



**Mahatma Gandhi Vidyamandir's  
Arts, Science and Commerce College  
Harsul, Tryambakeshwar Nashik**

**7.1.1 Annual Gender Sensitization Action Plan  
Academic Year 2021-2022**



Sr.No	Action	Responsibility/Action By	Timebound
1	Provide Counseling for Staff/Girls Students/Female Staff.	HOD/Principal/Department of Psychology	Continuous Process
2	Have regular meetings of anti-ragging/women and student grievances redressal committee for monitoring and evaluation of gender equality in the institution.	Anti-Ragging Cell/Women Welfare and Redressal Cell/ Vishaka Samiti (ICC)	Minimum 2 meetings per semester.
3	Encourage women students and faculty members to start their startups and thus promote women's entrepreneurship.	Women Welfare and Redressal Cell	Minimum 2 programs per semester.
4	Organize seminars and workshops for students on gender equality and sensitize them on gender related issues	Women Welfare and Redressal Cell	Minimum 2 programs per semester.
5	Organize training workshops on gender equality, preventing all forms of violence (against children, women, domestic violence, incest, and so on) for the stakeholders in the institutions.	Women Welfare and Redressal Cell.	Minimum 2 programs per semester.
6	The development and implementation of all institutional policies (programs and strategies) include a segment of gender equality.	Principal	At the beginning of the academic year.
7	Celebrate the International Women's Day – the 8th of March	All Staff Members	8 <sup>th</sup> March
8	Organize public awareness campaign through NSS unit on anti-discrimination statute and mechanisms of protection against gender-based discrimination.	NSS/Students Welfare Committee	Twice in the academic year.
9	Increased knowledge about the human rights of women and gender equality.	Coordinators Soft Skill Development and HOD Department of Political Science	Twice in the academic year
10	Increase Women Cadets in NSS	NSS	At the beginning of the academic year.
11	Provide Cultural/Sports	Physical	During the Events

	Competitions on gender basis during annual sports meet/fest.	Director/Coordinators of Cultural Programme.	
12	Provide maternity leave for women staff members as per the existing State/Central Government rules.	Principal/Management	Whenever Necessary.
13	Encouraging girl students to apply for scholarships schemes and funds especially for women provided through various Central/State Government schemes.	Staff/Students Welfare Committee.	As per circulars of the government and other non-government organizations.
14	Awareness of the staff members about the consequences of gender-based violence in college premises	Principal	At the beginning of the academic year.



Dr. M.R, Deshmukh

(Chairperson, IQAC)

**PRINCIPAL**

**M. G. Vidyamandir's**

**Arts, Science & Commerce College,  
Harsul, Tal. Tryambakeshwar, Dist. Nashik**