



Viswambhara Educational Society
VAAGDEVI PHARMACY COLLEGE
AUTONOMOUS



Accredited by NAAC WITH 'A' Grade, Certified by ISO 21001 : 2018
Approved by PCI-New Delhi & Affiliated to JNTU, Hyderabad
KHAMMAM ROAD, BOLLIKUNTA, KHILA WARANGAL (MANDAL), WARANGAL - 506005, TELANGANA STATE

ANNUAL GENDER SENSITIZATION ACTION PLAN (2023-24)

The Annual Gender Sensitization Action Plan aims to foster an inclusive, respectful, and gender-equitable environment at Vaagdevi Pharmacy College. The plan will focus on awareness, training, policy reinforcement, and creating a safe campus for all genders.

1. Orientation and Awareness Activities

Timeframe: June –July (2023)

- **Welcome Sessions:** Organize gender sensitization sessions for new students, faculty, and staff at the beginning of the academic year.
- **Awareness Campaign:** Distribute posters, pamphlets, and digital content focusing on gender equality, respect, and anti-harassment.
- **Guest Lectures:** Invite experts to speak on topics like gender justice, violence prevention, and gender inclusivity.
- **Gender Equality Pledge:** Encourage the entire campus community to take a pledge on gender sensitivity and respect.

2. Workshops and Training

Timeframe: August –September (2023)


- **Faculty and Staff Training:** Conduct mandatory workshops on unconscious bias, sexual harassment prevention, and gender-sensitive communication.
- **Student Workshops:** Organize interactive sessions and role-playing activities to tackle stereotypes, gender-based violence, and discrimination.
- **Self-defense Training:** Offer self-defense and safety workshops for female students to enhance confidence and empowerment.

3. Gender Equality Week

Timeframe: October (2023)

- **Panel Discussions & Debates:** Host panel discussions featuring gender experts, community leaders, and students on topics like gender equality, women's empowerment, and breaking stereotypes.
- **Cultural and Sports Activities:** Promote inclusive activities where all genders participate equally in cultural events and sports competitions.




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- **Film Screening:** Show movies or documentaries that highlight gender issues, followed by discussions and reflections.

4. Policy Review and Strengthening

Timeframe: November –December (2023)

- **Policy Assessment:** Review and update the college's sexual harassment policy and ensure its alignment with national and international gender equality standards.
- **Establish Clear Reporting Mechanisms:** Ensure accessible, confidential, and safe reporting channels for gender-based violence, harassment, or discrimination.

5. Collaborative Programs

Timeframe: January –February (2024)

- **NGO Partnerships:** Partner with external organizations for joint workshops, training, and community engagement on gender equity.
- **Awareness Campaigns:** Collaborate with women's rights organizations to conduct outreach programs focused on gender equality and women's empowerment.

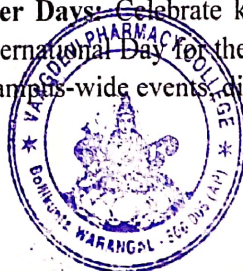
6. Academic Year-End Review and Feedback

Timeframe: March – May (2024)

- **Impact Survey:** Collect feedback from students, faculty, and staff on the effectiveness of the gender sensitization activities.
- **Annual Report:** Prepare a report summarizing all activities, their impact, and areas for improvement.
- **Action Plan for Next Year:** Based on feedback, adjust the gender sensitization plan for the following year.

Additional Ongoing Initiatives

- **Women's Cell:** Establish a Women's Cell to address any gender-related issues, provide counseling, and promote a harassment-free campus.
- **Gender-neutral Facilities:** Ensure that all campus facilities, including restrooms, are accessible and inclusive for all genders.
- **Celebration of Gender Days:** Celebrate key dates such as International Women's Day (March 8) and International Day for the Elimination of Violence Against Women (November 25) with campus-wide events, discussions, and campaigns.



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Monitoring and Evaluation:

- **Monthly Progress Check:** Regularly assess ongoing activities, ensuring they are on track.
- **Feedback Mechanisms:** Use surveys, focus groups, and anonymous suggestions to monitor the effectiveness of the sensitization efforts.

This action plan aims to foster a safer, more inclusive college environment while promoting gender sensitivity and respect throughout the academic year (2023-24).



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