

**Gokhale Education Society's
JDC Bytco Institute of Management Studies & Research, Nashik-5**

Gender Sensitization Action Plan (AY 2024–27)

Objective: To promote gender equality, inclusiveness, mutual respect, and a safe academic environment through awareness, education, participation, and policy implementation.

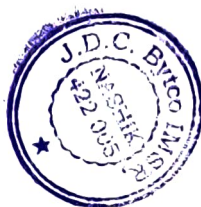
Sr. No.	Action / Activity	Responsibility	Timeline
1	Conduct regular meetings of Internal Committee (IC), Anti-Ragging Committee, and Student Grievance Redressal Committee for monitoring gender-related issues	Director, IC Coordinator	As required
2	Organize Gender Sensitization Orientation Programme for newly admitted students	Director, BoD	As required
3	Sharing information on gender equality, women's rights, POSH Act, and helpline numbers on Whatsapp groups/ classrooms	IC, IQAC	Throughout the Year
4	Celebrate International Women's Day through seminars, competitions, panel discussions, and recognition of women achievers	Director, Cultural Committee	8 March
5	Conduct workshops on Prevention of Sexual Harassment (POSH) and workplace ethics	IC, Faculty Coordinators	Once a year
6	Organize guest lectures by experts from industry, academia, law, and NGOs on gender equality and diversity management	IQAC	As required
7	Conduct awareness sessions on cyber safety, cyber bullying, and digital harassment	Faculty Coordinators	Once a year
8	Promote equal participation of all genders in student councils, clubs, committees, sports, and cultural activities	Faculty Coordinators	Throughout the Year
9	Organize debates, poster competitions, case study competitions, and role plays on gender-related themes	Faculty Coordinators	During Annual Events
10	Include discussions on gender diversity, inclusive leadership, and workplace equality in MBA courses	Faculty Coordinators	Throughout the Academic Year
11	Conduct self-defense and personal safety training programmes for students	BoD	Once a Year
12	Arrange health and wellness programmes focusing on physical and mental well-being of students and staff	Faculty Coordinators	During induction

Expected Outcomes

1. Enhanced awareness of gender equality and inclusiveness among students and staff.
2. Increased participation of all genders in academic, co-curricular, and leadership activities.
3. Better understanding of workplace ethics and POSH regulations.
4. Improved campus safety and grievance redressal mechanisms.
5. Development of socially responsible and gender-sensitive management professionals.
6. Strengthened compliance with AICTE, UGC, and NAAC quality benchmarks.



Dr. Mugdha Joshi
IQAC Coordinator



Dr. Sarita Aurangabadkar
Director