

OFFICE OF THE PRINCIPAL
GOVT. DEGREE COLLEGE RAJOURI
(College with Potential for Excellence)

website: www.gpgcollegerajouri.ac.in



Gender Sensitization Action Plan

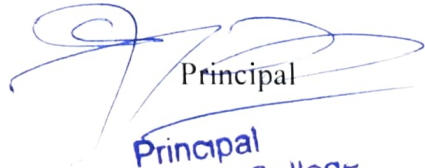
Gender sensitization inculcates the values of respect, equality, diversity and inclusivity for creating a safe space for students as well as employees of Govt. P. G. College, Rajouri (J&K) for the sustainable development of the institute. We are working hard to achieve gender sensitization in campus by the adaptation of following points.

1. To ensure respectful and dignified behaviour and to maintain a standard at the workplace, sensitization of all the employees is to follow up regularly.
2. After admission, the new students are to bring to the sense of sensitization by regular sessions within the induction and the orientation programmes. We will conduct awareness programmes for the girls students regarding self-defense, aids awareness, female foeticide, etc.
3. From the beginning, the new students are to provide a mentor (who will be a teacher of their department). The weekly sessions should include advising the students on their personal problems and help with solving problems and conflicts related to the learning and adjustment in the college. Moreover, it should also include the matter of recognizing the behavioral issues of the students and provide proper guidance to resolve them by providing psychological counseling.
4. To create and propagate a safe, secure and healthy environment to achieve gender equality and to ensure respectful and dignified behavior at all levels.
5. To promote activities pertaining to health, cleanliness, personal hygiene, and nutrition.
6. To conduct activities for students regarding entrepreneurship development and career enhancement for addressing issues like depression, frustration arising out of failures through counseling sessions by the experts
7. To organize workshops related to cybercrime, safety and security especially for the girls students in various departments and in the girls hotels to provide guidance regarding the


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- financial investments for the students and staff.
8. To review the minutes and the action taken reports of the women empowerment cell, internal complaint committee, anti-sexual harassment committee, grievances redressal committee and ensure redressals in time.
 9. To prepare and deploy student's code of conduct that promotes gender equality at the governance level. Regular problem-solving, counseling and encouragement through the mentor - mentee scheme.
 10. To follow "No Discrimination Policy" in all areas of academic and administrative matters.
 11. All the college committees should include women employees in appropriate numbers.
 12. To ensure equal rights and participations in regular cultural activities, sports, NCC, debate, celebrations, and performing arts, girls students are to encourage by all means without any sign of gender discrimination.
 13. To conduct regular meetings of the committee of the Grievance redressal for Sexual Harassment of Women at Workplace to look after the fact that safety and security in all such aspects are maintained. Sanitization by the elements of education in the curriculum to be strictly monitored.
 14. Different activities and topics related to gender sensitization to be performed under the curriculum. To conduct classes related to gender, women's rights and women empowerment for students by the departmental faculty members, NSS, and the Women's Cell.
 15. The institution provides safety and security facilities for the staffs and students such as CCTV Surveillance throughout the campus and security arrangement. Students wear ID cards at all times and outsiders are checked by security staff before allotting visitor IDs.


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