

# Mrs A V N College Visakhapatnam



## Gender sensitization action plan 2023-24

Gender sensitive action plan involves developing strategies and initiatives that consider and address the specific needs and challenges faced by different genders. The goal is to promote equality, inclusivity, and fairness.

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.

S No	Action plan	Achievement
1	<b>Assessment and Analysis:</b> To conduct a thorough gender analysis to understand existing gender disparities, stereotypes, and biases within the organization.	Gender analysis performed and remedial measures are discussed in governing body meeting
2	<b>Stakeholder Involvement:</b> Establish a gender-sensitive committee, involving key stakeholders, to drive the action plan.	Gender sensitive committee is formed to monitor gender related issues
3	<b>Policy Review and Development:</b> Review existing policies to identify gender biases and gaps if any.	Gender biases and gaps are reviewed in the gender monitoring committee meeting. It is observed that there are no biases and gaps.
4	<b>Training and Capacity Building:</b> Conduct gender sensitivity training for all employees and stakeholders to raise awareness and foster an inclusive environment.	Gender sensitivity training is organized in collaboration with the Judicial Department.
5	<b>Recruitment and Retention:</b> Ensure that recruitment processes are free from gender biases and promote equal opportunities.	Talent is the main criteria in the recruitment process. It is free from gender bias

6	<b>Promoting Work-Life Balance:</b> Support work-life balance initiatives, including parental leave and wellness programs.	Leaves are granted as per the needs of staff without any gender bias.
7	<b>Equal Pay and Benefits:</b> Ensure that benefits and opportunities are provided equally to all genders.	Regularly review and address any gender pay gaps within the organization.
8	<b>Safe and Inclusive Environment:</b> Create a safe and inclusive workspace by addressing issues such as harassment and discrimination.	Established reporting mechanisms for gender-based incidents and necessary support is provided.
9	<b>Monitoring and Evaluation:</b> Monitor and evaluate the effectiveness of the gender-sensitive action plan.	Feedback is collected from employees and stakeholders to make continuous improvements on this issue.
10	<b>Promoting Gender Diversity in Leadership:</b> Encourage the representation of all genders in leadership roles.	All the staff members are given equal opportunity in the leadership selection process.

#### Activities conducted on gender sensitivity

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.	8-03-2023	8-03-2023
2	Indrani Jaggarow memorial lecture	Women protection acts	01-12-2023	01-12-2023
	Rachakond Sahiti organization	Literary organizations-Women Association	9-01-2023	9-01-2023
	Legal Services	Anti Ragging	14-09-2023	14-092023

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12-01-2024-To commemorate the birth anniversary of Swami Vivekananda, National Youth Day celebrations were held in Mrs.A.V.N.College.The program was organised by Department of Youth Services SETWIS in association with Mrs.A.V.N.College.The program was presided by Principal M.Simhadri Naidu.The chief guest was Swamiji GethaSamandiji assistant secretary Ramakrishna Mission. The guest of honour was Smt.Rahimunnisa Begum ,member District Consumer disputes Redressal Commission,VSKP and B.Surya Prakash Rao manager SETWIS.The event was attended by Vice principal Mrs.Krishna Kumari, NSS program officer and HOD of zoology Dr.A.Archana,NSS PO D. Gayatri, NCC officer Lt. Dr.G.Suneetha Gandhi HOD Statistics,other faculty members, students. On this occasion Elocution,Essay writing and Rangoli competitions were conducted to students and prizes and certificates given.



24-01-2024-Mrs. A.V.N.College NSS UNITS organised National Girl Child Day. On this occasion an awareness program was organised to students about the importance of health and education of girls in the society.The occasion was attended by Principal M.Simhadri Naidu, Dean Sankarnaryana Rao , Vice principal Krishna Kumari, Program officer and Head of the Zoology department Dr.A.Archana, Program Officers A.VenkatavRatnam and D.Gayatri.



26-11-2023-Mrs A.V. N College observed the National Constitution Day at Seminar Hall. Retired Professor John, MHRM, Andhra University, attended as chief guest and gave the lecture on importance of Constitution frame work, preamble and the history of Constitution in our country. Department of Political Science conducted quiz competition on this occasion and distributed prizes to all the winners. Principal M. Simhadri Naidu presided over the function. Vice Principal Mrs P.Krishna Kumari participated in the gender sensitization program.





జగదాంబకూడలి, న్యూస్ టుడే: ఏవీఎన్ కళాశాల ఘోర్య విద్యార్థి, వైద్యులు రాచకొండ నరసింహశర్మ శత జయంతి వేడుకలు ఆదివారం మిస్సెస్ ఏవీఎన్ కళాశాలలో ఘనంగా నిర్వహించారు. కళాశాల ప్రిన్సిపల్ సింహాద్రి నాయుడు, డీవీకే కళాశాల విశ్రాంత ఆచార్యులు డి.వి. సూర్యారావు తదితరులు ఆయనకు శాలువా కప్పి సత్కరించారు. సింహాద్రి నాయుడు మాట్లాడుతూ ప్రముఖ వైద్యుడిగా, కవిగా, రచయితగా, అనువాదకుడిగా పేరు ప్రఖ్యాతలు సొంతం చేసుకున్న రాచకొండ కళాశాల ఘోర్య విద్యార్థి కావడం గర్వకారణమన్నారు. విద్యార్థులు ఆయన్ను స్ఫూర్తిగా తీసుకోవాలని కోరారు. అధ్యాపకులు గాయత్రి, సరసింహ మూర్తి, శ్రీనివాస్, స్వరాజ్యలక్ష్మి తదితరులు పాల్గొన్నారు.



రాచకొండ నరసింహశర్మను నన్యానిస్తున్న ఏవీఎన్ కళాశాల ప్రిన్సిపల్ సింహాద్రి నాయుడు, తదితరులు

Jagadambakudali, Newsday: AVN College alumnus and doctor Rachakonda Narasimha Sharma's centenary celebrations were grandly held at Mrs. AVN College on Sunday. College Principal Simhadri Naidu, BVK College retired professor D.V. Surya Rao and others honored him by covering him with a shawl. Simhadri Naidu said that he is proud to be an alumnus of Rachakonda College, which has gained fame as a famous doctor, poet, writer and translator. Students asked him to take inspiration from him. Teachers Gayatri, Narasimha Murthy, Srinivas, Swarajyalakshmi and others participated.



AVN College Principal Simhadri Naidu and others honoring Rachakonda Narasimha Sharma