

**Dr. NSAM First Grade College**  
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**2023-24**

**Annual Gender Sensitization Action Plan for the  
Academic Year 2023-24**

**Introduction**

Gender sensitization involves enhancing awareness, knowledge, and understanding of gender-related issues to promote equality and mutual respect among individuals, irrespective of their gender identity or roles. It is a deliberate effort to confront and eliminate gender-based stereotypes, biases, and discrimination in personal, professional, and societal contexts. This initiative equally emphasizes the involvement of both girls and boys in fostering a culture of inclusivity and equality.

**Objective**

To foster a gender-inclusive environment by promoting awareness, sensitivity, and mutual respect among students, faculty, and staff members, ensuring active participation from both girls and boys.

**Action Plan**

**1. Awareness and Sensitization of Gender Equity for Girls and Boys**

**Activities:**

- Celebrate International Women's Day to acknowledge achievements and challenges in gender equality.
- Observe International and National Girl Child Day to highlight the importance of educating and empowering girls.
- Organize gender sensitivity workshops under the POSH Act, specifically tailored for both girls and boys, to create awareness about workplace and institutional equity.

**Invite experts for interactive sessions on the following topics:**

- Gender and Power Dynamics.
- Strategies for Prevention and Cultural Transformation.

- Impact of Sexual Bullying, Understanding, and Prevention.

## 2. Policy and Framework Implementation

- Review and disseminate institutional policies related to gender equality and harassment prevention among all stakeholders, including students, faculty, and staff.
- Establish an anonymous feedback mechanism to encourage reporting of gender-related issues without fear or hesitation.
- Set up an Internal Committee dedicated to addressing and resolving grievances related to gender concerns.

## 3. Facilities for Students and Staff Members

To ensure a supportive and safe environment, the following facilities will be enhanced and maintained:

- Medical Room for immediate health support.
- Common Room for Girls as a private and relaxing space.
- Manual Pad Vending Machine and Sanitary Napkin Incinerator Machine to promote menstrual hygiene.
- CCTV Surveillance in campus and hostel areas to enhance safety.
- Counselling Room for mental health and gender-related counselling services accessible to both girls and boys.
- Separate Washrooms for boys and girls with grooming facilities, including mirrors and proper hygiene arrangements.

The college is committed to fostering a gender-inclusive and respectful environment that involves and empowers both girls and boys. By implementing this action plan, the institution seeks to create a campus culture where gender equity is understood, respected, and practiced by all. Through awareness programs, robust policies, and improved facilities, we aim to ensure a safe and supportive environment where every individual can thrive academically, personally, and socially.

The active participation of students, faculty, and staff will play a crucial role in achieving these objectives, ultimately paving the way for a more equitable and harmonious society.

  
**Coordinator**

  
**Principal**

**PRINCIPAL**  
Dr. N.S.A.M. First Grade College,  
Sy. No. 21, Krishnarajapura Village,  
Shivakote (P) Hesaraghatta Hobli,  
Bengaluru-560 039

### Human Values and Professional Ethics

#### 7.1.1 Measures initiated by the Institution for the promotion of gender equity.

#### Annual gender sensitization action plan

The following activities were planned at the beginning of the academic year 2023-24.

SL. No	Date of Activity	Nature of Activity	Website Link
1	December 20,2023	Guest Lecture on Gender and Power Dynamics	<a href="#">View Document</a>
2	January 23,2024	National Girl Child Day	
3	March 23,2024	International Women's Day	
4	December 6,2023	Self Defense Programme	<a href="#">View Document</a>
5	December 6,2023	Impact of Sexual Bullying, Understanding and Prevention	
6	December 9,2023	Prevention of Sexual Harassment Act and Strategies for Prevention and Cultural Transformation	
7	April 29,2024	Guest Lecture on Madhavi: Vaicharik Sameeksha	<a href="#">View Document</a>

