

## Criterion VII – Institutional Values and Best Practices

### Key Indicator - 7.1 Institutional Values and Social Responsibilities

#### 7.1.1 Measures initiated by the Institution for the promotion of gender equity during the year

##### Annual Gender Sensitization Action Plan:



Mula Education Society's  
Arts, Commerce & Science College, Sonai.  
Committee Against Sexual Harassment

### Annual Gender Sensitization Action Plan 2020- 21

The Institute's mission is to develop the professionals both men and women, having basic and technical competencies so that they can serve the Society and Industry and face the global challenges. Our future success is dependent on attracting and retaining the best people to support our vision of imparting technical education in Engineering and Management with training, skill up gradation and research in futuristic technologies and niche areas. By empowering all staff, the Institute can better achieve its aim of creating innovative and entrepreneurial professionals. The Institute's performance in relation to gender equality in particular shows significant room for improvement towards women empowerment and representation in senior academic and executive ranks and in certain occupations and disciplines.

Mula Education Society's Arts, Commerce & Science College, Sonai, here after is ensuring equal concern for girls and boys in the institution in all curricular, co-curricular and extracurricular activities. The institution, through its proactive faculty, staff and student programs, will look into the following:

Sl. No.	Action	Responsibility /action by	Time line
1.	Infrastructure and supporting facilities for gender equality and security	Management	Continuous process
2.	Leadership commitment to gender equality and addressing the imbalance	Management	Continuous process
3.	Increase gender intersectionality awareness	Management & conveners of the committee	Continuous process
4.	Increase capacity of staff to address gender imbalance	Management & conveners of the	Continuous process



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		committee	
5.	Enable women to have a wider role in governance and decision-making	Management & conveners of the committee	Continuous process
6.	Increased visibility of women	Conveners of the committee	Continuous process
7.	To raise awareness of the whole range of subjects and career choices available to both genders	Conveners of the committee	Continuous process
8.	To make our admissions process to be non biased	Management	Beginning of semester
9.	To encourage more number of female applicants for teaching and non-teaching positions	Management	Beginning of semester
10.	Awareness and interactive sessions with invited experts and NGOs on topic 'gender sensitization'	Conveners of the committee	Jan 2021
11.	Awareness program and campaign on women rights and gender equality.	Conveners of the committee	March 2021
12.	To take action to ensure that minority gender students at the institution are supported and encouraged	Management & conveners of the committee	Beginning of semester
13.	Gender audit	Conveners of the committee	At the end of semester

  
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