



**Maratha Mandir's**  
**Babasaheb Gawde Institute of Management Studies**

**GENDER SENSITIZATION ACTION PLAN**

1. To ensure respectful and dignified behaviour from all stakeholders of the institute and to maintain an unbiased professional standard at the workplace
2. Regular sensitization of all the employees towards the “**Gender Equity and Anti Discrimination Policy**” of the Institute.
3. Newly admitted students to be sensitized on gender equity through induction and other planned events of the Institute.
4. From the beginning of the academic year, newly admitted students will be provided with a faculty mentor. Weekly meetings between the mentor and mentee are to be conducted for them to smoothen the burden of study and to ease the stress in the new atmosphere.
5. To ensure equal and unbiased measures for everyone for their teaching & learning activities. For this “**Gender Equity and Anti Discrimination Policy**” has to be strictly followed by all means.
6. To ensure equal rights and participations in regular cultural activities, sports, management games and celebrations. Girl students are to be encouraged by all means without any sign of gender discrimination.
7. Female faculties and staff members are to be given equal participations in different activities performed throughout the year. All the committees formed, should include lady faculties and staffs in appropriate numbers.
8. To conduct awareness programme for safety and security on regular basis.
9. To encourage the girls students to take self-defense training for their safety measure.
10. To conduct regular meetings of the Internal Complaints Committee to look after the fact that safety and security in all such aspects are maintained.
11. Sensitization by the elements of education in the curriculum to be strictly monitored.
12. Different activities and topics related to gender sensitization to be performed under the curriculum.
13. To conduct classes related to gender, women's rights and women empowerment for students by the departmental faculty members and the Women's Cell.
14. To conduct counseling sessions for the girl students on a regular manner by the lady faculty members of the above mentioned Committees.



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