



# **SATHYABAMA**

**INSTITUTE OF SCIENCE AND TECHNOLOGY**

**(DEEMED TO BE UNIVERSITY)**

**Accredited "A" Grade by NAAC | 12B Status by UGC | Approved by AICTE**

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## **ANNUAL GENDER SENSITIZATION ACTION PLAN AND RELATED ACTIVITIES**



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# **Annual Gender Sensitization Action**



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## **Introduction:**

Sathyabama Institute of Science and Technology When designing and implementing policies and making decisions, the Institute has 'due regard' to the need to: Eliminate unlawful discrimination, harassment and victimisation and any other conduct that is affecting equality.

To ensure respectful and dignified behaviour and to maintain a standard at the workplace, the Institute sensitize all the employees and follow up regularly. After admission, the new students are to bring to the sense of sensitization by regular sessions within the induction and the orientation programmes. From admission onwards the new students are to have their weekly sessions with the psychological counselor to positively influence them for their learning and emotional well being. 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. From the beginning, the new students are to provide a mentor (who will be a teacher of her department). Weekly meetings between the mentor and mentee are to be conducted for them to smoothen the burden of study and to ease the stress in the new atmosphere. To ensure equal and unbiased measures for everyone for their teaching & learning activities. For this "No Discrimination Policy" has been strictly followed by all means. To ensure equal rights and participations in regular cultural activities, sports, NCC, debate, celebrations, and performing arts, girl students are encouraged without any sign of gender discrimination. Women faculties and staff members are given equal participations in different activities performed throughout the year. All the committees formed include women faculties and staffs in appropriate numbers. Awareness programme for safety and security on regular basis are conducted. Girl students have been encouraged to undertake their physical fitness by joining (separate for girls and boys) gymnasium facility provided by the institute and regular yoga classes conducted by expert trainer, arranged by the institute. Besides these, there are a

plenty of opportunity to explore other different forms of sports in the college. The Institute conducts 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. Different activities and topics related to gender sensitization have been conducted by Women empowerment Cell. Classes have also been conducted on women's rights School of Law faculty members and NSS. Raising awareness and aspirations by conducting events and programmes on gender equity, social media and cyber security and also conducted activities to make students to realize their full potential.



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## **EXPLORING INSTITUTIONAL DATA:**

<b>Year</b>	<b>Female Faculty%</b>	<b>Male Faculty%</b>
<b>2020-21</b>	<b>60%</b>	<b>40%</b>

The following table lists the percentage of male and female students in the last year:

<b>Year</b>	<b>Female Students%</b>	<b>Male Students%</b>
<b>2020-21</b>	<b>45%</b>	<b>55%</b>



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## Challenges:

Most of the courses offered includes courses of B.Tech, Dental, Law etc which are traditionally considered male-preferred courses. Although, this trend is changing with more and more numbers of female students choosing such streams, there is still need for encouraging female students to opt for such career choices.

The people involved and influencing the career options of students play a vital role in affecting the number of female students opting for non-traditional courses. Such influencers also require adequate information and motivation in order to drive the female students towards non-stereotypical career paths.

## **Action Plan**

The Action Plan identifies five broad areas for focused attention that will enable strategic, sustainable and meaningful change at Sathyabama. The Action Plan will help us, over the next years, to navigate and accelerate the gender equality journey that Sathyabama must take to improve the engagement, retention and advancement of female staff and students.

Sathyabama commits to embedding this Plan, devoting appropriate resources to its implementation, monitoring, reporting, and evaluation, and supporting leaders to develop and implement operational plans. We will continue to pursue and report on statistics of the participation and experience of our staff. In adopting and implementing this Gender Sensitization Action Plan, our Institution demonstrates how it values the richness of diversity amongst its staff, and recognizes its responsibilities to take Institution-wide transformative actions to enhance inclusion for all.





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## **Partnering to Address Gender Imbalance**

We currently work with a wide range of partners to encourage and raise awareness and aspiration among female students. We regularly work with secondary schools to help develop perceptions of various courses offered by the institute, the possible job opportunities and the overall personality development that as student of Sathyabama they would gain. We engage in visits to local and secondary schools promoting subject areas and encouraging female school pupils to pursue their studies. We actively support initiatives of our students who organize awareness events and rallies in the nearby villages and schools. The main goal of such events is to raise the level of awareness among female students as well as their parents, especially mothers, regarding health & hygiene, benefits of girls pursuing higher studies, and their legal rights, so as to empower them to take informed decisions.

Our partnership with local village bodies in the form of adopting the villages has informed us the issues to be addressed and the direction in which we need to focus our actions in the Action Plan for Academic Years.



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## Gender Equality Action Plan

S.No	Key Areas	Proposed Action Plan
1.	Enhancing Leadership Qualities	By Formation of Gender Sensitization Working committee and implementation of actions to increase gender inter sectionality awareness. Capacity Building of staff to address gender imbalance and enabling women to have a wider role in governance decision-making by managing their personal and professional life.
2.	Training the Trainers	To influence pupils' perception of industries and subject areas with high gender imbalances b)Exploration of gender within the curriculum and use of extracurricular activities to address gender stereotypes
3.	Legal Awareness	To raise legal awareness among females regarding various issues concerning women rights and career choices
4.	Encouraging Admissions and Job Opportunities	To ensure that our admission processes address the gender imbalance To encourage more number of female applicants for teaching and non-teaching positions
5.	Extending support	To ensure that our environment is gender inclusive and minority gender students at Sathyabama are supported and encouraged.

