



# **MALWANCHAL UNIVERSITY**

**(Index Group of Institutions)**



## **Gender Sensitization Action Plan**

### **Year - 2024-2025**



**GENDER**  
**SENSITIZATION ACTION**  
**PLAN**

**2024-2025**

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# MALWANCHAL UNIVERSITY, INDORE

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# ANNUAL GENDER SENSITIZATION ACTION PLAN

Academic Year:2024-25

## 1. Vision

To foster an inclusive, gender-sensitive academic environment that promotes equality, respect, and safety for all stakeholders.

## 2. Mission

- To integrate gender sensitization into the institutional culture.
- To conduct regular training, awareness, and capacity-building programs.
- To ensure compliance with gender-related policies and legal frameworks such as the POSH Act 2013.
- To create a safe, equitable, and discrimination-free campus.

## 3. Committees Responsible

1. Internal Complaints Committee (ICC)
2. Student & Staff Grievance Cell
3. Gender Sensitization Committee
4. Antiragging Committee
5. Counselling Cell
6. IQAC

## 4. Annual Gender Sensitization Action Plan

### 4.1 Planned Activities (Month-wise)

Month	Proposed Activity	Purpose / Description	Target Group	Organizing Unit
July	Induction Session on Gender Sensitization	Orientation for new students on ICC, POSH Act, campus safety rules.	First-year students	ICC
August	Workshop on Gender Equality & Roles	Address stereotypes, mindset building, and equity practices.	Students & Staff	ICC
September	Self-Defense & Safety Training	Basic martial arts, emergency response, safety tools training.	Girl students	Institutions
October	Legal Awareness Program	Rights under POSH Act, workplace safety, cyber laws.	Students & Faculty	Index institute of Law

Month	Proposed Activity	Purpose / Description	Target Group	Organizing Unit
November	<b>Gender Equity Awareness Campaign</b>	Poster competition, slogan writing, rally, online awareness.	Students	Institutions
December	<b>Health, Hygiene &amp; Wellness Session</b>	Menstrual health, nutrition, PCOD/PCOS, mental health awareness.	Girl students	Nursing Collage
January	<b>Film/Documentary Screening on Gender Issues</b>	Screening + discussion to promote critical thinking on gender issues.	Students	ICCs
February	<b>Seminar on Gender Identity &amp; Inclusivity</b>	Awareness about LGBTQ+ identities, inclusiveness, non-discrimination.	Students & Staff	Gender Sensitization Committee
March	<b>International Women's Day Celebration</b>	Felicitation, talks by achievers, gender equity pledge.	All Stakeholders	ICC
April	<b>Parent Interaction &amp; Awareness Program</b>	Sensitizing parents on anti-discrimination and gender-neutral parenting.	Parents	Administration

## 4.2 Infrastructure & Policy Strengthening

### A. Policy Activities

- Review and update **Gender Sensitization Policy** annually.
- Ensure strict implementation of the **ICC guidelines**.
- ssEnsure wide display of ICC details on campus and website.

### B. Infrastructure Initiatives

- Upgrading **gender-friendly facilities**:
  - Clean separate washrooms
  - Common rooms (girls)
- Strengthening campus safety:
  - CCTV coverage check
  - Adequate lighting
  - Safe transport arrangements
- Installation of **suggestion/complaint boxes** in academic blocks.

## **4.3 Capacity Building & Empowerment**

- Leadership training workshops for women students.
- Digital safety and cyber security training.
- Entrepreneurship development sessions for girls.
- Counselling support for stress management and emotional wellbeing.

## **5. Monitoring & Evaluation Mechanism**

### **A. Documentation**

- ICC registers and complaint redressal records.

### **B. Evaluation**

- Quarterly review meetings by ICC.
- Annual review by IQAC.
- Compilation of Gender Sensitization Annual Report.

### **C. Outcome Indicators**

- Increased awareness of gender-related issues.
- Improved reporting and redressal mechanisms.
- Enhanced sense of safety among students.
- Active participation in gender equity initiatives.

## **6. Expected Outcomes**

- Development of a gender-sensitive institutional culture.
- Empowerment of students, especially girls, through knowledge and skills.
- Inclusive and respectful environment for all genders.
- Promotion of legal awareness and responsible behaviour.
- Strengthened campus safety and grievance redressal systems.