



St. Francis Institute of Management and Research

Approved by AICTE and affiliated to Mumbai University
(An ISO 9001-2015 Certified and NAAC 'A' Grade Accredited Institute)

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Gender Sensitization Action Plan

Introduction

Gender sensitization aims to make students aware of the power relations between men and women and understand the importance of empowering women and men with equal opportunities and treatment. Gender sensitization is about creating awareness inclined towards one's behaviour to gender justice and gender equality issues.

Objective

The objective of the gender sensitization plan is to identify and address unconscious biases and prejudices that creep into campus life.

Plan of Action

1. Provide equal opportunities among male and female students for facilitating leadership skills.
2. Promote awareness towards gender equity
3. Provide a conducive environment to all students for their physical and mental health and well-being through infrastructural facilities.

Implementation

SFIMAR's College Women Development Cell, Mumbai University's Lifelong Learning and Extension, Grievance Redressal Cell and Internal Complaints Committee have organized guest lectures, poster-making competitions on women empowerment, sexual abuse and gender equality to sensitize all students on women issues.

Status of the Action Plan

Sr. No.	Plan	Activity	2015-16	2016-17	2017-18	2018-19	2019-20
1	Provide equal opportunities among male and female students for facilitating leadership skills.	Selection of Class Representatives	Achieved	Achieved	Achieved	Achieved	Achieved
		Selection of student coordinators for various events	Achieved	Achieved	Achieved	Achieved	Achieved
2	Promote awareness towards gender equity	Creating awareness of gender equity through theme-based poster making competition on Women Empowerment conducted by DLLE	Achieved	Achieved	Achieved	Achieved	Achieved
		Orientation Programme on prevention of sexual harassment of women at the workplace by the	-	-	Achieved	Achieved	Achieved

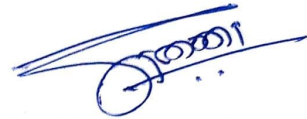
		Internal Complaints Committee					
		Celebration of International Women's Day by CWDC and organizing guest lectures and competitions to promote gender parity	Achieved	Achieved	Achieved	Achieved	Achieved
		Allocation of responsible positions in the Institute's functioning among faculty and staff members irrespective of gender.	Achieved	Achieved	Achieved	Achieved	Achieved
		Equal representation of both genders in all the committees.	Achieved	Achieved	Achieved	Achieved	Achieved
3	To provide a conducive environment to all students for their physical and	Appointment of female counsellor to create a comfortable environment for female students.	Achieved	Achieved	Achieved	Achieved	Achieved

mental health and well-being through infrastructural facilities.	Provision of one standard room for girls and one common room for boys, which are spacious and well ventilated with clean and hygienic cloakrooms	Achieved	Achieved	Achieved	Achieved	Achieved
	Provision of a well-equipped gym with Unisex timing for boys and girls to promote equality and respect for women	Achieved	Achieved	Achieved	Achieved	Achieved
	Provision of Hostel facilities for outstation Boys and Girls with a full-time warden with good security and vigilance.	Achieved	Achieved	Achieved	Achieved	Achieved
	Provision of recreational facilities for boys and girls for networking and other academic	Achieved	Achieved	Achieved	Achieved	Achieved

		co-curricular activities.					
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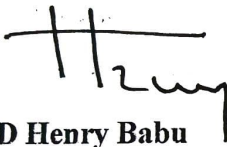
Dr Sulbha Raorane
Professor and DLLE Coordinator



Dr Simmi Prasad
CWDC Convenor



Dr Smita Jesudasan
Internal Complaints Committee – Presiding Officer



Dr D Henry Babu
Director - SFIMAR

Director

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