

KAMPUR COLLEGE, KAMPUR

NAGAON, ASSAM

Accredited by NAAC with 'B' Grade (2nd Cycle)

7.1.1

Annual Gender Sensitization Action Plan



FOR THE ACADEMIC YEAR

2023-2024

Gender Sensitization Action Plan

Gender equity is a fundamental principle that ensures equal opportunities, resources, and treatment for students, faculty, and staff regardless of their gender. This inclusive approach promotes a supportive academic environment where everyone has equal access to courses, scholarships, leadership positions, and decision-making processes. It encompasses the creation of safe spaces, gender-sensitive policies, and programs that address the unique needs of diverse gender identities.

Gender Action Plan of Kampur College serves as a guiding framework for integrating gender equality into all aspects of academic and non-academic life. We prioritize gender-responsive education, workplace equality, protection and empowerment of female students, hygiene facilities and inclusive social policies. As an educational institution, Kampur College fosters a culture of respect, valuing individual abilities and promoting a positive impact on people's lives. Our success in promoting gender equality in our staff and students have been shown by a variety of actions and activities. Kampur College works for the prevention and takes action against gender related issues.

In case of representation, male and female faculty members are equally involved in academic and non-academic activities like examination, admission, administrative functionality and college election. Irrespective of gender, all the students and teaching and non-teaching staff have participated in college programs like foundation day, college week, freshmen social and festivals like Saraswati puja and so on and so forth. The college also organizes programs like lectures, seminars, add-on courses and workshops to sensitize employees and students about gender equity.

Our faculty members (both male and female) compulsorily accompany students during excursions, educational tours and camps. Along with it, both students and faculty members participate without gender discrimination in extension activities of the college. Even both male and female teachers are nominated equally as members of external bodies like, state-level body of all college teachers' associations, namely, the Assam College Teachers' Association.

The institution has various cells and committees such as anti-ragging committee, grievance redressal committee, gender sensitization and internal complaint cell etc. that check gender discrimination. In case of Maternity and Child Care Leaves, female teachers avail the respective leaves in a smooth and hassle-free manner.

In terms of safety and security measures:

- The college campus is equipped with CCTV monitoring system, ensuring continuous vigilance and providing a safe environment for students and staff to move freely without fear.
- Strategic placement of energy-efficient lighting throughout the campus guarantees well-lit pathways and common areas, creating a secure atmosphere for women even during late hours or early morning activities.
- Confidentiality of employees and participants is prioritized during events such as camps, with specialized arrangements that uphold their privacy and comfort.
- A variety of seminars and interactive workshops on safety and security are regularly conducted. Notably, on 09th of April, 2024, the Students Welfare Cell and SC/ST Cell in collaboration with IQAC, supported by Students Union, Kampur College, hosted a one-day workshop on Cyber Security that focuses on practical aspects of cyber safety and security, empowering participants with essential digital safety tools.

Annual Gender Sensitization Action Plan of Kampur College

- To facilitate gender equality in teaching, learning and education systems.
- To organize workshops related to cybercrime, safety and security especially for the girls' students in various departments.
- To promote activities pertaining to Health, Cleanliness, Personal Hygiene, and Nutrition.
- To create awareness programmes through lectures, seminars, workshops etc. that promote diversity and gender-sensitive communication for students and employees.
- To create and propagate a safe, secure and healthy environment to achieve gender equality and to ensure respectful and dignified behaviour at all levels.
- To conduct induction and the orientation programmes for the students to promote gender sensitization.
- To conduct Awareness Programmes for the girls' students regarding self-defence, Aids awareness, Female Foeticide, etc.

- To make a forum for open discussion on gender issues and promote communication that represent unbiased gender equity.
- To conduct Activities for students regarding Entrepreneurship Development and Career Enhancement.
- To review the minutes and the Action Taken Reports of the Women Cell, Internal Complaint Committee, Anti Ragging Committee, Grievances Redressal Committee and ensure redressals in time.



**Principal
Kampur College
Kampur, Nagaon, Assam**