



Sipna Shikshan Prasarak Mandals
**SIPNA COLLEGE OF
ENGINEERING & TECHNOLOGY,
AMRAVATI**
Accredited by NAAC with Grade 'A' | NBA Accredited
IAO Certified | ISO Certified



Annual gender sensitization action plan

Gender Equity is the process of allocating resources, programs, and decision making fairly to both males and females without any discrimination on the basis of sex and addressing any imbalances in the benefits available to males and females. This requires ensuring that everyone has access to a full range of opportunities to achieve the social, psychological, and physical benefits that come from participating and leading in education, academics, sport, art and other concern activities. It does not necessarily mean making the same programs and facilities available to both males and females.

The institute is totally unbiased in providing the opportunities in every sector, to the personals. There is no discrimination is done between male and female students. The various issues and results which reflects the promotion of gender equity under the women's grievance committee which work to provide an exclusive platform to female students & employees for their grievances.

The institute believes in the principle of equality. To promote the same message among the students and staff, Annual Gender Sensitization Action Plan is prepared in the beginning of the academic year. During the induction program Girl Students are made aware about health, sanitation & hygiene. Similarly, boys are also counseled, and they are also made aware about the gender equality and the sense of being together for humanity is encouraged. In the academic year 2020-21, the institution conducted the induction program in an Online mode. **Because of Pandemic institute was unable to conduct the regular activities for the promotion of gender equity.**

As per guidelines given in Vishakha Judgment and according to the State Govt. directions, the institute has duly constituted **Women's Grievance Committee** to consider complaints related to any sexual discrimination/harassment of women faculty or student in the institute. It also provides counseling and supportive services in the campus and promotes awareness about sexual harassment through educational initiatives that encourages and fosters a respectful and safe campus environment.

The aim of WGC of the college is to provide an exclusive platform to women employees & girl students to put their grievances either in person or in writing.

The main objectives of this committee are:

- Responsible for maintaining discipline among the female students.
- To establish dignity, self-esteem & respect for women without any gender bias in the system.
- To bring about the advancement, development & empowerment of women. This committee will be widely disseminated so as to encourage active participation of all stakeholders.

Under this banner, every year this committee organizes a program 'CHETANA' for all girl students & women employee of this institute. **In 2020-21 because of Pandemic institute was unable to conduct the regular activities for the promotion of gender equity** Following Programs are conducted by the institute for promotion of gender equity in last three years.

1. One Day Workshop on "Self Defence"
2. Expert Talk on "Positive Attitude & its Effect" and "Womens' Health"
3. Expert Talk on "Diet & Health Issues of Female Students"
4. Blood Group & Hemoglobin Check-Up Camp
5. "Philosophy of Youngsters" by Dr. Mohana Kulkarni
6. A Program on "Benefits of Meditation"
7. Guest Lecture on "Women Empowerment & Their Contribution in Development of Nation"
8. An Awareness Program on "PUSH A New Act"
9. Rubella Vaccination Camp for Girls
10. Samvaad-Dialogue (Health & Well-being of working women)
11. Awareness Rally for " Beti Bachao, Beti Padhao"

Glimpse of Gender Equity Promotion Programs is shown below:



One Day Workshop on "Self Defence"



Expert Talk on "Positive Attitude & its Effect" and "Women's' Health"



Expert Talk on "Diet & Health Issues of Female Students"



Blood Group & Hemoglobin Check-Up Camp



Expert Talk on "Positive Attitude & its Effect" and "Womens' Diet & Health"



"Philosophy of Youngsters" by Dr. Mohana Kulkarni



A Program on "Benefits of Meditation"



Guest Lecture on "Women Empowerment & Their Contribution in Development of Nation"



An Awareness Program on "PUSH A New Act"



Rubella Vaccination Camp for First Year Girls



Rubella Vaccination Camp for Higher Classes Girls