

Date:01-06-2023

Annual Gender Sensitization Action Plan for 2023-2024

Objective:

To promote gender equity and ensure a safe and inclusive environment for all students and staff, the institution has taken several initiatives aimed at raising awareness, addressing issues related to gender sensitivity, and fostering an atmosphere of equality.

1. Gender Sensitization Workshops and Seminars

- **Objective:** To raise awareness and promote gender equality among students and faculty.
- **Activities:**
 - Organizing workshops on gender sensitization, discussing topics such as gender roles, stereotypes, and the importance of equality.
 - Guest lectures by subject matter experts and social activists focusing on gender issues and challenges faced by women.
 - Interactive sessions where students and staff engage in discussions and activities designed to break gender biases.
- **Outcome:** Over 300 students and faculty members participated in these sessions, with significant feedback on raising awareness and promoting respectful gender relations.

2. Awareness Campaigns on Gender Equality

- **Objective:** To engage the campus community in actively supporting gender equality.
- **Activities:**
 - Poster campaigns and digital initiatives (e.g., social media posts, short videos) to spread awareness about gender stereotypes and biases.
 - Distribution of literature such as pamphlets and booklets on gender equality and women's rights.
 - Collaborating with NGOs to organize awareness events on gender sensitivity.
- **Outcome:** Increased awareness on gender issues, with a higher level of engagement from students on social media platforms and campus discussions.

3. Anti-Sexual Harassment Measures and Policies

- **Objective:** To provide a safe and respectful environment for all students and staff.
- **Activities:**
 - Strict enforcement of the **Internal Complaints Committee (ICC)**, which addresses complaints related to sexual harassment and misconduct.
 - Periodic training of faculty and staff on the Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013.

- Setting up anonymous reporting systems for students to report any harassment incidents.
- **Outcome:** Increased confidence among students to report any incidents of harassment, with zero tolerance towards such behavior within the institution.

4. Women's Empowerment Initiatives

- **Objective:** To empower women students and faculty by providing them with the tools and knowledge to excel.
- **Activities:**
 - Establishing a **Women's Cell** dedicated to addressing issues faced by female students, offering counseling, legal support, and career development programs.
 - Organizing skill development programs, including leadership workshops, self-defense classes, and career counseling sessions for female students.
 - Establishing mentorship programs where female faculty and successful alumnae mentor students on personal and professional growth.
- **Outcome:** Empowered female students and staff, with an increase in women actively participating in leadership roles and academic initiatives.

5. Gender-Inclusive Sports and Cultural Events

- **Objective:** To promote equal participation of all genders in extracurricular activities.
- **Activities:**
 - Organizing sports competitions that encourage equal participation from all genders, breaking traditional gender norms in sports.
 - Cultural programs that highlight the contributions of women in various fields, celebrating women's achievements in arts, science, and literature.
 - Creating platforms for students to showcase their talents in mixed-gender teams and performances.
- **Outcome:** Improved participation of female students in competitive and cultural activities, with a noticeable increase in mixed-gender teamwork.

6. Gender-Sensitive Curriculum and Teaching Methods

- **Objective:** To ensure that the curriculum promotes gender equality and diversity.
- **Activities:**
 - Review and revision of course content to include materials that reflect diverse perspectives and gender equality.
 - Incorporating case studies and examples that focus on women leaders, innovators, and their contributions to society.
 - Encouraging faculty to adopt gender-sensitive teaching methods that ensure inclusive participation of all students.
- **Outcome:** More inclusive learning environments, with students reporting a greater sense of equality and respect within the classroom.

7. Gender Equity in Recruitment and Staff Policies

- **Objective:** To ensure equal opportunities for all genders in recruitment and professional development.
- **Activities:**
 - Adopting gender-neutral language in job descriptions and recruitment advertisements.


- Ensuring equal representation of men and women in faculty recruitment panels and decision-making bodies.
- Promoting policies that support work-life balance, including flexible working hours and parental leave.
- **Outcome:** Gender-neutral recruitment processes, with an increase in the number of women joining and progressing within the faculty and staff.

8. Formation of Gender Equality Task Force

- **Objective:** To ensure the continuous monitoring and implementation of gender-sensitive practices within the institution.
- **Activities:**
 - Creation of a task force to oversee gender equity initiatives, track their progress, and suggest improvements.
 - Regular meetings of the task force to evaluate the institution's gender policies and report on their effectiveness.
- **Outcome:** An active task force with clear mandates, ensuring continuous improvement of gender equity initiatives.

Conclusion:

The institution has consistently worked towards promoting gender equity through various programs, workshops, and policies. These efforts have contributed to creating a more inclusive and supportive environment for all students and staff. The actions taken have resulted in a noticeable improvement in the awareness and understanding of gender issues across the campus, and the institution remains committed to furthering these initiatives in the coming years.


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1. Office file
2. Women Empowerment Committee



MALINENI LAKSHMAIAH WOMEN'S ENGINEERING COLLEGE (AUTONOMOUS)

Accredited by "NBA" & "NAAC A" Grade | Approved by AICTE, New Delhi & Affiliated to JNTUK, Kakinada
Pulladigunta(V), Vatticherukuru(M), Guntur(Dt), A.P.



Not Me, But You
NSS Unit No: 90214723

Hearty Welcome

to

International Women's Day Celebrations

Organized by: IIC, IETE ISF & NSS UNIT

Chief Guests:

Ms. D. Durga Bai
BC Corporation Executive Director
Guntur & Palnadu

Ms. P. Geetha Kumari
DSP, Guntur South

Date & Time: 07th Mar, 2024 @ 11:00 a.m to 12:30 p.m
Venue : Seminar Hall



INVITATION

WELCOME TO INTERNATIONAL WOMEN'S DAY CELEBRATIONS

*We are cordially inviting you for
your presence on International
Women's day Celebrations on*

