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ANNUAL GENDER SENSITIZATION ACTION PLAN AND RELATED ACTIVITIES



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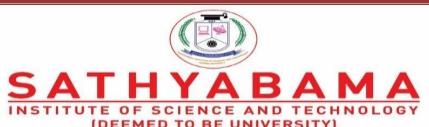
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S.No.	Document
1.	Annual Gender SensitizationActionPlan
2.	Activities in support of AnnualGender Sensitization Action Plan
3.	Activities conducted in support ofgender equity and sensitization



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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 conductedon women's rights School of Law faculty membersand 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.



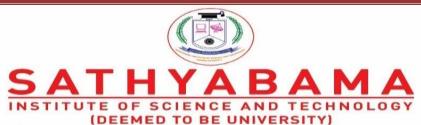
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EXPLORING INSTITUTIONAL DATA:

Year	Female Faculty%	Male Faculty%
2020-21	60%	40%

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

Year	Female Students%	Male Students%
2020-21	45%	55%



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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 affectingthe number of female students opting for nontraditional courses. Such influencers also require adequate information and motivation in order to drive the female students towards nonstereotypical career paths.

Action Plan

TheAction 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 and appropriate 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.

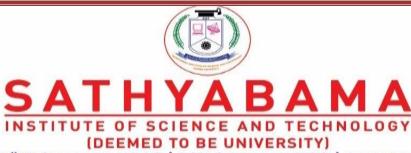


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Partnering to Address Gender Imbalance

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 andcareer 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.

Areas	Action	Responsibility	Action by	Timeline
Leadership	Board of	An increased	Vice Chancellor	Continuou
commitment	Management to	awareness of top level	Director Administration	s Process
to gender	formally	of commitment to		
equality and	communicate and	address the imbalance		
addressing the imbalance	endorse Institute's commitment to	address the imbarance		
IIIIDaiaiice	gender equality to			
	all staff, students			
	and stakeholders			
Increase	Capacity Building	Increasedgendercompeten	Women Empowerment Cell	Continuou
capacity of		ce	-	s Process
staff to				
address gender				
imbalance	D11	T	Via Chanallan	2021 22
Enable women to have a	Develop and implement a policy	Improved gender equality	Vice Chancellor Director Administration	2021-22
wider role in	for improving there		Registrar	
governance	presentation of		riogistrui	
and decision-	women on			
making	decision-making			
	committees with a			
	target of atleast			
	50% women with the aim of			
	achieving equal			
	representation			
Increased	Ensure visibility	Providing platform for	DeanStudent affairs	2021-22
visibility of	of women and	representation to minority	Director Administration	
women	use arange of	gender		
	female role			
	models in			
	Institute			
	communications			
	• • • • • • • • • • • • • • • • • • • •			
	events, meetings,			
	Conferences and			
	Panels			
Influence	Visits to local	School pupils are	Student Committee	
school pupils'	schools	less influenced by	Coordinators	
perceptions of industries and	promoting	stereo typical		
subject areas	subject areas to	perceptions.		
with high	minority			
gender	genders	Career aspirations		
imbalances	8	are widened and		
	Visit of	enhanced		
	Sathyabama to	An increase in		
	provide first-	applications from		
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females as guest lectures, regarding rallies and own betterment	
regarding rallies and	
various workshops for	
societal issues gender	
and the rights discrimination, gender equality,	
women sexual harassment,	
etc.	
To raise Develop outreach An increase in thebalance Dean Academic	
awareness of programs of genderparticipation Dean Student affairs	
the whole specifically StudentCommitteeCoordinat	
range of designed to ors improve the gender	
career choices balance in the top	
available to most imbalanced	
both genders courses offered by	
Sathyabama Paris A Trans	
To ensure tha our Marketing Develop and Develop and Project Team Project Team	
processes promote minority	
address the gender stereotypes	
gender casestudies Use Increasing	
imbalance website to stakeholders	
promote the awareness of our	
success of commitment to	
minority gender gender equality	
students. Develop a Gender Explicitly conveying a	
culture of gender	
inclusion, which will	
webpage hopefully attract further	
applications	

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



(DEEMED TO BE UNIVERSITY)
Accredited "A" Grade by NAAC | 12B Status by UGC | Approved by AICTE

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

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



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