

Annual Gender Sensitization Action Plan

In the Gender equity process, the management and Principal of our college have set up a well defined structure and a platform with a set of rules and regulations for Girls children, women and men employees to discuss/ raise their voices about the issues which will be raised by especially girls children and women employees at department level and college level.

The college has women empowerment committee to monitor gender sensitivity within the college by educating them as per guidelines released by Govt., UGC and other statutory bodies through seminars and workshops by imparting the knowledge of opportunities to empower themselves mentally and emotionally. Making them to participate in the programmes conducted in the college to support them financially how they can be empowered through entrepreneurship.

The college also has sexual harassment prevention committee and disciplinary committee to monitor any complaints or grievances from either the girl student or women employee in the campus. Often within the campus disciplinary committee will visiting and same shall be reporting to the top management. Based on seriousness of the complaint action will be initiated. Our college is ensuring equal concern for Girls and Boys in the college in all curricular and extracurricular activities. Our college, through its proactive faculty, staff and student programmes will look into the following.

Sl. No	Action	Responsibility/Action By	Time Line
1	Induction Programme for faculty and students	Principal/ HOD's	Continuous process
2	Regular meetings of anti ragging/women welfare and grievances redressal committees for monitoring the gender equality in the institution.	Coordinators of the committee	Minimum two meetings per semester
3	Organize seminars , workshops and conference for students on gender equity as suggested by Govt/UGC	Coordinators of woman empowerment/grievances redressal cell	July 2023.
4	Organize training about gender equality, preventing all forms of violence (against Children, women and domestic violence) for the stakeholders in the college.	Coordinator Anti sexual harrasement cell	July 2023
5.	Organizing awareness program on general facilities especially created for women employees and Girl students.	Principal	Aug 2023
6.	The development and implementation of all institutional policies and awareness amongst all faculty.	Principal	July 2023
7	Celebrate International womens Day – the 8 th of March	Women Empowerment Cell	March 2023
8	Providing the cultural /sports competitions on gender basis during annual sports meet	Principal	June 2023
9	Encouraging Girl students applying for scholarship schemes and funds especially for women provide through various central schemes.	Admission/ Scholarship Coordinators	----


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**HKE SOCIETY'S
MS IRANI DEGREE COLLEGE OF ARTS, SCIENCE AND COMMERCE, KALABURAGI**

Gender Equity Awareness Programm

To promote Gender Equity and spread awareness of social responsibilities MSIDC has conducted various events over the period (till date). Our activities include organizing events to promote the participation of women in the broader scope, as well as placing an emphasis on outreach to empower local communities. WC focuses on women's empowerment and ICC tackles issues of sexual harassment. Others organize activities to promote awareness about gender issues. WC celebrated International Women's Day on 12th March, 2023 Speaker was Smt. Shilpa Allad Principal MSI PU college, Kalaburagi She spoke on various challenges women encounter on an everyday basis. WC organized an awareness program on Cleanliness and Hygiene.



Safe and Secure Campus

The college campus is also designed to create a safe environment that respects and upholds the expression of gender equality. Consequently, we have strategically placed CCTV cameras and security personnel to ensure the safety of all. The Campus provides separate washrooms for boys and girls. The college also ensures the appropriate provision and disposal of sanitary napkins.





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