurs.
6	Gender equality in various fields	Students and staff	Guest lecture on the latest advancements and role of women in science and technology/sports



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Member Secretary ICC

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Chairman ICC

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