



SATHYABAMA

**INSTITUTE OF SCIENCE AND TECHNOLOGY
(DEEMED TO BE UNIVERSITY)**

Accredited "A" Grade by NAAC | 12B Status by UGC | Approved by AICTE

www.sathyabama.ac.in

Annual Gender Sensitization Action



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Introduction:

Sathyabama Institute of Science and Technology When designing and implementing policies and making decisions, the Institute has 'due regard' to the need to: Eliminate unlawful discrimination, harassment and victimisation and any other conduct that is affecting equality.

To ensure respectful and dignified behaviour and 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. From admission onwards the new students are to have their weekly sessions with the psychological counselor to positively influence them for their learning and emotional well being. The weekly sessions should include 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 to be conducted for them to smoothen the burden of study and to ease the stress in the new atmosphere. To ensure equal and unbiased measures for everyone for their teaching & learning activities. For this "No Discrimination Policy" has been strictly followed by all means. To 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 staffs 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. Besides these, there are a



plenty of opportunity to explore other different forms of sports in the college. The Institute conducts regular meetings of the committee of the Grievance redressal for Sexual Harassment of Women at Workplace to look after the fact that safety and security in all such aspects are maintained. Different activities and topics related to gender sensitization have been conducted by Women empowerment Cell. Classes have also been conducted on women's rights School of Law faculty members and NSS. Raising awareness and aspirations by conducting events and programmes on gender equity, social media and cyber security and also conducted activities to make students to realize their full potential.





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Challenges:

Most of the courses offered includes courses of B.Tech, Dental, Law etc which are traditionally considered male-preferred courses. Although, this trend is changing with more and more numbers of female students choosing such streams, there is still need for encouraging female students to opt for such career choices.

The people involved and influencing the career options of students play a vital role in affecting the number of female students opting for non-traditional courses. Such influencers also require adequate information and motivation in order to drive the female students towards non-stereotypical career paths.

A handwritten signature in green ink, appearing to be 'S. Jee'.



Action Plan

The Action Plan identifies five broad areas for focused attention that will enable strategic, sustainable and meaningful change at Sathyabama. The Action Plan will help us, over the next years, to navigate and accelerate the gender equality journey that Sathyabama must take to improve the engagement, retention and advancement of female staff and students.

Sathyabama commits to embedding this Plan, devoting appropriate resources to its implementation, monitoring, reporting, and evaluation, and supporting leaders to develop and implement operational plans. We will continue to pursue and report on statistics of the participation and experience of our staff. In adopting and implementing this Gender Sensitization Action Plan, our Institution demonstrates how it values the richness of diversity amongst its staff, and recognizes its responsibilities to take Institution-wide transformative actions to enhance inclusion for all.





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Partnering to Address Gender Imbalance

We currently work with a wide range of partners to encourage and raise awareness and aspiration among female students. We regularly work with secondary schools to help develop perceptions of various courses offered by the institute, the possible job opportunities and the overall personality development that as student of Sathyabama they would gain. We engage in visits to local and secondary schools promoting subject areas and encouraging female school pupils to pursue their studies. We actively support initiatives of our students who organize awareness events and rallies in the nearby villages and schools. The main goal of such events is to raise the level of awareness among female students as well as their parents, especially mothers, regarding health & hygiene, benefits of girls pursuing higher studies, and their legal rights, so as to empower them to take informed decisions.

Our partnership with local village bodies in the form of adopting the villages has informed us the issues to be addressed and the direction in which we need to focus our actions in the Action Plan for Academic Years.





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Gender Equality Action Plan

S.No	Key Areas	Proposed Action Plan
1.	Enhancing Leadership Qualities	By Formation of Gender Sensitization Working committee and implementation of actions to increase gender inter sectionality awareness. Capacity Building of staff to address gender imbalance and enabling women to have a wider role in governance decision-making by managing their personal and professional life.
2.	Training the Trainers	To influence pupils' perception of industries and subject areas with high gender imbalances b)Exploration of gender within the curriculum and use of extracurricular activities to address gender stereotypes
3.	Legal Awareness	To raise legal awareness among females regarding various issues concerning women rights and career choices
4.	Encouraging Admissions and Job Opportunities	To ensure that our admission processes address the gender imbalance To encourage more number of female applicants for teaching and non-teaching positions
5.	Extending support	To ensure that our environment is gender inclusive and minority gender students at Sathyabama are supported and encouraged.

