



Annual Gender Sensitization action plan implementation

Introduction:

Keshav Memorial Institute of Commerce & Sciences ensure respectful and dignified behaviour to maintain a standard at the workplace, the Institute sensitize all the employees and follow up regularly. After admission, the new students are to bring to the sense of sensitization by regular sessions within the induction and the orientation programmes. The new students are to have their weekly sessions with the psychological counselor to positively influence them for their learning and emotional well being. This session includes advising the students on their personal problems and help with solving problems and conflicts related to the learning and adjustment in the college. Moreover, it should also include the matter of recognizing the behavioral issues of the students and provide proper guidance to resolve them. From the beginning, the new students are to provide a mentor (who will be a teacher of her department). Weekly meetings between the mentor and mentee are being conducted for them to smoothen the burden of study and to ease the stress in the new atmosphere. For this "No Discrimination Policy" has been strictly followed by all means. The Institute ensure equal rights and participations in regular cultural activities, sports, NCC, debate, celebrations, and performing arts, girl students are encouraged without any sign of gender discrimination. Women faculties and staff members are given equal participations in different activities performed throughout the year. All the committees formed include women faculties and staff in appropriate numbers. Awareness programme for safety and security on regular basis are conducted. Girl students have been encouraged to undertake their physical fitness by joining (separate for girls and boys) gymnasium facility provided by the institute and regular yoga classes conducted by expert trainer, arranged by the institute. The Institute conducts regular meetings of the committee of the Grievance to look after the fact that safety and security in all aspects. Different activities and topics related to gender sensitization have been conducted by Women empowerment Cell. Raising awareness and aspirations by conducting events and programmes on gender


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equity, social media and cyber security and also conducted activities to make students to realize their full potential.

The College has constituted the Gender Sensitization Cell and has been instructed to spread the awareness of Gender Equity in the college.

Gender Sensitization Cell

S. No	Name of the Member	Designation in the Committee
1	Mrs. V. Santhi	Chairman
2	Mrs. B. Anupreethi	Member
3	Mrs. V. Neeraja	Member
4	Mrs. A. Padmaja	Member
5	Mrs. A. Vijitha	Member
6	Mrs. Shobha	Member
7	Mrs. Shravanthi	Member
8	Mrs. Sumalatha	Member
9	Mrs. Chaitanya Bharathi	Member
10	Ms. Urmila	Member
11	Mrs. Hemamalini	Member

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COUNSELLING CELL

S. No.	Class/Group	Class Mentor
1	B.Com I Year General	Ms.Sirishasinha
2	B.Com I Year Honors-A	Ms.Prithiarya
3	B.Com I Year Honors-B	Ms.k.Deepa
4	B.Com I Year Honors-C	Ms.Afroze
5	B.Com I Year CA-A	Ms.V.Neeraja
6	B.Com I Year CA-B	Ms.Greeshma
7	B.Com I Year CA-C	Mr.Saikiran
8	B.Com I Year BA	Ms.Prasanna
9	BBA I Year	Mr.Manohar
10	B.Sc. I Year – MPCs -A	Ms.K.Swapna
11	B.Sc. I Year – MPCs-B	Ms.Mounika
12	B.Sc. I Year – MSCs-A	Mr. Sripadh Deshpandey
13	B.Sc. I Year – MSCs-B	Mr.Sharath
14	B.Sc. I Year- BTMBC	Mr.Kirankumar
15	B.Com II Year General	Ms.Meer Gulbaha Begum
16	B.Com II Year Honors-A	Mr.Rajkumar
17	B.Com II Year Honors-B	Ms.Roshini Bharathi
18	B.Com II Year Honors-C	Mr.Bhaskar
19	B.Com II Year CA-A	Ms.Mamathavaidya
20	B.Com II Year CA-B	Ms.sneha
21	B.Com II Year CA-C	Ms.Sanjana
22	B.Com II Year BA	Mrs.Shanmukhapriya
23	BBA II Year	Ms.K.Preethi
24	B.Sc. II Year MPCs-A	Ms.Ritu
25	B.Sc. II Year MPCs-B	Ms.Swathi
26	B.Sc. II Year MSCs-A	Ms.B.Supraja
27	B.Sc. II Year MSCs-B	Ms.SriNirupama
28	B.Sc. II Year- BTMBC	Ms.A.Padmaja
29	B.Com III Year General	Mr.Sridhar
30	B.Com III Year Honors-A	Ms.Seema rani
31	B.Com III Year Honors-B	Ms.Amithajaiswal
32	B.Com III Year Honors-C	Ms.K.Sreedevi
33	B.Com III Year CA-A	Ms.M.Swathi
34	B.Com III year CA-B	Ms.Ujjivani
35	B.Com III Year CA-C	Ms.Shradhatiware
36	B.Com III Year BA	Ms.D.Neeraja
37	BBA III Year	Ms.B.Anupreethi
38	B.Sc. III Year MPCs-A	Ms.Snigdha
39	B.Sc. III Year MPCs-B	Ms.Sudha

V. Sankar
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40	B.Sc. III Year MSCs-A	Ms.Urmila
41	B.Sc. III Year MSCs-B	Ms.Deepika
42	B.Sc. III Year BTMBC	Dr.G.HimaBindu
43	M.Com I Year	Dr.V.Ravi
44	M.Sc. Mathematics	Mr.G.SharathBabu
45	M.Sc. Statistics I Year	Ms.V.Sumalatha
46	M.Sc. Analytical chemistry I Year	Mrs.G.Sindhuri
47	M.Sc. Organic chemistry I Year	Mrs.S.Pranitha
48	M.Com 2 year	Mr. Manohar
49	M.Sc. Mathematics II Year	Mrs. M.Radhika
50	M.Sc. Statistics II year	Mr.Kanaka Reddy
51	M.Sc. Analytical chemistry II Year	Mrs.M.Sangeetha Lawrence
52	M.Sc. Organic chemistry II Year	Mr.V.Anjaneyulu

