



**Prof. Dr. T. J. Sawant**  
D.E.E., B.E.(Electrical), MISTE, Ph.D  
**FOUNDER SECRETARY**

**JAYAWANT SHIKSHAN PRASARAK MANDAL'S**  
**Jayawantrao Sawant College of Engineering**

(Approved by AICTE, New Delhi, Govt of Maharashtra and Affiliated to University of Pune)

**Id.No. : PU/PN/Engg./199/(2004)**  
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**Dr. Rajendra D. Kanphade**  
M.E. Ph.D. (Electronics Engg.)  
LMISTE, FIETE, SMIEEE  
**Principal**

## **Annual gender sensitization Action plan 2023-24**

The Institute ensures equal opportunities for male and female students in the institution in all activities.

### **Policy:**

1. The Institute believes that everyone should be treated with dignity and respect. It is the policy of the Institute to provide a campus environment which is free from all kinds of discrimination. It strictly follows the policy of 'Equal opportunities to all.
2. The institute is committed to promote an inclusive culture which includes equality, values diversity and maintains a working, learning and social environment in which the rights and dignity of all its staff and students are respected.
3. Institute will endeavour to create a workforce that reflects the diverse population of the communities in which it operates.
4. Arrange training programs on gender equality, prohibiting all forms of violence (against children, women, domestic violence so on) for staff and students.
5. The institute has a policy to allocate a Guardian faculty member to every student The weekly meetings between the GFM and students are to be conducted to provide academic, emotional and personal support to the students.
6. To conduct an awareness programme for the safety and security of girl students.
7. To conduct regular meetings of the Grievance redressal committee for Sexual Harassment of Women at Workplace to ensure safety and security.
8. To arrange visits of Ladies faculty to Girls hostel weekly to understand the problems and interact with them to make them feel homely.
9. To ensure equal rights, girl's students are encouraged to participate in cultural sports, NCC activities.

**The committee is formed to look after gender sensitization activities.**

Sr. No.	Name	Designation	Capacity
1	Dr.R.D.Kanphade	Principal	Chairman
2	Dr. (Mrs.) P. D. Lambhate	Professor	Member
3	Mr. M. D. Ingle	Assistant Professor	Member
4	Mr. M. K. Gaikwad	Assistant Professor	Member
5	Dr. (Mrs.) P. N. Ghokhale	Professor	Secretary

Following awareness programs are planned for the academic year 2023-24.

Sr. No.	Name of the activity	Scheduled date
1	GFM meetings	Weekly
2	Session for stress management and Yoga	2 <sup>nd</sup> week of June
3	Expert session on mental health awareness	2 <sup>nd</sup> week of August
4	Gender Equality Awareness Program	1 <sup>st</sup> week of October
5	Guest Lecture on Seminar on Cyber Crime & security	Last week of December
6	Celebration on International Women's Day	8 <sup>th</sup> March 2024
7	Expert talk on women empowerment	First week of April



*[Signature]*  
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