



**SRES's**  
**SHREE RAMCHANDRA COLLEGE OF ENGINEERING**  
Lonikand, Pune – 412216

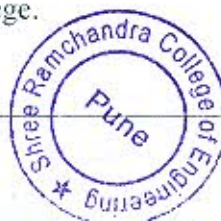
### **Gender Sensitization**

Women's empowerment and gender equality are of great importance and we are doing our best in this aspect at SRCOE. We practice to bring a positive change in the attitude and support equity among genders within and outside the institute.

Annual gender sensitization plan/Objectives are as follows:

**Objective:**

- To promote inclusiveness, tolerance, harmony and women's empowerment among the students and staff.
- Conduct activities like Blood donation camp, immunity boosting, awareness, female feticide, dealing with COVID-19 pandemic, etc in order to give back to the society
- Promoting activities related to health, nutrition, self-defense and entrepreneurship among the female students.
- Conduct workshops related to cybercrime, safety and security in hotels and career enhancement for female students.
- Provide professional counseling to the students.
- Guidance regarding the financial investment for students and staff.
- Conduct workshops that promote diversity and gender-sensitive communication for students and staff alike.
- Mentorship in college is being provided where faculty and students can approach in matters of gender-related issues for which counselors are identified.
- Monitoring and evaluation mechanisms for implementation and their follow-ups.
- Conducting regular awareness-raising activities among students and staff
- Balanced gender quota while recruitment is observed.
- Student's code of conduct that promotes gender parity at the governance level.
- Women (Staff & Students) are working as members of various committees, HoDs. etc. that shows the promotion of women in the governance of the college.



## Action Plan

- Public awareness campaign through NSS cell
- Provide maternity/medical leave for women staff members
- Encouraging girl students to apply for scholarship schemes and funds, especially for women provided through various Central/State Government schemes.
- Celebrate the International Women's Day - 8th of March every year
- Lady faculty and staff members are given equal participation in different activities, organized/arranged throughout the year and find places in committees of the institute.
- To conduct regular meetings of IIC committee to address Grievance of Women (if any) at Workplace to look after the fact that safety and security in all such aspects are maintained.
- Campus is under CCTV surveillance and security personal are appointed in the campus.

