7.1.1- Measures initiated by the Institution for the promotion of gender equity during the year:

ANNUAL GENDER SENSITIZATION PLAN 2020-21

The intrinsic precincts of a deep-rooted patriarchal system continue to pose challenges in the current times. The changing demographics of Higher Educational Institutes (HEI) in India reflect a diverse population on the campus resonating with the ideals of equality enshrined in our constitution. Creating space for equality and ruling out discrimination against caste, religion, sect and sex will harbinger the position of education and transformation in our country. Thus, the need to have a safe working space for students, staff and other stakeholders on the campus is one of the significant aspects of any HEI.

Focusing on the primary aim to ensure a safe space and promote healthy environment the Anti- Ragging cell, Student Redressal committee & Prevention of Sexual harassment cell has come up with an action plan for the academic year 2020-21. One of the important ways to achieve gender equality is to have a safe space that will not represent injustice and violence against women. Deliberating on this fact, Internal Complaint committee was formed to look into sexual harassment complaints. Following which the, Prevention of sexual harassment Cell plans to focus on programs to promote women's empowerment and gender equality. This leads to the next aspect of the Women's Development Cell, which is to sensitize individuals about gender equality. The Anti-Ragging cell feels that the gender sensitization program will be instrumental in encouraging the talks on gender equality. This program will include students, staff members, administrative staff and all the people involved on the campus. The series of awareness programs will largely aim towards first year undergraduate students followed by other staff members on campus.

The Anti-Ragging cell will encourage the staff members to attend workshops/conferences/lectures organized by other educational institutes as part of formal training. This is to ensure to keep the committee abreast of current

happenings and having a comprehensive working pattern. The Prevention of Sexual harassment cell has been organizing a Self-defence workshop for the past few years and will continue to arrange the same.

Upcoming activities:

1. As part of its activities for students the Anti-Ragging cell plans to invite NGOs as part of the gender sensitization plan for next year.

2. The Anti Ragging Cell plans to conduct a special Women's Day Programme in the coming year for all women staff members to share camaraderie and conversation, followed by some entertainment activity.

Universities are not merely 'workplaces' where Teaching and Non-teaching staff are employed but are spaces where students come to learn and be trained for their professional careers, and to realise their full potential as individuals. The need to create a safe haven, where there is no space for gender disparity is the need of hour. In the academic year of 2020-21, the Anti-Ragging Cell of BAJSS Women's college, RNR aims to plan activities that will create a safe and healthy atmosphere on the campus.

The Prevention of Sexual Harassment Cell at Workplace anchors a context for Higher Educational Institutes and make it imperative to combat sexual harassment as an alternative civic redressal system. As part of this, it plans to have a series of talks on gender related issues, workplace behaviour and use of social media for students and staff members. In its pursuit to train new members of the Prevention of Sexual Harassment Cell to deal with complaints of sexual harassment, it will encourage staff participation in various activities organized by different institutions and organizations. Upcoming activities: Considering the student's indulgence in social media and challenges they face; the committee plans to organize a seminar to create awareness about dangers associated with use of social media and awareness about cyber-crime. This activity will be for all first-year undergraduate students. Creating gender awareness and inculcating safe spaces for interaction the Anti-Ragging Cell will continue with gender sensitization sessions for new incoming students especially the first-year degree students. The skill of being able to self-defend oneself irrespective of the space one is in seems to be an important aspect in the current times.

The Prevention of Sexual Harassment Cell will continue with a Self-defence workshop as part of its yearly activity and encourage students to participate in the same.

BAJSS Women's college, RNR aims to look after the well-being of women staff members, students, facilitate redressal of their grievances and ensures to create a healthy work space for all on the campus. To achieve this the Career Guidance Cell organizes various events and activities that will promote gender equality and feature the role and responsibility of the Cell on the campus.

Upcoming activities:

The plans to initiate the new academic year by having a talk on Gender sensitization through a series of lectures, workshops for students and staff members- including teaching and non-teaching. Initiating conversation about gender on campus is an important step for Higher Educational Institutes given the changing demographics of these places.

The staff members of the Prevention of Sexual Harassment Cell dealing with complaints of sexual harassment will be encouraged to attend workshops conducted for the same. It plans to have workshops for committee members that will provide a better understanding and guideline in dealing with such sensitive issues. Following the Student Redressal cell will promote its role in acting as a redressal mechanism. The Cell aims to build a trust among women employees and student members on campus where they can represent their grievances and ensure a healthy work culture. The Prevention of Sexual Harassment Cell aims to involve NGOs working in the area of women empowerment to conduct various sessions in college for staff members and students. As part of its yearly activity, the Prevention of Sexual Harassment Cell will conduct a self-defence workshop for students to inculcate self-confidence and combat physical attack Ensuring the Safety of Women and Programmes for Gender Sensitisation on Campus, and UGC, the Prevention of Sexual Harassment Cell at BAJSS women's college has undergone a change. The recommendation to have a safe campus, gender-neutral atmosphere, increased women's participation and acknowledging their capacity resonates with the idea of the mandate. As it motivates women's participation, it also ensures to create a platform to represent any kind of harassment/violence against women. Upcoming Activities:

A session on gender sensitisation for all staff members and students that will enable them to clarify ideas and create a healthy atmosphere on campus. A session

highlighting the significance of nutrition and healthy eating habits/financial planning/for women members will be arranged as part of annual activity. The Prevention of Sexual Harassment Cell plans to tie up with NGO/institutions that work towards gender equality. The aim is to have a series of lectures/workshops to instil the spirit of equality among the people on campus.

