



# SHRI RAM COLLEGE OF COMMERCE

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## The Annual Gender Sensitization Action Plan 2022-23

The Annual Gender Sensitization Action Plan involves a comprehensive approach aimed at fostering a gender-inclusive environment, promoting gender equality, and addressing issues related to gender-based discrimination and violence.

### Goals and Objectives:

1. Promoting Gender Equality: Ensure equal opportunities, rights, and treatment for all students, regardless of gender.
2. Preventing Gender-Based Discrimination and Violence: Raise awareness and prevent instances of gender-based discrimination, harassment, and violence.
3. Fostering Gender Sensitivity: Promote empathy, respect, and understanding of gender issues among students, faculty, and staff.
4. Empowering Women: Support the empowerment and leadership development of women students.

### Action Plan:

#### 1. Awareness Campaigns and Workshops:

- Conduct regular workshops, seminars, and training sessions on gender equality, women's rights, and gender-based violence prevention.
- Collaborate with student societies and organizations to promote gender sensitization activities.

#### 2. Policy Development and Implementation:

- Review and update college policies and codes of conduct to address gender-based discrimination and harassment.
- Establish clear reporting mechanisms and support systems for victims of gender-based violence.

#### 3. Curriculum Integration:

- Integrate gender perspectives into academic programs and courses across disciplines.
- Encourage faculty members to incorporate gender-sensitive teaching methods and materials.

#### 4. Student Support Services:

- Provide counseling and support services for students experiencing gender-based discrimination or violence.
- Establish gender resource centers or support groups to provide information, advocacy, and peer support.
- Offer mentorship and leadership development programs.

#### 5. Campus Infrastructure and Safety:

- Improve lighting, security, and accessibility on campus to ensure the safety and well-being of all students.
- Train security personnel and staff to respond effectively to incidents of gender-based violence.

By implementing this Annual Gender Sensitization Action Plan, Shri Ram College of Commerce can contribute to creating a more inclusive, equitable, and respectful campus environment where all students, teaching and non-teaching staff feel safe, valued, and empowered.