<b>Areas</b>	<b>Action</b>	<b>Responsibility</b>	<b>Action by</b>	<b>Timeline</b>
Leadership commitment to gender equality and addressing the imbalance	Board of Management to formally communicate and endorse Institute's commitment to gender equality to all staff, students and stakeholders	An increased awareness of top level of commitment to address the imbalance	Vice Chancellor Director Administration	Continuous Process
Increase capacity of staff to address gender imbalance	Capacity Building	Increased gender competence	Women Empowerment Cell	Continuous Process
Enable women to have a wider role in governance and decision-making	Develop and implement a policy for improving the representation of women on decision-making committees with a target of at least 50% women with the aim of achieving equal representation	Improved gender equality	Vice Chancellor Director Administration Registrar	2021-22
Increased visibility of women	Ensure visibility of women and use a range of female role models in Institute communications, events, meetings, Conferences and Panels	Providing platform for representation to minority gender	Dean Student affairs Director Administration	2021-22
Influence school pupils' perceptions of industries and subject areas with high gender imbalances	Visits to local schools promoting subject areas to minority genders  Visit of Sathyabama to provide first-	School pupils are less influenced by stereotypical perceptions.  Career aspirations are widened and enhanced  An increase in applications from	Student Committee Coordinators	

	hand experience to school students Use student testimonials and case studies to change perceptions	minority gender students		
The use of extra-curricular activities to Address Gender equality	Develop initiatives to encourage students to question assumptions and popularly held	The impact of gender stereo types on career choice is reduced	Student Committee	
Toraise Legal awareness among females regarding various societal issues and the rights concerning women	To organize Legal awareness programmes such as guest lectures, rallies and workshops for gender discrimination, gender equality, sexual harassment, etc.	Improvement in knowledge among women regarding their own betterment	Dean, School of Law	2021-22
To raise awareness of the whole range of subjects and career choices available to both genders	Develop outreach programs specifically designed to improve the gender balance in the top most imbalanced courses offered by Sathyabama	An increase in the balance of gender participation	Dean Academic Dean Student affairs Student Committee Coordinators	
To ensure that our Marketing processes address the gender imbalance	Develop and promote minority gender case studies. Use website to promote the success of minority gender students. Develop a Gender Empowerment webpage	Tackling gender stereotypes  Increasing stakeholders awareness of our commitment to gender equality  Explicitly conveying a culture of gender inclusion, which will hopefully attract further applications	Project Team	

<p>To take action to ensure that minority genders at our Institution are supported and encouraged</p>	<p>Consult with minority gender students about how best to meet their needs</p> <p>Cross analyze student satisfaction information with gender</p> <p>Work in partnership with employers/recruiters to support and encourage transition of minority gender students</p>	<p>The minority student experience is enhanced</p> <p>Attainment and retention of under represented students is increased</p> <p>A reduction in barriers to gaining, and progression within, employment</p>	<p>Dean Student affairs</p> <p>Placement Cell</p>	
<p>Counselling</p>	<p>Provide staff Advisor/psychologist counseling for students or faculty members</p>		<p>Deans/HoDs/Staff Advisors</p>	<p>Continuous Process</p>
<p>Anti-ragging/ women and student grievances redressal committees</p>	<p>for monitoring and evaluation of gender equality in the institution</p>	<p>Regular meetings</p>	<p>Convenors of the Committee</p>	<p>Minimum Two Meeting per year</p>
<p>Continuation of Creche and institutions for children with adequate quality control services</p>	<p>Expansion of the existing capacities of institutions for the care of children</p>	<p>Expansion of the existing capacities of institutions for the care of children</p>	<p>Management</p>	<p>Continuous Process</p>
<p>Encourage women students and faculty members to start their startups</p>	<p>promote women's entrepreneurship</p>	<p>A reduction in barriers to gaining, and progression within, employment</p>	<p>Dean MBA Women Empowerment Cell</p>	<p>Continuous Process</p>



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**Number of gender equity promotion programs organized by the institution during (2020-2021)**

<b>Year</b>	<b>Title of the programme</b>	<b>Date and Duration(from-to)</b>
<b>2020-2021</b>	<b>International Women's Day</b>	<b>08.03.2020</b>
	<b>National Symposium on Violence against women</b>	<b>26.6.2020</b>
	<b>National Workshop on Gender &amp; Family economies</b>	<b>10.08.2020</b>
	<b>National Conference on Women Empowerment and Gender Justice</b>	<b>14.09.2020</b>
	<b>Faculty Development Program on Gender Sensitization and Women Empowerment</b>	<b>08.02.2020</b>
	<b>National Seminar on Migrant and refugee women and girls</b>	<b>19.02.2020</b>



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