7th March, 2024

VENUE: SEMINAR HALL

Time: 11:00 am

**ORGANIZED BY IIC, IETE ISF,
NSS UNIT**

OF

**MALINENI LAKSHMAIAH
WOMEN'S ENGINEERING
COLLEGE**

**Pulladigunta (Vil), Vatticherukuru (Md),
Prathipadu Road, Guntur**

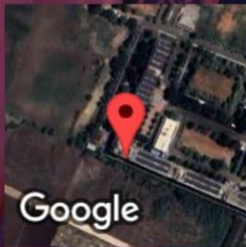


International Women's Day Celebrations on 07th March, 2024





GPS Map Camera

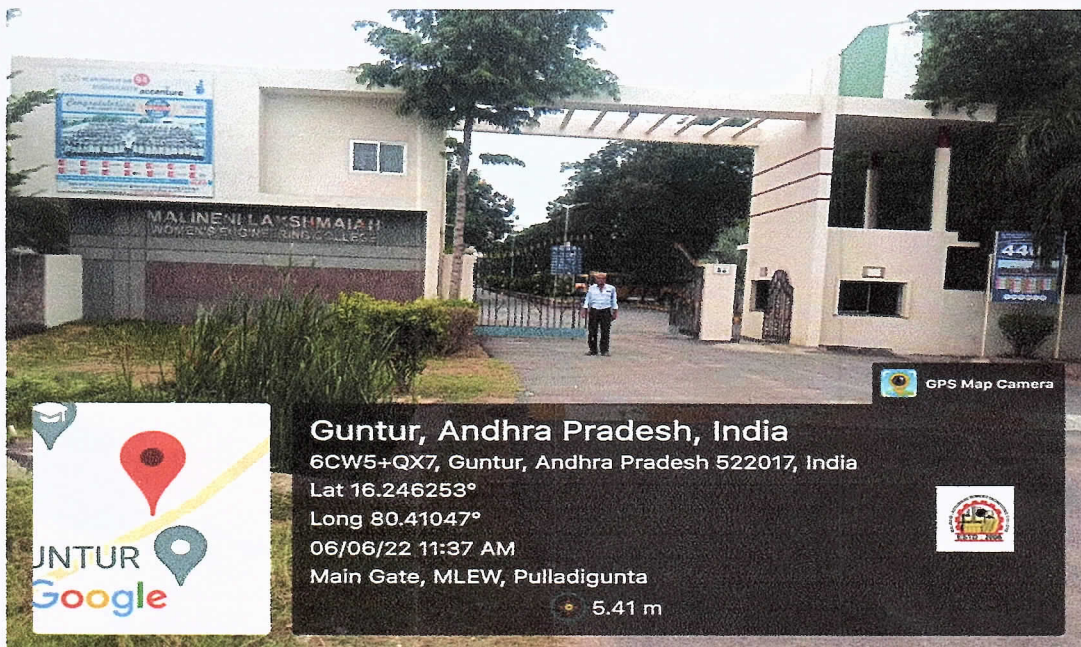


Google

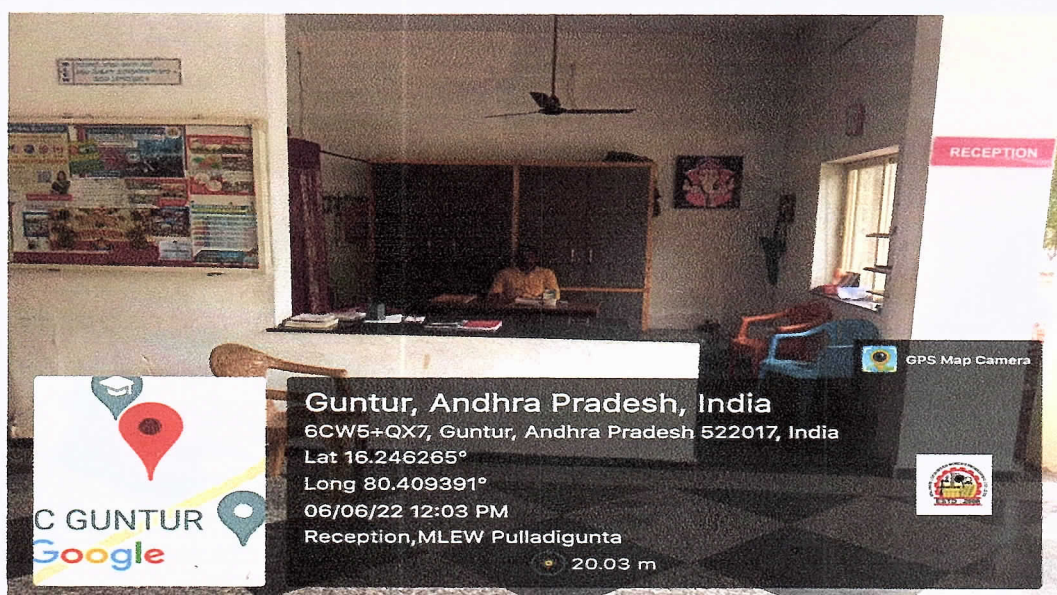
Pulladigunta, Andhra Pradesh, India
Bonthapadu Road, Pulladigunta, Andhra Pradesh 522017, India
Lat 16.24681°
Long 80.408374°
07/03/24 12:51 PM GMT +05:30

7.1.1: Measures initiated by the Institution for the promotion of gender equity during the last five years.

A. Safety and security



Entrance Gate with Security Guard



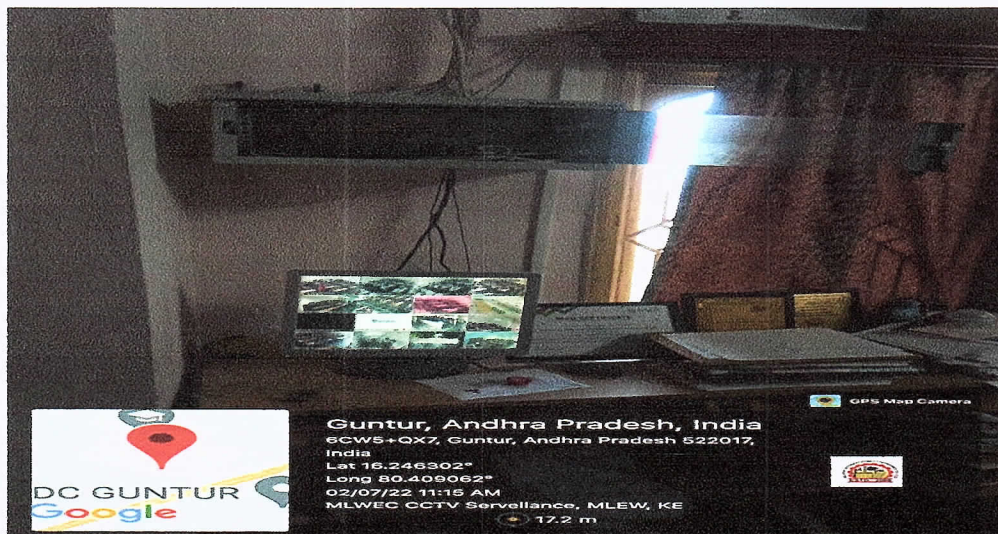
Reception Counter to Address the Attendees

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College under CCTV Camera Surveillance

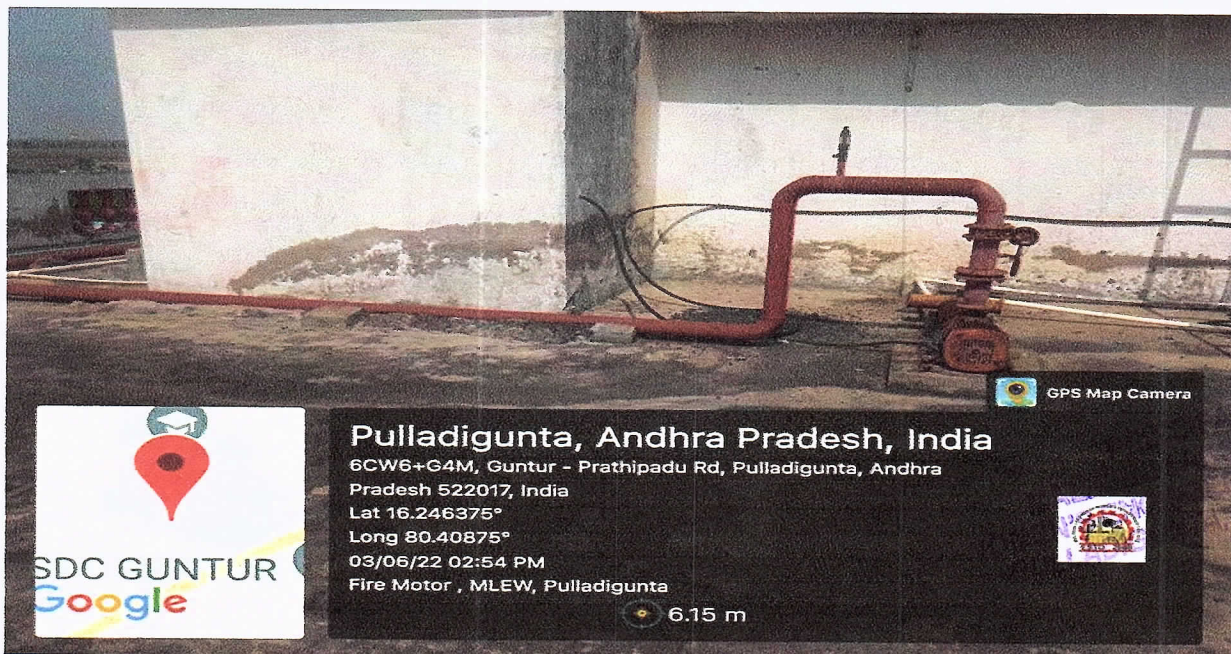


24x7 ambulance service

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MALINI LAKSHMAIAH
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PULLADIGUNTA, GUNTUR-17,



