



7.1: Institutional Values and Social Responsibilities

7.1.1 Annual Gender Sensitisation Action Plan

SCMS School of Technology and Management believes in its mission to “To impart inclusive quality education to the aspiring younger generation through the best of teaching and learning opportunities”. The institution’s gender equity principle is about achieving equal opportunities and treatment for men and women in college, including equal access to resources, knowledge, and skills, equal access to leadership positions, equal opportunity for promotion and advancement.

This action plan sets forth the measures to be taken during the academic year to promote gender equity on campus. These measures will be implemented in the spirit of promoting gender equality, equal opportunity and eliminating discrimination against women by all stakeholders, while at the same time furthering their ongoing education in gender awareness.

Objective:

To create a campus environment that fosters gender equality, awareness, and inclusivity.

1. Training and Workshops:

- a. Conducts regular workshops and training sessions for faculty, staff, and students on gender sensitivity, diversity, and inclusion.
- b. Invites experts to facilitate discussions on topics such as gender stereotypes, diversity and creating an inclusive culture.

2. Curriculum Integration:

- a. Integrates gender sensitivity topics into the curriculum across various disciplines.
- b. Encourages faculty to include case studies, examples, and discussions related to gender issues in their courses.

3. Student Engagement:

- a. Organises events, seminars, and guest lectures on gender-related issues, inviting speakers from diverse backgrounds.
- b. Encourages student-led initiatives promoting gender equality and inclusivity on campus.

4. Awareness Campaigns:

- a. Develops and implement awareness campaigns throughout the academic year.
- b. Utilises various channels, including social media, posters, and campus events, to promote a culture of respect and understanding.



5. Support Systems:

- a. Provides counselling services for individuals facing gender-related challenges.
- b. Displays information about support services prominently across the campus.

6. Inclusive Policies:

- a. Reviews and updates existing policies to ensure that they are inclusive and promote gender equality.
- b. Establishes a code of conduct through Sexual Harassment Committee, Anti-Ragging Committee, Internal Complaints Committee that addresses gender-based discrimination and harassment.

7. Swara: Women's Club

- a. Organises events and activities to empower women and raise awareness, involving the entire campus community.
- b. Highlights the achievements of women in various fields and promotes discussions on gender issues.

8. Men o'clock:

- a. Aims to foster camaraderie, leadership, and personal development among male students through various workshops, discussions, and activities.
- b. Highlights the importance of creating a supportive environment for addressing issues relevant to young men.

9. Mentorship Programs:

- a. Implements mentorship programs connecting faculty with students.
- b. Encourages open communication between mentors and mentees.

10. Collaboration with External Organizations:

- a. Establishes collaborations with NGO's and external organisations working on gender issues for additional resources and support.

11. Continuous Feedback and Evaluation:

- a. Conducts regular surveys to assess the effectiveness of gender sensitisation initiatives.
- b. Uses feedback to make necessary adjustments and improvements to the programs.




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