Date: 10-12-2024

Women's Grievance Redressal Committee/ Women's Empowerment Cell

Annual Gender Sensitization Action Plan - GKCE

Objective

The objective of this action plan is to promote gender equality, create awareness about gender-related issues, and establish a safe and inclusive environment at Gokula Krishna College of Engineering (GKCE).

Implementation Strategy

The gender sensitization program will be conducted through a combination of workshops, seminars, awareness campaigns, and policy enforcement measures.

Quarterly Action Plan

Q1: January - March

- **Awareness Workshops**: Conduct sessions on gender sensitivity, equality, and respect.
- **Code of Conduct Awareness**: Inform students, faculty, and staff about GKCE's policies on gender discrimination and harassment.
- **Self-Defense Training**: Organize a self-defense workshop for female students.

Q2: April - June

- **Panel Discussions**: Invite experts from NGOs and legal bodies to discuss gender laws and rights.
- **Women's Day Celebration**: Conduct a special program for International Women's Day (March 8).
- **Gender-Sensitive Curriculum Integration**: Work with faculty to include gender-related topics in coursework.

Q3: July - September

- **Film Screenings & Group Discussions**: Showcase documentaries and movies on gender equality followed by interactive discussions.
- **Student Clubs & Leadership Training**: Encourage students to participate in gender sensitization clubs and leadership programs.
- **Anonymous Feedback Mechanism**: Implement an anonymous reporting system for gender-based issues.

Q4: October - December

- **Gender Audit & Survey**: Conduct a survey to assess the effectiveness of gender sensitization initiatives.
- **Workshops on Gender-Sensitive Language & Behavior**: Train faculty and staff on inclusive language and behavior.
- **Annual Review Meeting**: Evaluate initiatives, collect feedback, and plan improvements for the next year.

Policy Enforcement & Monitoring

- **Anti-Sexual Harassment Cell**: Strengthen the Internal Complaints Committee (ICC) to handle grievances effectively.
- **Regular Reporting**: Ensure periodic reporting on gender-related incidents and their resolutions.
- **Collaboration with External Bodies**: Engage with organizations that promote gender equality to enhance sensitization efforts.

Expected Outcomes

- Increased awareness and understanding of gender equality among students and staff.
- A safer and more inclusive campus environment.
- Active participation of both genders in leadership roles and decision-making.
- Reduction in gender-based grievances and discrimination cases.

This action plan will be monitored regularly to ensure the effectiveness of gender sensitization programs at GKCE.

CONVENOR

VICE-PRESIDENT

PRESIDENT