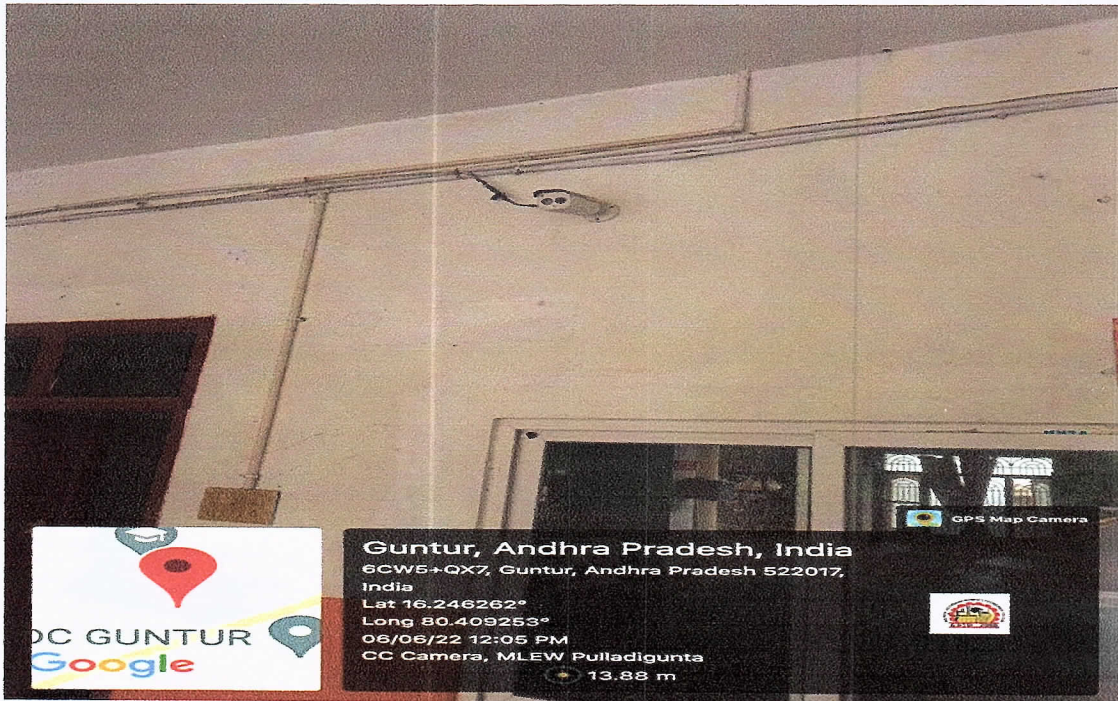
Fire Extinguisher



Fire Safety Hose Pipe



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CC Camera at the Entrance



Fire Alarm

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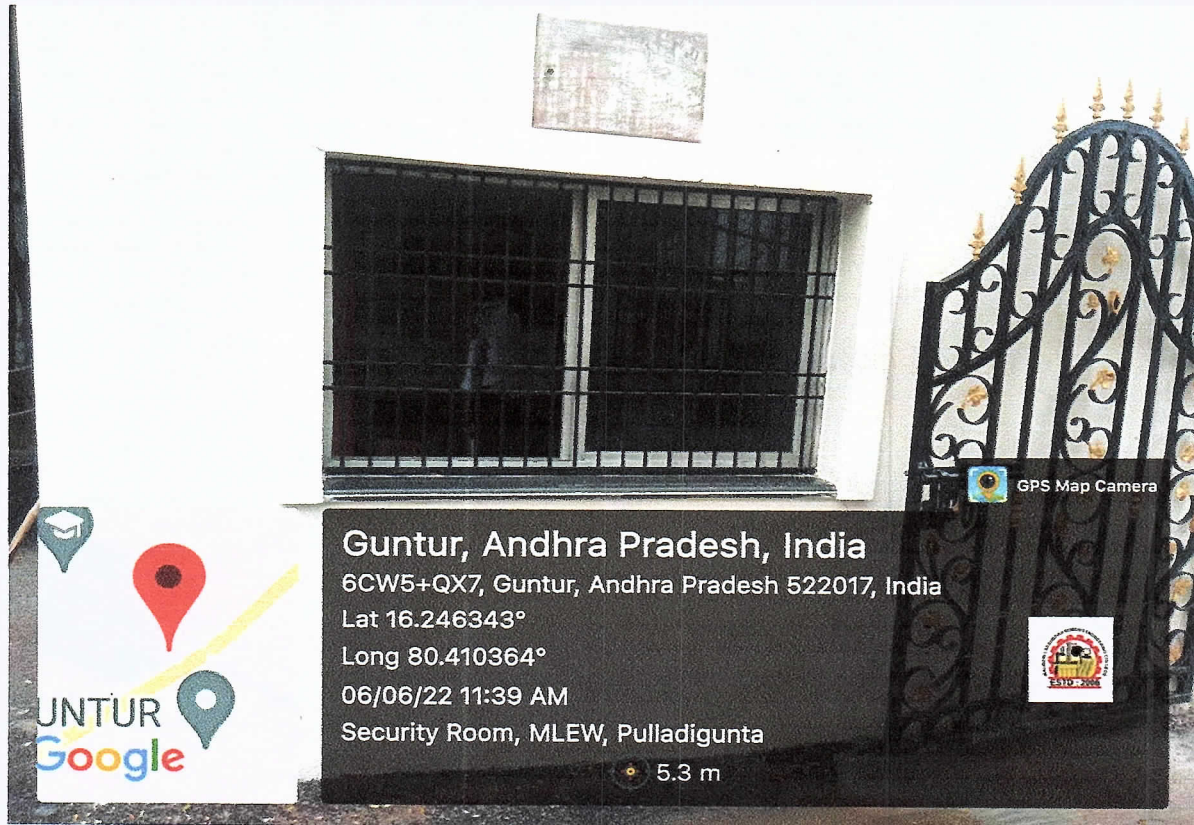


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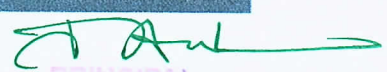
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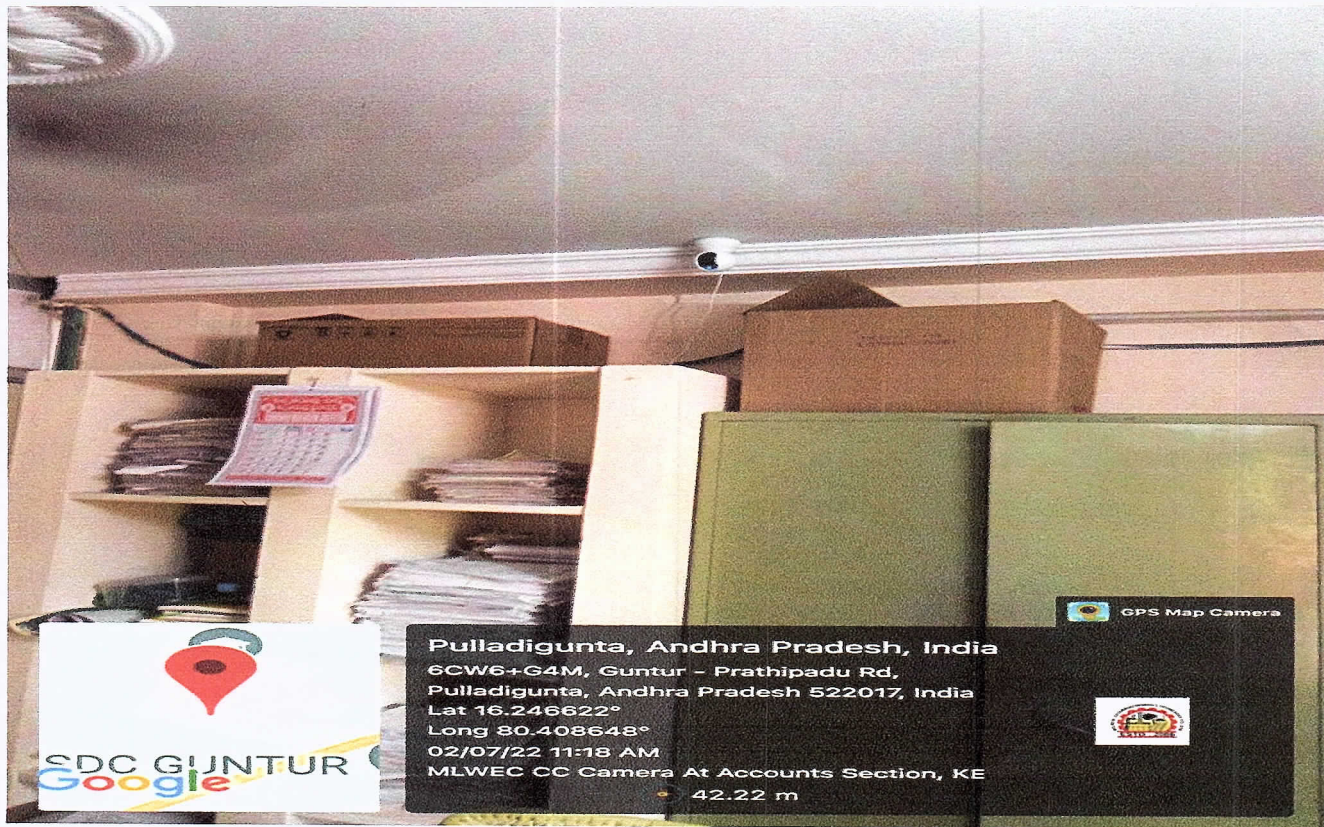


