

As a part of Women's Development Cell and ICC, VESIMSR continuously strives for gender sensitization among students and faculty both. This done as Gender Sensitization is a basic requirement to understand the sensitive needs of a particular gender. It helps us to examine our personal attitudes and beliefs and question the 'realities' that we thought we know. This is achieved by conducting various sensitization campaigns, training workshop, programs etc. In our institution. Observing the gender equality, the girls are provided with various facilities and special attentions. It also aims to provide a harmonious and fertile environment for all students to excel physically, mentally, intellectually and emotionally upholding ethics and values. It is necessary to change their perspective about gender and create safe and secure environment where all genders coexist harmoniously. Special study room, stair-case, two-wheeler parking, Separate Circulation Counters, Reading Rooms, Ladies Room, Washroom Facility, Sanitary Napkin Vending Machine are provided for the girls. Our college has Anti- Ragging and Discipline Committee, and Anti-sexual Harassment Cell. The girl students are provided opportunities to express themselves under Women Development Cell. Various gender sensitization programmes are organized by different committees in the college to bring out the overall development of girls and boys and thereby to mould a better society with equality.

Various programs such as leadership talks with Women in leadership positions in Corporate, Literature, Arts and other field have been conducted to expose our students to glass ceilings and how women have managed to break these barriers. Panel discussions regarding POSH Act (The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013) have been conducted to make students and faculty aware of constituents of the statute. They participated in the discussion to solve all their doubts regarding the Act. Our non-teaching and teaching staff were given training regarding POSH provisions. Students have been sensitized towards gender and gender issues through guest lectures, role plays, theatre, and documentaries. Campaigns on body shaming, bullying etc. were done throughout our institute through posters, presentations and talks. Poster competitions have been conducted based on theme regarding Women and her different facets. As a part of WDC and ICC sensitization program a campaign on atrocities on women was conducted through poster, role plays and discussion. Panel Discussion on Diversity, Inclusion and Equity was conducted where discussion on issues facing Inclusion and Equity in corporate world was discussed and best practices and solutions pondered on for student and faculty awareness. Thus these programs have developed the sense of gender equality among all the male and female students of the college, developed skills and self- confidence among women is a necessary step for the

participation in the development process of the nation, maintaining a favourable and dignified atmosphere for women staff and girl students in the college by disallowing any act of harassment or exploitation, building a conducive environment to ensure equal opportunities for women to take up leadership positions in both Administrative and Academic areas, promoting gender parity in various decision-making capacities, enhance leadership skills and organizational competence of female students and faculties.

