



Social & Cultural Association's  
**Smt. Narmadabai Nago Chaudhari  
Arts, Commerce & Science College,  
Kusumba Tal & Dist. Dhule (02560) 270242**

NAAC ACCREDITED "B" GRADE

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**Gender Sensitization Action Plan:**

Today Gender Sensitization is one of the important aspects of the Education System. The College has a robust Gender Sensitive Policy in place and is committed to promoting a gender-sensitive environment in the campus. This is to ensure that all girls and boys enjoy same rights, resources, opportunities and protections. All men and women are given equal importance and place in all the activities of the college. It is important to disseminate information on Gender Issues to the Students, both young men and women of the college. This will enable them to treat each other with respect, dignity and equality not only in college but also in their personal and professional lives. Hence the college in this year proposes to establish a Holistic Education Centre which will conduct programmes such as Guest Lectures by Eminent Scholars in the field, Poster Presentations, and other programmes for the benefit of the students and the faculty. For the girl students empowerment programmes are also decided to be conducted to make them aware of their rights, security and safety and responsibilities. These issues are to be understood in a holistic way.

- To ensure respectful and dignified behavior and to maintain a standard at the workplace, sensitization of all the employees is to follow up regularly.
- After admission, the new students are to bring to the sense of sensitization by regular sessions within the induction and the orientation programmes.
- From admission onwards the new students are to have their weekly sessions with their teacher. The weekly sessions should include advising the students on their personal problems and help with solving problems and conflicts related to the learning and adjustment in the college.



Moreover, it should also include the matter of recognizing the behavioral issues of the students and provide proper guidance to resolve them.

- From the beginning, the new students are to provide a mentor (who will be a teacher of her department). Weekly meetings between the mentor and mentee are to be conducted for them to smoothen the burden of study and to ease the stress in the new atmosphere.
- To ensure equal and unbiased measures for everyone for their teaching & learning activities. For this "No Discrimination Policy" has to be strictly followed by all means.
- To ensure equal rights and participations in regular cultural activities, sports, debate, celebrations, and performing arts, girls students are to encourage by all means without any sign of gender discrimination.
- Lady faculties and staff members are to be given equal participations in different activities performed throughout the year. All the committees formed, should include lady faculties and staffs in appropriate numbers.
- To conduct awareness programme for safety and security on regular basis.
- To encourage the girls students to take Karate training for their safety measure. Moreover, they should also be encouraged to undertake their physical fitness seriously Besides these, there are a plenty of opportunity to explore other different forms of sports in the college. Especially the girl's students should be motivated to take advantages of these for their health.
- To conduct regular meetings of the committee of the Grievance redressal for Sexual Harassment of Women at Workplace to look after the fact that safety and security in all such aspects are maintained.
- Sensitization by the elements of education in the curriculum to be strictly monitored. Different activities and topics related to gender sensitization to be performed under the curriculum.
- To conduct classes related to gender, women's rights and women empowerment for students by the departmental faculty members, NSS, and the Women's Cell. To conduct counseling sessions for the girl students on a regular manner by the lady faculty members of the above mentioned Committees.

*S. B. Chaudhari*

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