Security Room

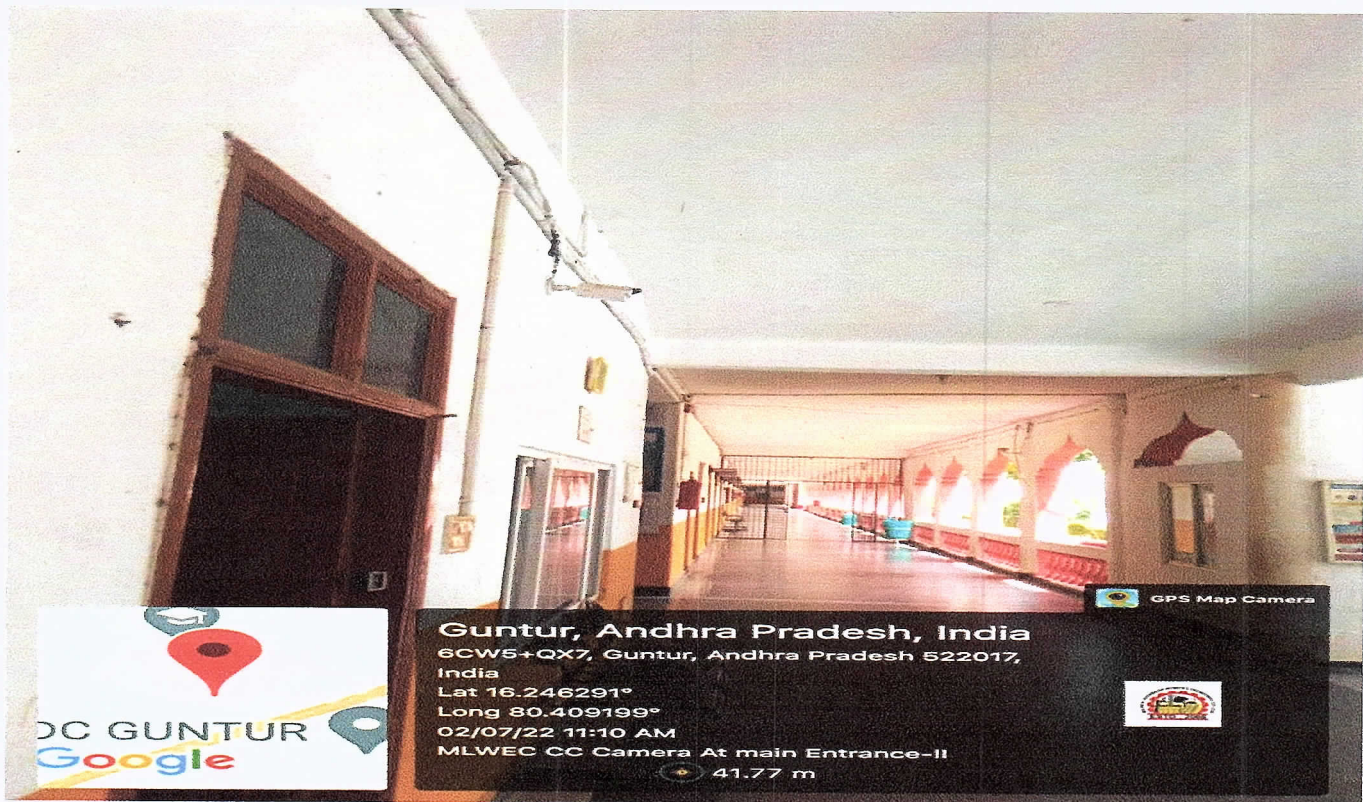


CC Camera at seminar Hall


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CC Camera In Accounts Office

