



PAZHASSIRAJA COLLEGE

Pulpally, Wayanad, Kerala, India, 673579
Government Aided & Affiliated to the University of Calicut
Reaccredited by NAAC with A+ Grade



CRITERION 7 INSTITUTIONAL VALUES AND BEST PRACTICES

7.1.1 ANNUAL GENDER SENSITIZATION ACTION PLAN



AQAR

Submitted to

NAAC



2023-24

WOMEN DEVELOPMENT CELL

GENDER SENSITIZATION ACTION PLAN 2023-2024

Gender sensitization is a vital and transformative approach to addressing the widespread issue of gender inequality in society. It focuses on fostering awareness and understanding of the complexities of gender, challenging ingrained stereotypes, and advocating for respect and equality for individuals of all gender identities. This process seeks to break down traditional biases and discriminatory practices that have perpetuated inequity and injustice, paving the way for a more inclusive and equitable society.

The Women Development Cell (WDC) at our College is established to uphold a harmonious environment within the Institute and encourage women to pursue their work with dignity and respect. The Cell is actively involved in raising awareness on gender equality issues and aims for the overall development of women in all aspects of their lives.

Members of the Women Development Cell (2023-2024)

- **Convenor:**

Theres Divia Sebastian, Assistant Professor, (Department of English)

Faculty Members:

Ms Lintu Jose (Department of Mathematics)

Ms Neethu George (Department of Biochemistry)

Student Representatives:

Aryananda Surendran (Secretary)

Riya Roby (Joint Secretary)

Asjidha Sinan (Treasurer)

Aarathy

Rinsina Sadique V

Sujitha P S

Anjali M K

Haifah Usman Olass

Rabiya T K

Saiba

Aiswarya Vipin

Akshaya S

Sona MP

Gender Sensitization Action Plan

The institution is committed to promoting gender equality and fostering a safe and inclusive environment. The following action plan outlines specific measures to enhance gender sensitization:

Awareness Programs

1. **Workshops and Seminars:** Regular sessions on gender equality, legal rights, and social responsibilities in collaboration with Women Development Cells (WDC) and legal experts.
2. **Awareness Campaigns:** Conduct programs on topics like gender stereotypes, child protection, and sexual harassment prevention.

Skill Development and Empowerment

3. **Self-Defense Training:** Organize training in collaboration with local police or experts to equip women with personal safety skills.
4. **Entrepreneurship Programs:** Provide workshops on financial independence and leadership for women.

Counseling and Support

5. **Counseling Services:** Establish counseling sessions for students and staff to address gender-related challenges.

6. **Menstrual Hygiene Awareness:** Conduct workshops and distribute resources like menstrual cups or sanitary napkins.

Policy Implementation

7. **Zero-Tolerance Policy:** Enforce strict anti-harassment policies, including grievance redressal mechanisms.
8. **Gender Audit:** Conduct regular reviews to ensure an equitable and inclusive environment.

Outreach and Community Engagement

9. **Community Programs:** Extend sensitization programs to nearby schools and communities.
10. **Cultural Events:** Celebrate events like Women's Day and International Gender Equality Day to foster inclusivity.

Monitoring and Evaluation

11. **Feedback Mechanism:** Regular feedback from students and staff to refine initiatives.
12. **Annual Review:** Evaluate the effectiveness of programs and revise the action plan accordingly.

This comprehensive approach aims to create a respectful and inclusive environment that champions gender equality.