



## SANATANA DHARMA COLLEGE

Affiliated to University of Kerala  
Re Accredited by NAAC with A+ Grade (3<sup>rd</sup> Cycle)  
Sanatanapuram, Alappuzha-688003, Kerala

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7.1.1 : MEASURES INITIATED BY THE INSTITUTION FOR THE PROMOTION OF GENDER EQUITY:

### ANNUAL GENDER SENSITIZATION ACTION PLAN

#### **Action plan for 2021-22**

1. Conduct workshops and training sessions for faculty and students to enhance their understanding of gender issues and promote inclusive practices by the Women Studies Cell (WSC), NSS and NCC.
2. Organize awareness campaigns on gender equality and respectful relationships within colleges and universities.
3. Implement policies to ensure equal opportunities for career growth and benefits for all employees, irrespective of their gender.
4. Establish a safe and confidential mechanism to report and address incidents of gender-based discrimination, harassment, and bias in the workplace.
5. Conduct gender sensitization training programs for employees to promote a respectful and comprehensive work environment.

6. Collaborate with local organizations and community leaders to address specific challenges faced by marginalized genders.
7. Seek partnerships with corporate entities to support gender-focused initiatives and campaigns.
8. Foster collaborations with NGOs, civil society organizations, and international bodies working towards gender equality.
9. Celebrate International Women's Day giving importance to gender equity and development of cultural activities.
10. Conduct mental health counselling programmes and workshops.