



# **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](http://www.sathyabama.ac.in)**

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## **7.1.1- Annual Gender Sensitization Action Plan (2023-2024)**

### **1. Commitment to Gender Equality**

- **Leadership Role:** Formal communication by the Board of Management to reinforce commitment.
- **Goals:** Increased awareness and visible commitment at all institutional levels.

### **2. Capacity Building for Gender Sensitization**

- Training programs by the Women Empowerment Cell.
- Workshops on gender equity for faculty and students.
- Promotion of inclusive policies and practices.

### **3. Enhancing Women's Participation**

- Ensuring 50% representation of women in governance and decision-making committees.
- Recognizing and promoting female role models within the institution.

### **4. Awareness and Outreach Programs**

- Organizing visits to schools to promote non-traditional career paths for girls.
- Conducting rallies, seminars, and awareness campaigns on legal rights, gender discrimination, and societal roles.

### **5. Addressing Safety and Security**

- Regular grievance redressal committee meetings.
- Implementation of anti-sexual harassment policies and safety measures.

### **6. Encouraging Holistic Development**

- Separate gym and yoga sessions for female students.
- Organizing events on digital security, wellness, and self-defense.

### **7. Community Engagement**

- Partnering with local schools and village bodies to promote education and health awareness among women.
- Vocational training and skill development initiatives for women.

### **8. Monitoring and Evaluation**

- Regular meetings of the Anti-Ragging and Grievance Redressal Committees.

- Collection and analysis of gender-related data for continuous improvement.

## **9. Celebratory Events and Campaigns**

- Week-long Women's Day celebrations such as *Femme Fiesta* (March 1-7, 2024) with thematic events including:
  - Poetry sessions
  - Cybersecurity workshops
  - Extempore speaking
  - Self-defense training
  - Wellness counseling
  - Trivia and knowledge competitions.