



Annual Gender Sensitization Action Plan 2023-24

Assessment and Priority Areas Identification

Review current activities, policies, and practices related to gender sensitization. Identify priority areas that require immediate attention or improvement.

Training Programs

Conduct mandatory orientation sessions, workshops, and seminars for students and faculty on gender issues. Ensure these programs are interactive, informative, and include real-life case studies and discussions.

Curriculum Integration

Works towards integrating gender sensitivity into the academic curriculum across various disciplines. Develop course content, modules, or subjects emphasizing gender equality and inclusivity.

Awareness Campaigns beyond Institutional Boundaries

Organize awareness campaigns, workshops, and events in collaboration with external stakeholders, NGOs, or community groups. Use social media, public events, and partnerships to spread awareness about gender issues.

Visual Aids and Communication

Install poster displays, info graphics, and other visual aids in common spaces to reinforce key messages on gender sensitivity.

Establishment of Support Systems

Set up counseling services and support groups specifically dedicated to addressing gender-related concerns. Ensure confidentiality, sensitivity, and accessibility in these support services.

Reporting Mechanisms and Swift Action

Develop and publicize clear reporting mechanisms for incidents of harassment or discrimination. Implement a swift and fair process for handling complaints, ensuring accountability and justice.

Measuring Impact and Evaluation:





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Conduct regular surveys and assessments to measure the effectiveness of gender sensitization efforts.

Continuous Improvement and Feedback

Loop Gather feedback from stakeholders through surveys and suggestion boxes. Use feedback to improve and refine gender sensitization initiatives.

Compliance and Reporting

Ensure compliance with government regulations regarding gender sensitization.



Director,

ZIMCA

Director

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