

**Mrs A V N College  
Visakhapatnam**

# **Creating a Gender- Sensitive Workplace**



# Mrs A V N College Visakhapatnam

## Gender sensitization action plan

### Measures initiated by the Institution for the promotion of GENDER EQUITY

Equal opportunities to all, equality between the sexes, Gender sensitivity and diversity is the core policy of the college. Equal opportunity is provided to all genders without any discrimination. Women are encouraged to join in the NCC & NSS activities, Sports (KickBoxing, Target ball and karate). They are also invited to participate in the extra curricular activities with the same spirit. The college does not follow any discriminatory practices. The female students are nearly 50% and women faculty are 70%

- The curriculum focuses on gender sensitization and gender equity. 'Gender Issues' is a course that is offered as an elective in semester IV of BA Social Science undergraduate program. Thus the courses broaden student's perspectives on gender.
- The college promotes gender sensitization through co-curricular activities like workshops, seminars, guest lectures, street plays, poster exhibitions, counseling etc. The following are the specific facilities provided for women.
- The college gives highest priority to the security of the women students, faculty and all other women employees. The security at the main gates is very strict in not allowing anyone other than the students, employees, staff and visitors.
- The college has a separate common room for boys and girls and separate toilets are marked for boys and girls. The women faculty too has separate toilets.
- Women empowerment cell is conducting awareness programs for empowering the strengths of women.

S No	Day Observed	Theme	From	TO
1	International Women's Day	Women Empowerment Cell in association with Student clubs is organizing interesting events of international women's day on 8th March 2021 for all the lady faculty teaching, Non-teaching, girl students and Housekeeping staff.	8-03-2022	8-03-2022
2	Indrani Jaggarrow memorial lecture	Women protection acts	01-12-2022	01-12-2022
3	DISHA App	Women health and hygiene	21-7-2022	21-09-2022