Objectives of Gender Sensitization Cell

- Promoting gender equality and inclusivity on campus.
- Providing a safe and supportive environment for all genders.
- Conducting workshops and seminars to raise awareness about gender issues.
- Addressing gender-based discrimination and harassment.
- Offering support and resources for students and staff facing gender-related challenges.
- Collaborating with other organizations to advocate for gender equality.
- Creating policies and guidelines to ensure gender sensitivity in all aspects of campus life.
- Encouraging dialogue and discussion on gender-related topics to foster understanding and empathy.
- Implementing gender-sensitive curriculum and teaching practices to promote inclusivity in education.
- Organizing awareness campaigns to challenge stereotypes and biases related to gender roles. Providing counseling and support services for individuals experiencing gender identity or sexual orientation-related issues.


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- Conducting research on gender-related issues to inform policy and practice within the institution.
- Collaborating with community organizations and NGOs to address broader societal issues related to gender equality.
- Creating avenues for students and staff to report instances of gender-based discrimination or harassment confidentially and ensuring appropriate action is taken.
- Monitoring and evaluating the effectiveness of gender sensitization initiatives and programs on campus.
- Encouraging male participation and engagement in gender equality efforts to foster allyship and solidarity.
- Incorporating intersectionality into gender sensitization efforts, recognizing the interconnected nature of gender with other aspects of identity such as race, class, and ability.
- Fostering a culture of respect, empathy, and understanding among all members of the campus community regardless of gender identity.

Annual Gender Action Plan

- Organize awareness campaigns highlighting women's achievements and challenges.
- Panel discussions, workshops, and seminars on gender equality and women's rights.
- Promoting women-owned businesses and initiatives, seminars by them.
- Offering workshops on digital privacy, cyber security, and online safety. Teaching physical self-defense techniques and situational awareness.
- Providing resources for understanding and navigating surveillance technology
- Advocate for policies protecting women's privacy and autonomy.
- Establishing mentorship programs for aspiring to women leaders.
- Providing training on crisis management and resilience building.


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- Offering a comprehensive curriculum covering various self-defense techniques. Including sessions on empowerment, assertiveness, and confidence-building.
- Provide historical context on Jhansi Lakshmi Bai's bravery and leadership.
- Educate communities on the importance of gender equality for sustainable development.
- Promote equal opportunities in education, employment, and leadership positions.
- Advocate for policies combating gender-based violence and discrimination.
- Encouraging men's involvement in advancing gender equality thoroughly ship and support.



V. Senthil
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GENDER SENSITIZATION AUDIT REPORT

KESHAV MEMORIAL INSTITUTE OF COMMERCE & SCIENCES

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Narayanaguda, Hyderabad-500029.

H,No. 3-5-1026, Narayanaguda, Hyderabad-500029, Telangana State, India.

Executive Summary: The Gender Sensitization Audit at Keshav Memorial Institute of Commerce and Sciences was conducted to assess the institution's efforts in promoting gender equality, addressing gender-based discrimination, and fostering a supportive environment for all students, faculty, and staff. The audit aimed to evaluate various aspects such as curriculum, policies, practices, and campus culture through interviews, surveys, and document analysis.

Findings:

Curriculum Evaluation: The curriculum review revealed a balanced representation of gender perspectives across various subjects. However, there is a need for greater inclusion of gender-related topics and case studies to enhance students' understanding of gender issues.

Policies and Procedures: Existing policies demonstrate a commitment to gender equality and non-discrimination. Clear procedures for addressing gender-based complaints and grievances are in place, ensuring a responsive mechanism for students and staff.

Campus Infrastructure: Adequate facilities such as gender-neutral restrooms and safe spaces are available on campus. Accessibility measures for students with diverse gender identities are limited and require improvement.

Training and Awareness Programs: Regular training sessions and workshops on gender sensitization are conducted for faculty, staff, and students. However, the effectiveness of these programs in creating tangible behavioral change needs to be assessed through feedback mechanisms. **Campus Culture and Environment:** Positive strides have been made in fostering an inclusive campus culture where diverse gender identities are respected. Instances of gender-based discrimination or harassment are relatively low, indicating a supportive environment.

Recommendations: Enhanced Curriculum

Integration: Integrate gender-related topics and case studies across disciplines to provide a holistic understanding of gender issues. Offer specialized courses or electives focusing on gender studies to promote deeper engagement with the subject matter.


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Continuous Training and Evaluation: Strengthen training programs on gender sensitization with a focus on practical strategies for promoting gender equality and preventing discrimination. Implement regular evaluations to assess the impact of training initiatives and adjust them based on feedback.

Awareness Campaigns: Launch targeted awareness campaigns to educate the campus community about gender diversity, inclusivity, and respectful behavior. Encourage student-led initiatives and clubs focused on gender equality and social justice.

Support Services: Expand support services such as counseling and advocacy for students experiencing gender-based discrimination or harassment. Establish partnerships with external organizations and resources to provide comprehensive support to affected individuals.

Conclusion: The Gender Sensitization Audit highlights both strengths and areas for improvement at Keshav Memorial Institute of Commerce and Sciences. By implementing the recommendations outlined in this report, the institution can further strengthen its commitment to gender equality and create a more inclusive and supportive campus environment

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