



## ANNUAL GENDER SENSITIZATION ACTION PLAN 2020-21

S.No.	Goal	Target Participants	Plan of Action
1.	Foster Awareness of Gender Related Policy	Staff (Teaching and Non-Teaching) and Students	<ul style="list-style-type: none"> <li>- Hold Orientation Sessions about Sexual Harassment of Women at the Workplace (Prevention, Prohibition and Redressal) Act, 2013</li> <li>- Organize Training Program for Gender Sensitization</li> <li>- Organize Seminars and Talks on gender related laws and policies</li> </ul>
2.	Create more Gender Sensitive Infrastructure and Facilities	Staff (Teaching and Non-Teaching) and Administration	<ul style="list-style-type: none"> <li>- Install more sanitary pad dispensing machines</li> <li>- Assign a few gender-neutral washrooms</li> <li>- Maintain and increase facilities in the Girls' Common Room</li> <li>- Have more inclusive community spaces on campus</li> </ul>
3.	Sensitivity to Gender Discrimination and Women's Rights	Staff (Teaching and Non-Teaching) and Students	<ul style="list-style-type: none"> <li>- Hold seminars/conferences on women's rights and empowerment</li> <li>- Training Sessions to sensitize staff</li> <li>- Hold interactive sessions with invited experts</li> <li>- Hold outreach and extension sessions with NGOs and external organizations</li> </ul>
4.	Integrate Theory and Praxis – Putting Gender Equity in Praxis	Staff (Teaching and Non-Teaching) and Students	<ul style="list-style-type: none"> <li>- Hold workshops to foster awareness of gender equity</li> <li>- Hold panel discussions and group discussions to deliberate on real-world concerns and lived experiences of students and staff</li> <li>- Hold self-defense workshops for women</li> </ul>
5.	Create Effective ways of Allyship with LGBTQA+ Concerns	Staff (Teaching and Non-Teaching) and Students	<ul style="list-style-type: none"> <li>- Hold events during Pride Month to increase sensitization to Queer and LGBTQA+ concerns</li> <li>- Hold interactive sessions and talks</li> <li>- Hold workshops on ally sensitization</li> </ul>
6.	Understanding Gender, Sexuality, and	Staff (Teaching and Non-Teaching) and Students	<ul style="list-style-type: none"> <li>- Hold workshops, training programs, and seminars</li> </ul>

	Queerness		<ul style="list-style-type: none"> <li>- Hold add-on or short term courses to increase gender sensitization</li> </ul>
<b>7.</b>	Foster Historicity by Raising Awareness about the Political History of Queer and Gender Equity Movements	Staff (Teaching and Non-Teaching) and Students	<ul style="list-style-type: none"> <li>- Hold exhibitions to sensitize attendees about the history of the struggle for gender rights and queer rights</li> <li>- Hold seminars and colloquium sessions with invited experts</li> </ul>
<b>8.</b>	Create Entrepreneurship Opportunities that are Sensitive to Gender Discrimination, and Gender Rights	Staff (Teaching and Non-Teaching) and Students	<ul style="list-style-type: none"> <li>- Mobilize societies like Enactus, Hindu Consulting Group (HCG), Entrepreneurship Cell, Hindu College Innovation Council, Finance and Investment Cell etc. to initiate start-ups or entrepreneurship programs that are gender-sensitive, gender-equitable, and focus on empowering women and other marginalized gender groups</li> <li>- Encourage more outreach activities by societies like NSS Hindu College</li> </ul>