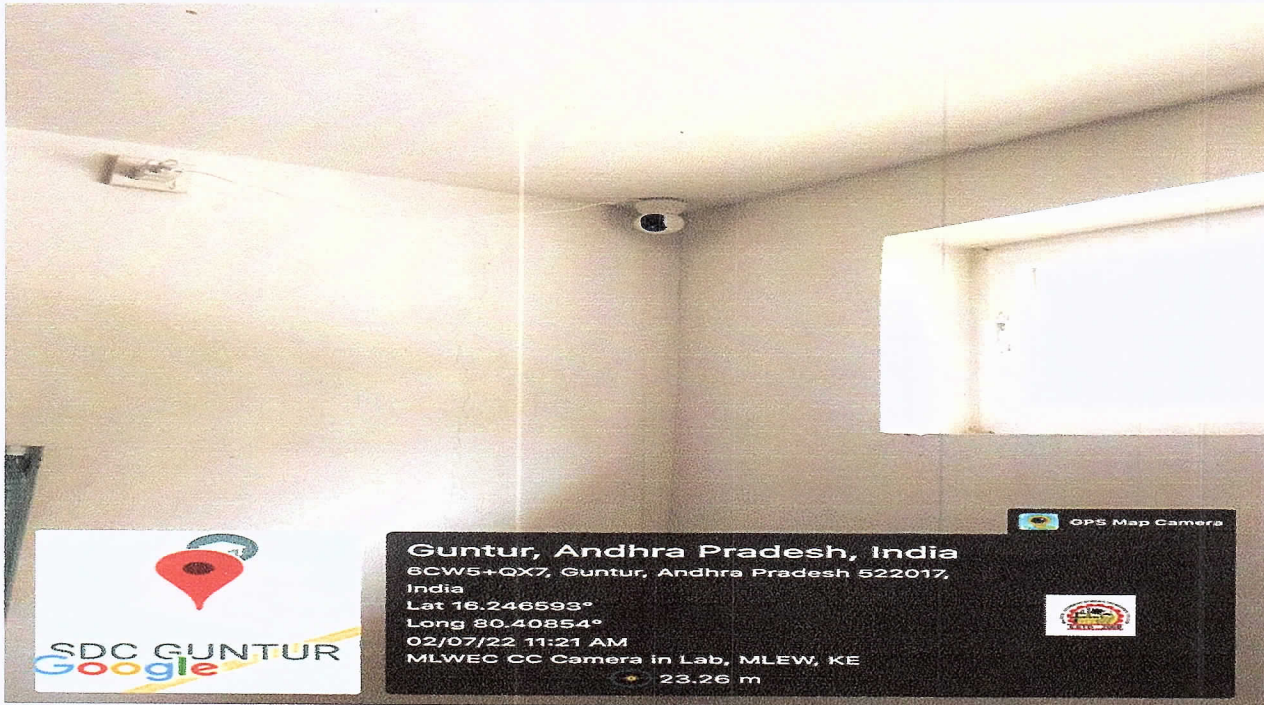


CC Camera In Main Entrance-II

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CC Camera in Lab

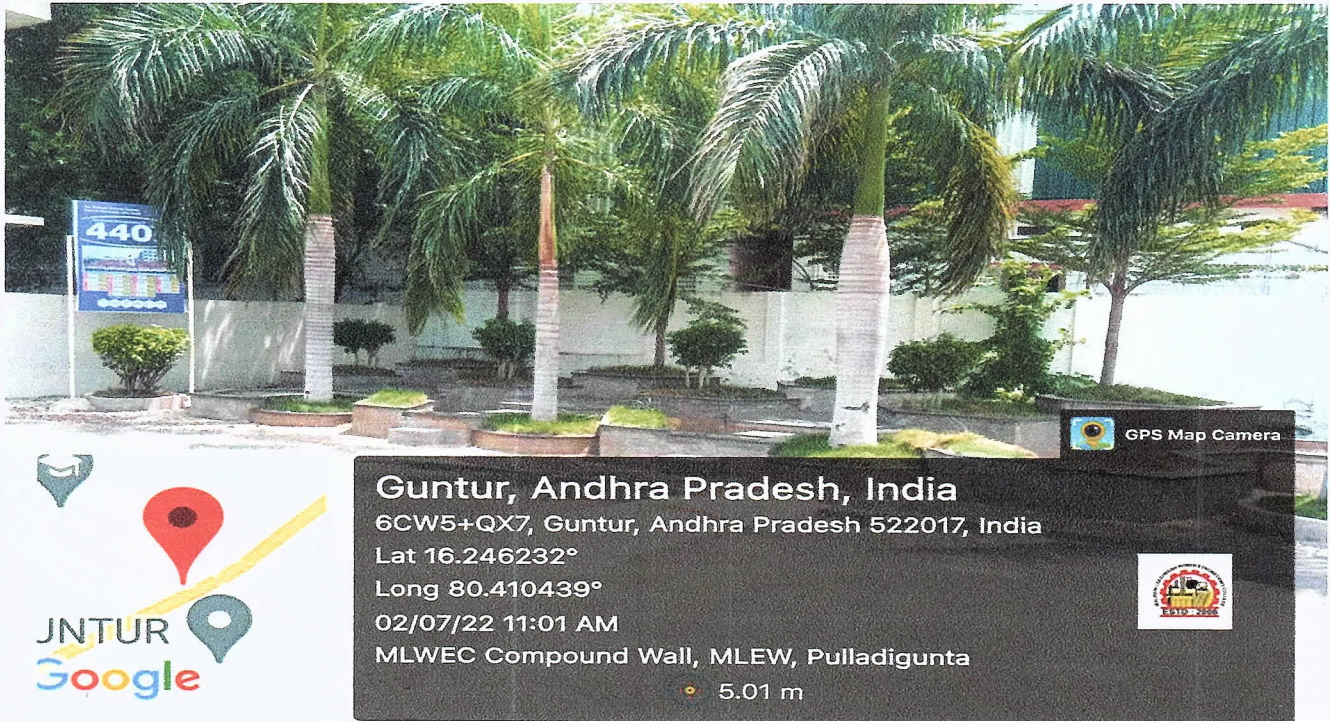


Compound Wall Of College

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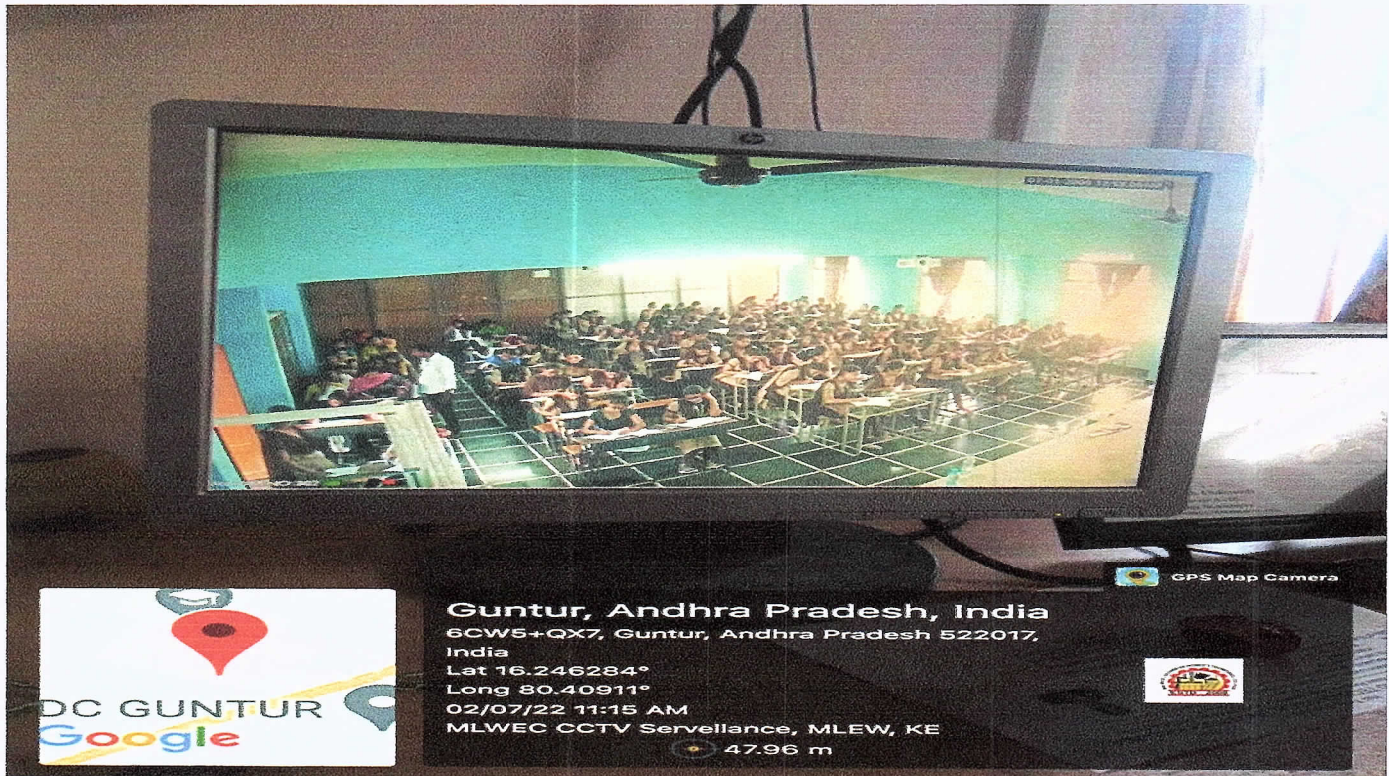
Compound Wall Of College at Entrance



