

Kanya Mahavidyalaya Kharkhoda

Gender Sensitization Action Plan

The college is making every effort for uplifting women and for their empowerment and shows its commitment to make a positive difference in students' lives. Since its inception, policies are framed to promote diversity and make students aware about gender equality and address gender discrimination and social biases. Women Cell in tandem with other prominent cells such as- NSS, Youth Red Cross Cell, Red Ribbon Club, Legal Literacy Cell and others host a series of activities to address gender sensitization issues. These cells also conduct various programs along with civil society groups and generating dialogues to restructure social space around us. Eminent scholars and experts are invited to usher in awareness about various laws and regulations pertaining to dowry, marriage, property rights, sexual harassment and female foeticide etc. Throughout the year, the college through its proactive faculty, its staff and students conducts and organises interactive sessions, workshops & events like Declamation, Essay Writing, Slogan Writing, Poster Making, Collage Making, Painting etc. in which students can actively participate, which enhances students' self confidence and shapes and grooms their personality for the future.

The college is marching ahead with the goal of providing a platform for sensitization & empowerment. Apart from involving the community in their outreach Programmes like gender sensitization, imbalance in sex-ratio, female foeticide, domestic violence, health awareness, environmental protection etc, students and teachers of "Dress Designing and Tailoring" and "Beauty and wellness" fine tune the skills of women folk in enhancing their entrepreneurship acumen.

Action Plan (2015-2020)

- To ensure the protection and social empowerment of women and to increase awareness on celebrating the girl child and enabling her education "Beti Bachao Beti Padhao" flex is displayed on the main entry point of college and other prominent places and its logo is displayed on all the flexes, banners used in awareness campaigns by the cells/clubs and in Community Outreach Programmes
- Leadership quality among women to lead change is created.
- Social awareness about the problems of women and in particular gender Discrimination is created. Creating Workshops on sensitization programs that

promote diversity and gender-sensitivity among the Staff & Students are organized round the year.

- Self confidence of Women is developed and the attitude of questioning against injustice, oppression and fight against violation of their rights is inculcated among students.
- Students and staff are guided about Women Welfare Laws for creating awareness among one and all.
- Grievances and complaints on gender issues and other matters are dealt with properly and on time.
- Awareness is raised and faculty is trained to handle gender issues.
- Importance of spiritual, economic, social, racial and gender equality is asserted in total environment of the college.
- Multidisciplinary approach for the overall personality development is developed.
- Students' code of Ethics, Rules and Regulations and Service Rules, Policies and Procedures are properly framed and adhered to by the college.
- In classes, faculty members promote working together among students, fair representations in administrative committees is given to them for leadership roles.
- To enhance the socio economic empowerment of women in education, health and in political sectors and Undergraduate Inter Disciplinary certificate course in "socio economic empowerment of rural women in India" is initiated under social sciences from the academic session 2019-20.

