

**Kanara College Society<sup>®</sup>**  
**DR.A.V.BALIGA COLLEGE OF ARTS & SCIENCE, KUMTA**

**Annual Gender Sensitization Action Plan**

Dr. A.V. Baliga College of Arts & Science, Kumta ensures equal concern for girls and boys in the institution in all curricular, co-curricular and extracurricular activities. The college through its proactive faculty, staff and student programs, will look into the following:

Sl. No.	Action	Responsibility	Time line
1	To provide counseling for students or faculty members through its Psychology department.	Faculty of Psychology Department	Continuous process
2	To conduct regular meetings of anti-ragging/ women and student grievances redressal committees for monitoring and evaluation of gender equality in the institution.	IQAC Coordinator and conveners of the concerned committees	Minimum Two Meeting per Semester
3	To motivate women students and faculty members to involve in research and other projects.	IQAC Coordinator	March 2021
5	To organize seminars and workshops for students on gender sensitive issues. To prevent all forms of violence (against children, women, domestic violence, incest, and so on) for the stakeholders in the institution.	Coordinator Women Cell and Equal Opportunity Cell	December 2020
6	To continue and strengthen the use of gender-sensitive language in institutional documents, course plans, and other documents.	Principal/HOD	Beginning of every Semester

7	The development and implementation of all institutional policies (programs and strategies) include a segment of gender equality.	Principal	December 2020
8	Celebration of the International Women's Day – the 8th of March	Women Cell	March 2020
9	To organize a public awareness campaign through NSS units of the college about anti-discrimination statute and mechanisms of protection against gender-based discrimination	NSS Programme Officer	March 2020
10	To increase knowledge about the human rights of women and gender equality.	Coordinator Women Cell and Equal Opportunity Cell	December 2020
11	To provide cultural/sports competitions on gender basis during annual sports meet/union programmes.	Coordinators Union & Gymkhana	May 2021
12	To provide maternity leave for women staff members as per the existing State/Central Government rules.	Principal	–
13	To encourage girl students applying for scholarship schemes and funds especially for women provided through various Central/State Government schemes.	Mentors	–
15	To provide the awareness to the staff members about the occurrence and consequences of gender-based violence	Principal	May 2021