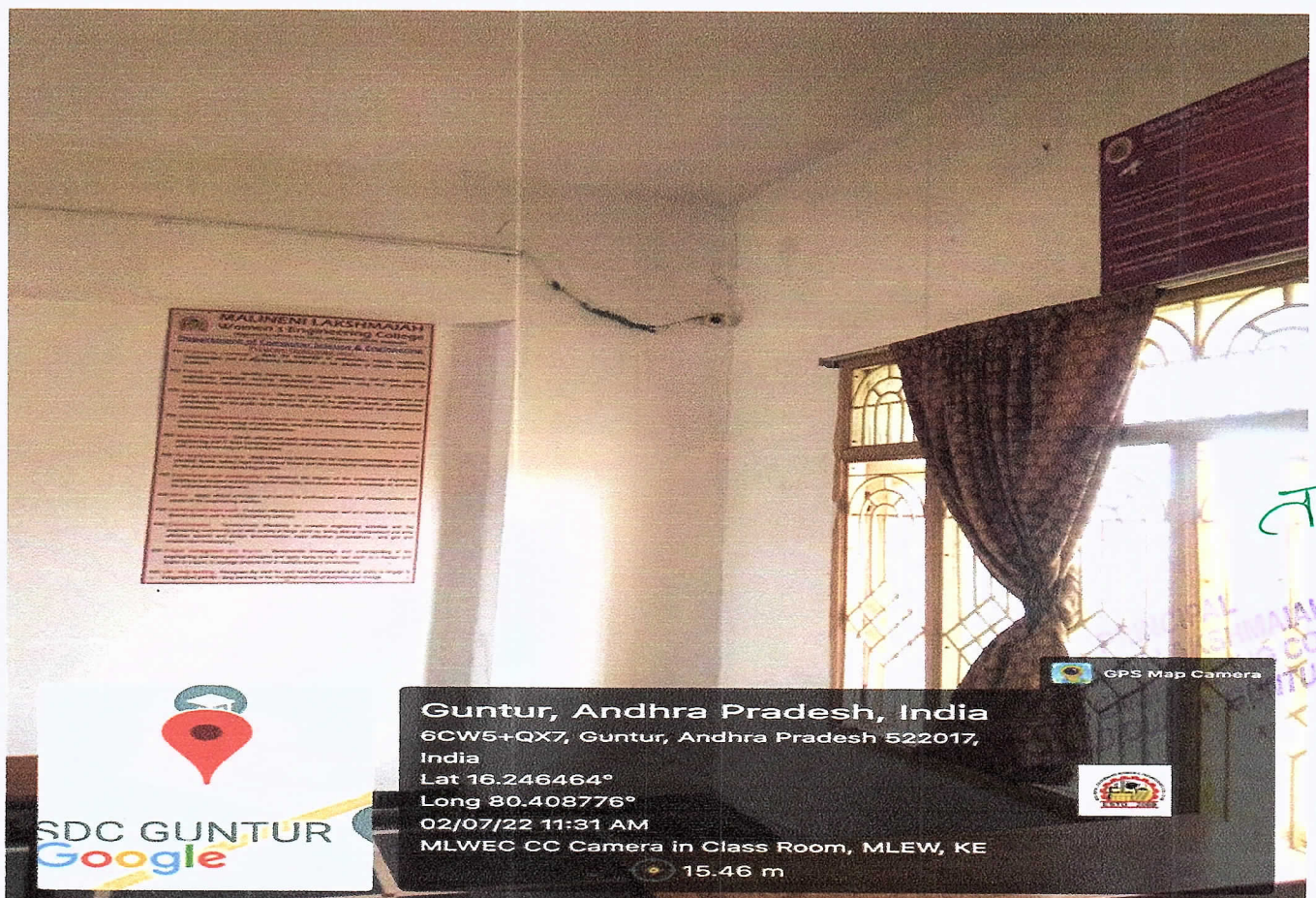
CC Camera In Exam Section



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CC Camera Surveillance



CC Camera in Class Room

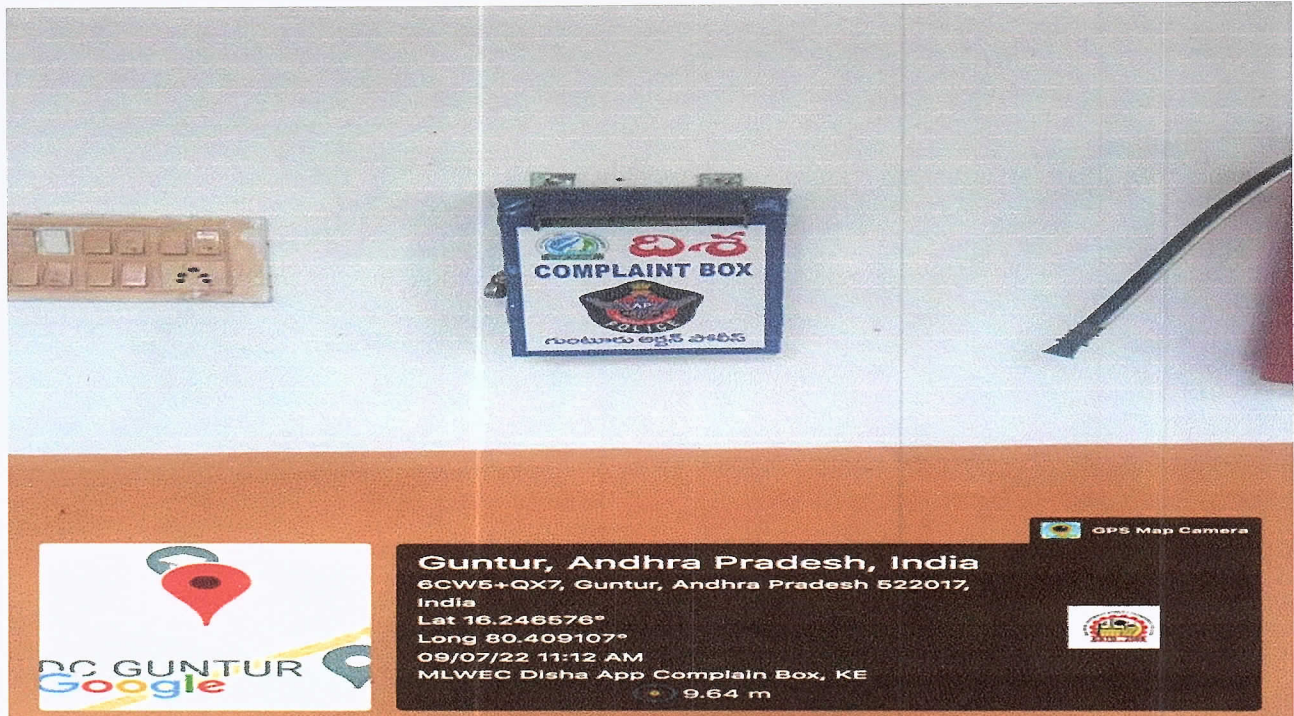


CC Camera at College Main Entrance



CC Camera at surveillance at Principal Room

T. Arund
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Disha App Complaint Box In the college Campus for women's Safety



Disha App Complaint Box In the college Campus

T. Anand

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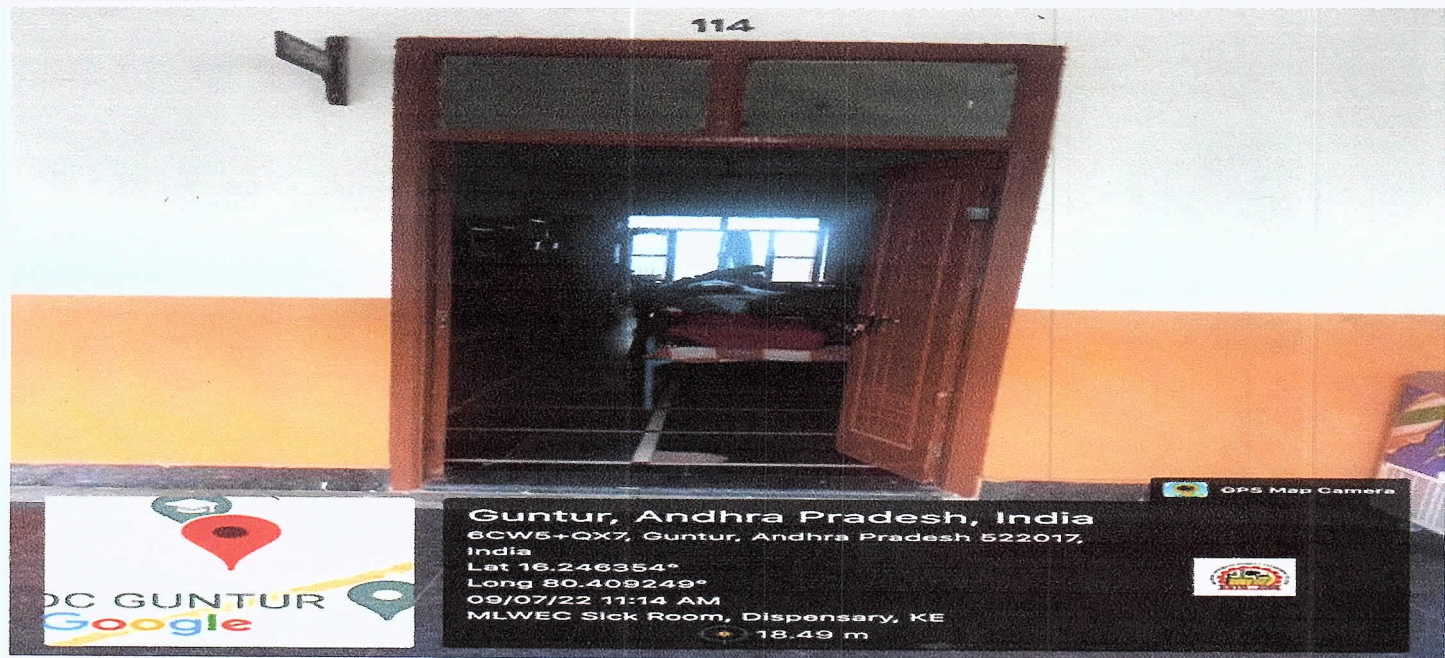
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Common Room



