Gender Sensitization Action Plan 2023-2024

Sl.	Focal Area	Action Plan
No. 1	Gender Sensitization Gender Rights and Equality	 Organize regular seminars, webinars, and panel discussions focusing on gender equality and rights., addressing stereotypes and biases and Laws protecting against gender discrimination and harassment. Celebrate national and international days that honour gender diversity by organizing special events and activities. Inspire faculty and students to engage in research, present scholarly papers, and publish work on gender-related topics to contribute to academic discourse and advocacy.
2	Women Empowerment	 To promote women empowerment in colleges, institutions can implement a multifaceted action plan aimed at fostering inclusivity, equality, and opportunities for students and staff. Integrate awareness programs on gender equality, women's rights, and safety measures into the academic calendar. Provide mentorship programs connecting female students with accomplished women professionals for guidance and encouragement. Establish support systems, such as counselling services and women-focused committees, to address challenges related to mental health, harassment, or discrimination. Celebrate national and international days dedicated to women through events like debates, panel discussions, and cultural activities to highlight their achievements and issues. Forge partnerships to offer financial assistance and organize resourceful sessions that support young women in achieving their academic goals. Provide hands-on training in tailoring, embroidery, handicrafts, ornament making, bookbinding, and similar skills through the Carmel Extension Centre for Women, enabling participants to achieve self-sufficiency and express their creativity. Encourage students to actively participate in resourceful events, competitions, and collaborative projects that help develop their talents, organizational skills, and teamwork abilities in an inclusive environment.

		Support aspiring sportswomen by offering comprehensive training, coaching, and guidance to enhance their athletic potential and foster a competitive spirit.
3	Women Health and Hygiene	 Conduct awareness sessions on healthy lifestyles, balanced nutrition, and mental well-being to empower women with the knowledge to make informed choices and prioritize their overall wellness. Offer professional counselling and mentoring services, providing personalized support to help individuals overcome challenges, set meaningful goals, and achieve both personal and academic success. Enhance the fitness centre by introducing a broader range of services and programs that cater to the diverse needs and preferences of the college community. Organize anti-drug campaigns and awareness programs to educate students and staff about the risks of substance abuse, encourage healthy lifestyle choices, and provide resources and support for those affected by addiction.
4	Safety and Security	 Organize regular workshops and awareness campaigns about anti-harassment, gender-based violence, and personal boundaries. Provide confidential counselling services for students to discuss issues related to anxiety, stress, or safety concerns. Organize mental health awareness campaigns to reduce the stigma around seeking help. Encourage peer support groups for students to discuss safety and personal well-being in a trusted environment. Ensure the active involvement of the Internal Complaints Committee (ICC) in promptly addressing and handling any reported cases of sexual misconduct.



- Develop partnerships with industries and organizations to provide internship and job opportunities for students.
- Organize career fairs, recruitment drives, and networking events, where students can meet potential employers, learn about job opportunities, and gain insights into industry trends.
- Provide skill development certificate courses and workshops aimed at enhancing both soft skills (communication, leadership, teamwork) and industry-specific competencies (technical, management, etc.).
- Offer expert coaching services for competitive exams such as UGC NET/JRF, banking, Civil Services, and PSC to help students achieve success in their chosen career paths.
- Co-ordinate campus recruitment drives, connecting students with leading employers, and offering valuable opportunities for internships, jobs, and career advancement in their respective fields.



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