

## **Government Arts & Science College Calicut**

### **Gender Sensitization Plan**

#### **Objective:**

To foster a gender-sensitive environment that promotes equality, respect, and safety for all students and staff members, irrespective of gender.

The institution aims to maintain a gender-sensitive environment through the following steps:

#### **1. Awareness Programs**

Workshops, Seminars & Orientation Programs: Regularly conduct workshops and seminars on gender sensitization, gender equality, and related topics. Invite experts in gender studies, psychologists, and social activists to speak. Gender sensitization modules should be included in the induction programs for newly admitted students and staff.

#### **2. Curriculum Integration**

Integrate gender studies and gender-related topics into the existing curriculum across various disciplines and offer elective courses on gender studies, feminist theory, and related subjects. Research should be promoted in gender related topics.

#### **3. Committees and Cells**

Ensure the Internal Complaints Committee (ICC) is active and approachable, and regularly trained on handling gender-related issues.

Strengthen the activities of the Women's Development Cell to address women-specific issues and promote gender equality.

Ensure the inclusion of all gender representatives in college clubs, committees and key positions.

Regularly review and update the functioning of Anti-Harassment Committee

#### **4. Training and Development**

Organize regular training sessions for faculty and staff on gender sensitivity, inclusive behavior, and handling gender-based discrimination or harassment.

Train selected students as peer educators to promote gender sensitivity among their peers.

#### **5. Campaigns and Activities**

Conduct awareness campaigns on gender equality, respectful behavior, and consent through posters, social media, and events.

Organize interactive activities like debates, role-plays, and group discussions on gender issues.

#### 6. Counseling Services:

Extend the service of 'Jeevani Counselling Center' for students, staff and public to discuss gender-related issues confidentially.

#### 7. Infrastructure and Facilities

Ensure safe and inclusive spaces on campus for all genders and to provide gender-neutral restrooms and changing facilities.

#### 8. Monitoring and Evaluation

Implement feedback mechanisms to assess the effectiveness of gender sensitization programs and make necessary improvements.

Conduct regular assessments and surveys to gauge the campus climate regarding gender sensitivity through effective conducting of Tutorial sessions and Menter-Mentee system.

#### 9. Community Engagement

Engage with the local community through outreach programs to promote gender sensitivity beyond the campus and to collaborate with NGOs and government bodies working on gender issues to enhance the scope and impact of sensitization programs.

This plan aims to create a supportive and respectful environment for all genders, promoting equality and preventing discrimination and harassment.



Edakkottu Shaji

Principal, Govt. Arts & Science College, Calicut