Common Room In College Campus



Common Room In College

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Malineni Lakshmaiah Women's Engineering College

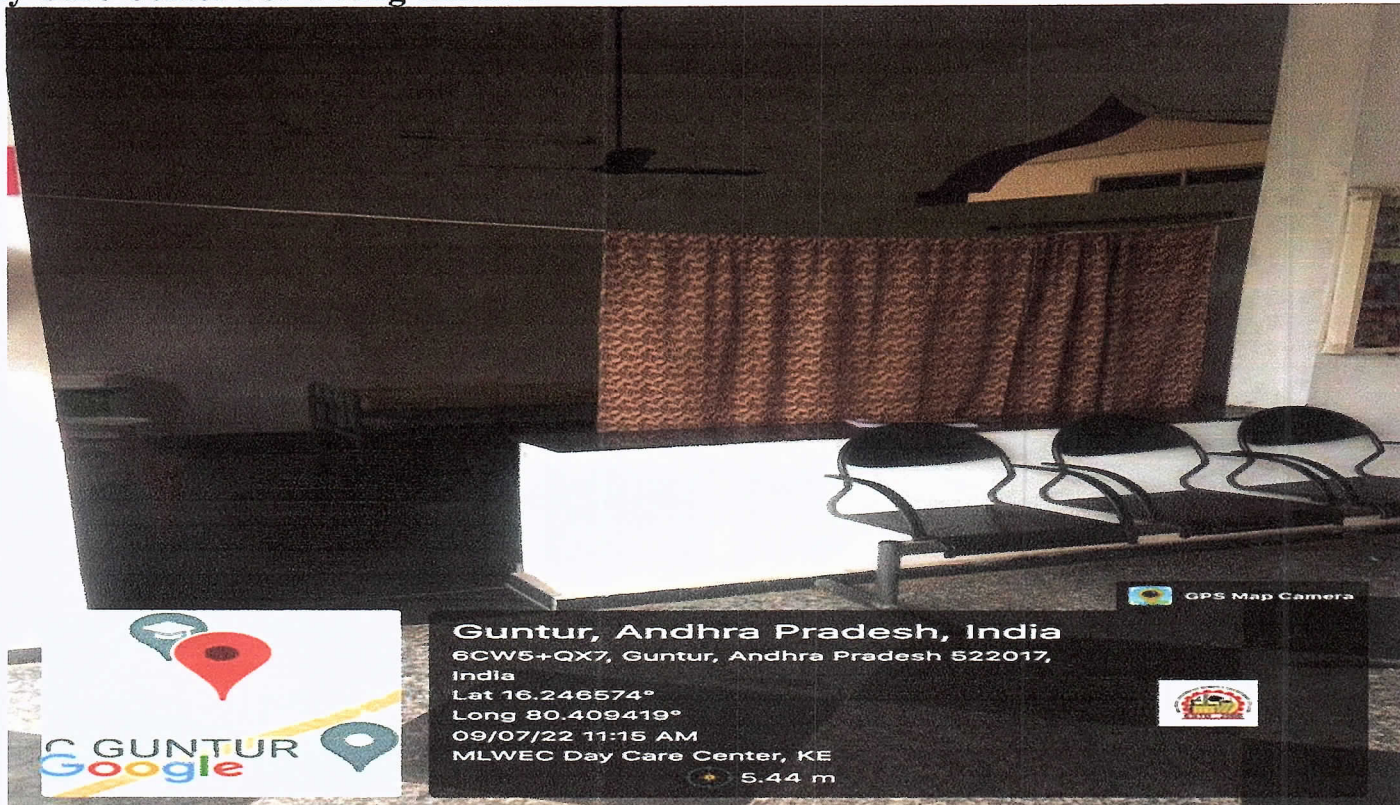
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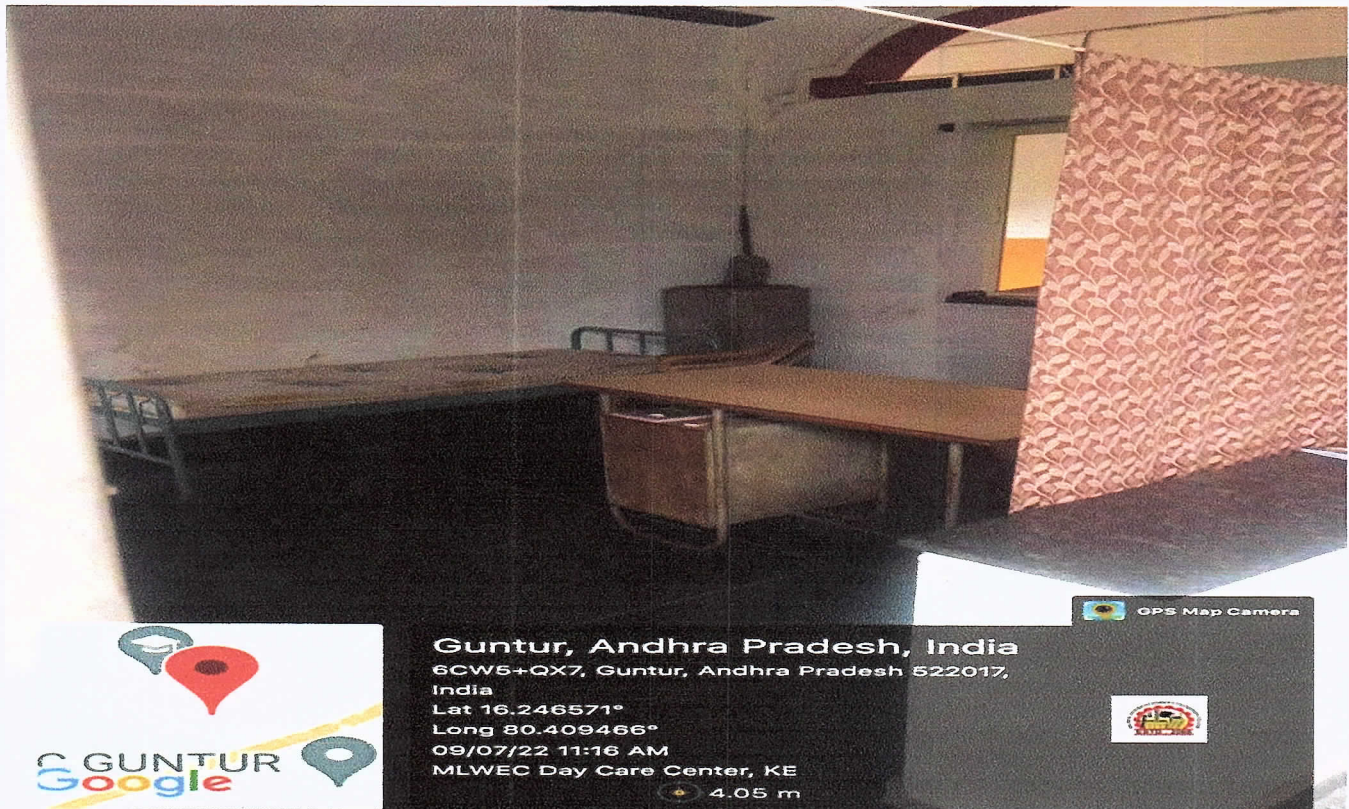
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Day Care Center For Young children



