

## **Annual Gender Sensitization Plan**

GHIMR is well prepared to handle and respond to gender sensitive issues and provide an environment of personal security and dignity. GHIMR gives equal consideration to the girl students with respect to their identity and personality to be expressed on equal footing. We are committed to educating and following the idea of gender sensitization among the students as their prime duty and part of constitutional obligation.

The institute has a robust Policy of non-tolerance towards any form of Gender Discrimination and is aimed towards bringing a positive change and supports equity amongst gender. Our commitment of providing a safe and secure campus, that offers equal opportunities in education and employment, is augmented by a variety of activities that promote "Gender Sensitization" and dedicated Committees that ensures the implementation of the Action Plan.

The Annual Gender Sensitization Action Plan of GHIMR is as follows:

- Promote awareness amongst Faculty Members, Staff and Students on issues like Health, Education, Gender Equality through Workshops, Seminars, Debates and Quizzes.
- Conduct regular Meetings of Anti-ragging/ Women and Student Grievances Redressal Committees for monitoring and evaluation of gender equality.
- Organise Mentorship Programme where students are assigned Mentors whom they can approach for guidance.
- During the Orientation Programme for new students, familiarise them with campus life and values.
- Create awareness regarding Cyber Security, Entrepreneurship amongst Faculty Members, Staff and Students.
- Encourage Faculty Members to promote equal representation and facilitate equal participation in projects, co-curricular activities and sports.

The safety and security of the girls students is taken care of by providing special facilities for the students like providing common rooms and installation of CCTV cameras around the campus.

Every year governments provide various scholarships for the betterment of girl students. We display posters and other circulars from the government consisting of warnings and information about stringent measures against women harassment and ragging.

The institute's observances and extension activities are designed to cater to these needs and various committees are formed and cooperation between staff and students is encouraged. As per AICTE norms, Internal Complaint Committee has been constituted. In addition, our N.S.S unit has been engaging the students in various activities to imbibe qualities of leadership, equality, social justice and tolerance.

Women faculty members take up informal counselling of students to keep them psychologically strong and confident. Suggestion Box is also available in the campus to give their independent opinions on such issues too.

Faculty commitment is a key factor in the promotion of gender equality in the institution. As the college has a multi-lingual, multi-religious student mass, the importance of using gender sensitive pedagogy is a must. Faculties are strategically positioned to act as agents of change in order to achieve gender equality, especially through what they teach, how they teach and how they role model their concerns, attitudes, beliefs and practices in the classroom and beyond.