

**Bharati Vidyapeeth (Deemed to be University) Pune
Institute of Management, Kolhapur.**

Annual Gender Sensitization Action Plan

Sr. No.	Action	Responsibility	Timeline
1	Provide staff advisor level/psychologist counseling for students or faculty members	Staff Advisors/ HoDs/Principal	Continuous process
2	Continue and strengthen the use of gender-sensitive language in institutional documents, course plans, and other documents.	Staff Advisors/ HoDs/Principal	Continuous process
3	Have regular meetings of anti-ragging/ women and student grievances redressal committees for monitoring and evaluation of gender equality in the institution.	QAC Coordinator and conveners of the committee	Three Meeting in Year
4	Increased information and awareness of the staff members about the occurrence and consequences of gender-based violence	Principal	Aug 2020
5	Arrangement of guest lecture of successful women in the Society	Staff Advisors/ HoDs/Principal	October 2020
6	Organize seminars and workshops for students on gender Equality	Coordinator Woman grievances Redressal cell	December 2020
7	Organize training about gender equality, preventing all forms of violence (against children, women, domestic violence, incest, and so on) for the stakeholders in the institution.	Coordinator Woman grievances Redressal cell	December 2020
8	Increased knowledge about the human rights of women and gender equality.	Staff Advisors/ HoDs/Principal	December 2020
9	Celebrate the International Women's Day – the 8th of March	Staff Advisors/ HoDs/Principal	8 March 2021
10	Provide cultural/sports competitions on gender basis during annual sports meet/Arts fest	Cultural and Sport Committee	March 2021
11	Provide maternity leave for women staff members as per the existing State/Central Government rules.	Management	
12	Encouraging girl students applying for scholarship schemes and funds especially for women provided through various Central/State Government schemes.	Staff Advisors	Continuous process