Day Care Center For Young children at College building entrance



Day Care Center For Young children

T. And

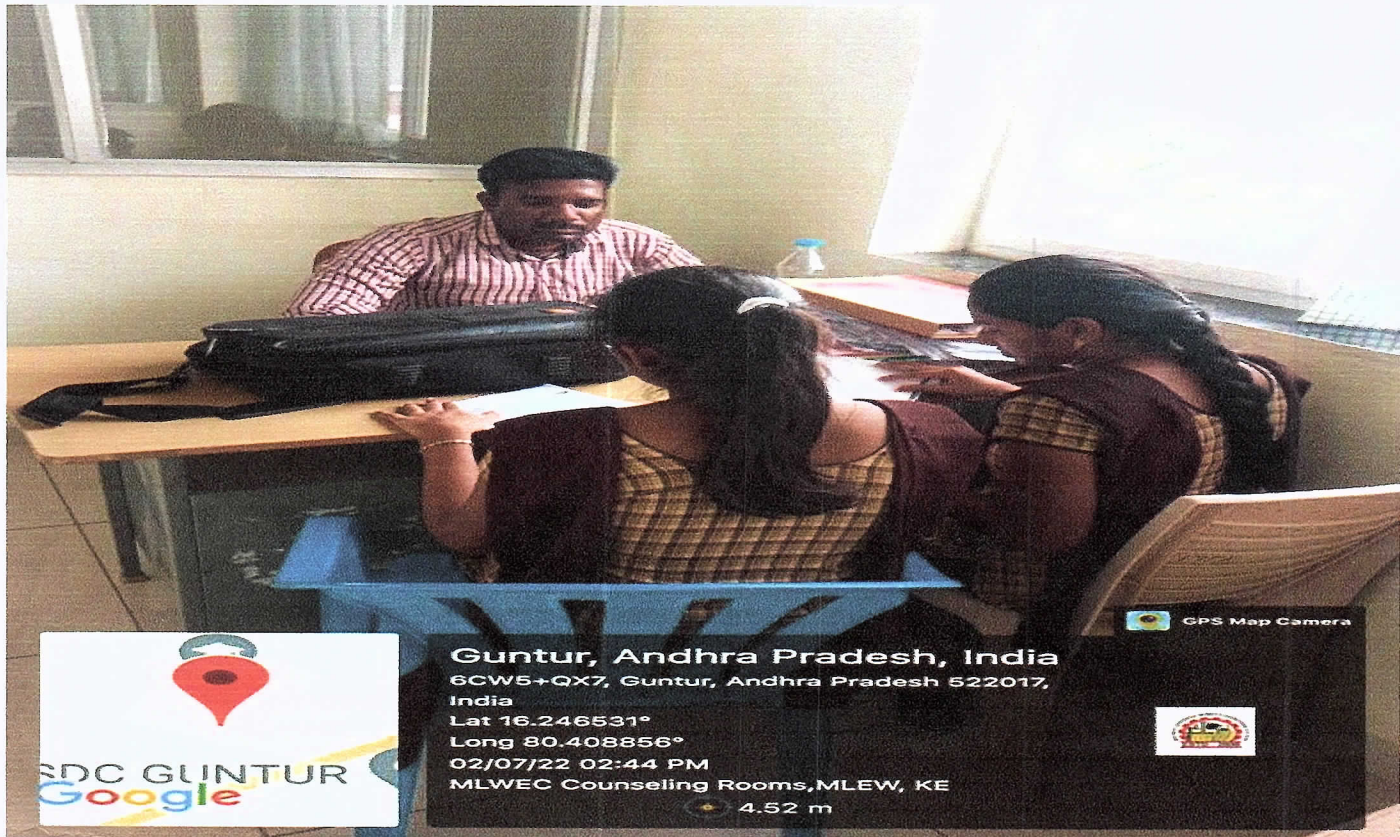
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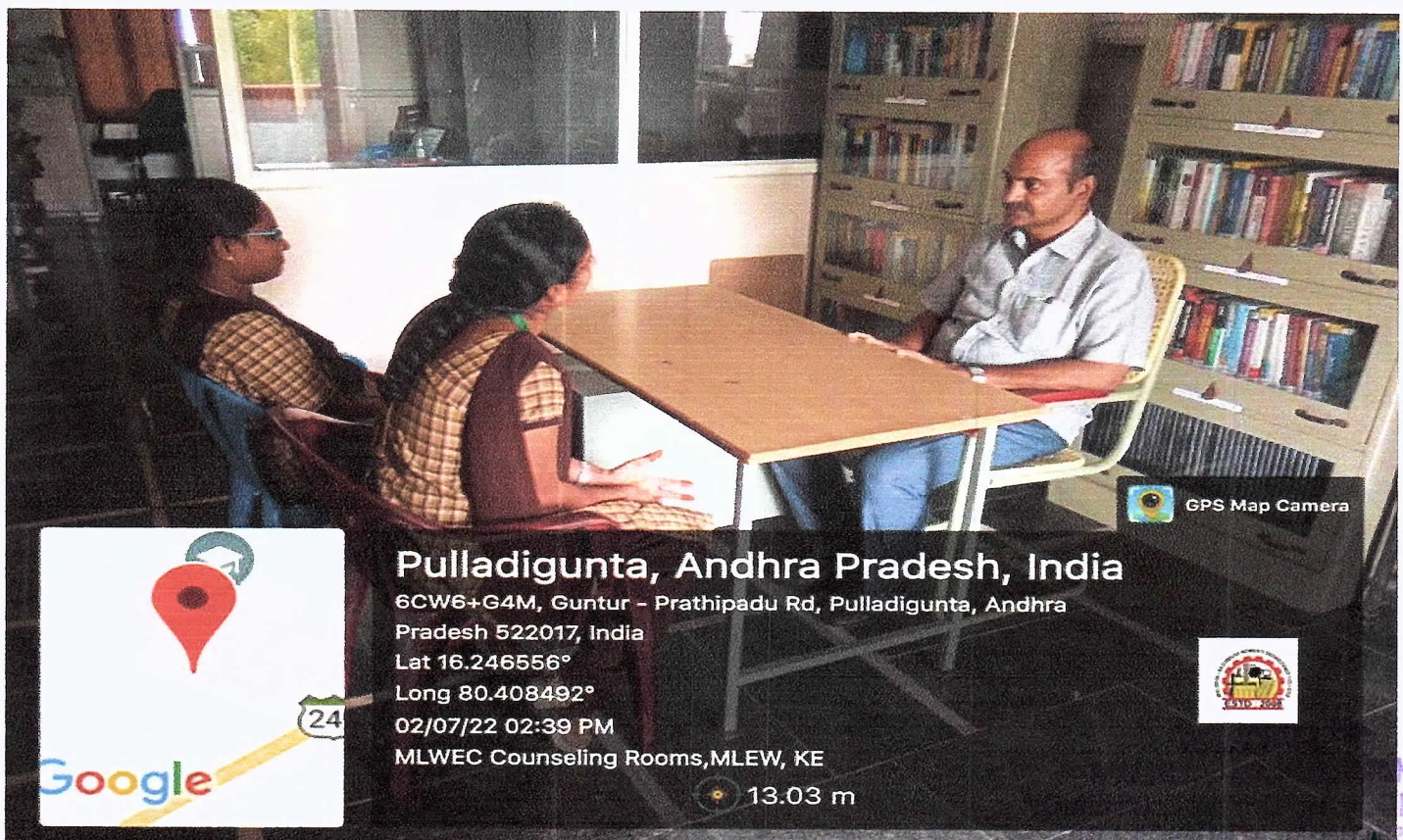
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Counselling



Counseling Room Faculty Counseling Student



Counseling Room Faculty Counseling Students

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