

Annual Gender Sensitization Action Plan

Academic Year 23-24

Women's empowerment and gender equality are among the most important concerns of H.K. College of Pharmacy. An annual gender sensitization action plan is developed to coordinate multiple gender sensitization initiatives on a regular basis.

Objective: To promote gender equality, inclusiveness, tolerance, harmony among the students and the staff leading to women empowerment.

Annual Gender Sensitization Action Plan:

- To establish and promote a safe, secure, and healthy environment in order to achieve gender equality and ensure respectful and dignified behaviour at all levels.
- Conduct Awareness Programmes for the girls students regarding self-defence, disease awareness like breast cancer etc.
- Promoting activities pertaining to Health, Cleanliness, Personal Hygiene, and Nutrition.
- To conduct Activities for students regarding Entrepreneurship Development and Career Enhancement
- Addressing issues like Depression, Frustration arising out of Failures through counselling sessions of the experts
- To organize workshops related to cybercrime, safety and security especially for the girls students.
- To review the minutes and the Action Taken Reports of the Women Development Cell, Internal Complaint Committee, Anti-Sexual Harassment Committee, Grievances Redressal Committee and ensure redressals in time.
- To prepare and deploy Student's code of conduct that promotes gender equality at the governance level.

- Regular problem-solving, counseling and encouragement through the Mentor-Mentee Meeting.
- To encourage girls students to join the Extension and Outreach Committee and ensure equal rights and participations in regular cultural activities.
- To follow "No Discrimination Policy" in all areas of academic and administrative matters.
- All the college committees should include women employees in appropriate numbers.



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