



**Vidyavardhini's**

**Annasaheb Vartak College of Arts, K.M. College of Commerce &**

**E.S. Andrades College of Science**

**Vasai West, Vasai -401202 Dist. Palghar, Maharashtra (India)**

**Estd: 1971, Affiliated to University of Mumbai.**

## **Policy Documents for Gender Sensitization Action Plan**

### **Introduction:**

Our college aims to develop professional skills as well as human values among the students. We concentrate on the fact that both men and women should provide equal opportunities on the college campus. Values of equality, brotherhood, and sisterhood should develop among the students. Women's empowerment and gender equality are one of the primary objectives of our college. We usually make a practice to bring a positive change in the attitude and support equality among genders within the college and in our outreach. We promote women's education and empowerment. By empowering all staff, the college can better achieve its aim of creating innovative and entrepreneurial professionals. We provide inclusive workplace cultures, where all employees are valued and included, resulting in a more engaged, motivated, and productive workforce. By establishing gender equality promotion as an objective for the college, we would support the government's efforts towards women empowerment and upliftment, both for the staff and the students. Hence, the

college takes a pledge to work towards providing an environment of overall growth and equality to all its members.

**Objectives:**

1. To promote inclusiveness, tolerance, harmony, and women's empowerment among the students and staff.
2. To encourage and raise awareness and aspiration among female students.
3. To ensure that our environment is gender-inclusive
4. To encourage more female applicants for teaching and non-teaching positions
5. Enable women to have a wider role in governance and decision-making.

**Action Plan:**

1. Conduct workshops that promote diversity and gender-sensitive communication for students and staff alike.
2. Promoting activities related to health, nutrition, and entrepreneurship among female students.
3. Conduct workshops related to cybercrime, safety, security at the workplace, and career enhancement for female students.
4. Guidance regarding the financial investment for students and staff.
5. Organising lectures on legal awareness and Criminal Law Amendment Acts.
6. To engage visits to local secondary schools promoting female school students to pursue their studies.

7. To organize awareness programs such as guest lectures, rallies, and workshops for gender discrimination, gender equality, sexual harassment, etc.
8. Develop a Gender Empowerment web page.
9. To organize awareness programs on Women's Health & Hygiene in nearby Gram Panchayats.
10. To engage with local councils on initiatives such as encouraging women into higher studies.
11. To enhance and ensure the safety and security of female
12. Self Defence Training for Women
13. Awareness Programme on “Legal & Personal Rights of Women”

**Committees:**

1. Formation of Gender Sensitization Working committee and implementation of actions to increase gender intersectionality awareness

