



Annual gender sensitization action plan 2023-24


Mula Education Society's Arts, Commerce and Science College, Sonai offering equality of opportunity in education and employment. Diversity, Inclusiveness of all genders, Equality and Justice are values that are integral to the vision of Mula Education Society. Our commitment to providing a safe and secure campus, that offers equal opportunities in education and employment, is augmented by a variety of activities that promote 'Gender Sensitization' and a dedicated Committee that ensures the implementation of the Action Plan. Our success in promoting gender equality in our staff and students and retention of students and staff has been underpinned by a variety of actions and activities outlined below.

Sl. No.	Action	Responsibility /Action By	Time line
1.	Provide staff advisor level/psychologist counseling for students & faculty members	Staff Advisors/ HoDs/Principal	Continuous process
2.	Encourage women students and faculty members to start their startups and thus promote women's entrepreneurship.	IIC Coordinator	Continuous process
3.	Organize seminars and workshops for students on gender quality analyze the program in terms of representation of gender-sensitive language and introducing a standard of gender-sensitive language in curricula	conveners of the committee	October 2023
4.	Organize Session for Gender Audit	conveners of the committee	October 2023
5.	The development and implementation of all institutional policies (programs and strategies) include a segment of gender equality.	Principal	Continuous process
6.	Celebrate the International Women's Day – the 8th of March	Convener of <i>Vidyarthini Munch</i>	March 2024
7.	Provide cultural/sports competitions on gender	Principal	Jan-Feb



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	basis during annual sports meet/Arts fest		2024
8.	Provide maternity leave for women staff members as per the existing State/Central Government rules.	Management	—
9.	Encouraging girl students applying for scholarship schemes and funds especially for women provided through various Central/State Government schemes.	Staff Advisors	—
10.	Increased information and awareness of the staff members about the occurrence and consequences of gender-based violence	Principal	Continuous process
11.	Enable women to have a wider role in governance and decision-making	Management	Continuous process
12.	To encourage more female enrolments in The institution	Management	Beginning of semester
13.	To raise awareness among females regarding various societal issues concerning women through	conveners of the committee	Continuous process
14.	Coordinate with State and National Commission for Women to raise awareness levels regarding Women's Rights and Prevention of Sexual Harassment through Workshops and Seminars	conveners of the committee	Continuous process


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