

Dr. Madhukarrao Wasnik PWS Arts and Commerce College,

Kamptee Road, Nagpur-26

Annual Gender Sensitization Action Plan

The institution follows the guidelines given by the UGC on basic facilities and amenities for safe, secure environment for Women and Women Cell (for sensitization, policy implementation, monitoring and grievance redressal) in Higher Educational Institutions (HEIs).

- As per the UGC Guidelines the institution has Internal Complaints Committee (ICC) under the provision of Section 4 of Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 The ICC works towards prevention and grievance redressal and looks into all complaints of sexual harassment filed by the women students and women staff members and adheres to all the rules and regulations stipulated in this Act.
- The college ensures easy access to basic sanitation and hygiene facilities for women such as clean and well-maintained restroom with vending machines, sanitary pad disposal bins and other facilities.
- All the public spaces on the campus such as streets, libraries, corridors, playgrounds, sports stadium, laboratories, libraries, parking lots are under CCTV coverage with a centralized surveillance system to monitor the behaviour and activities of students, staff, and visitors.
- The departments and committees organize self- defence programs for female students and employees on a regular basis.
- Seminars, exhibitions, debates etc. are organized for gender sensitization.
- Guest lectures by eminent social activists, thinkers, eminent member of the society are organized to sensitize the students and staff for building a gender inclusive society and to promote gender equality.
- Every year on women's day a woman achiever, leader or entrepreneur is felicitated with a lifetime achievement award and invited to have interaction with our students and staff to encourage them with their success stories.
- The institution regularly organises health awareness and health check-up camps to spread awareness about issues such as breast cancer, menstrual hygiene, use of contraceptive pills, unwanted pregnancy, depression, anxiety, eating disorders, stress induced disorders, hormonal imbalance, Polycystic Ovarian Disease (PCOD) etc.
- The institution organizes women entrepreneurs' fair to bolster their efforts. These women entrepreneurs also share their experiences with our students.
- The institute also organizes camps for the self-help group of women.

The institution carries out the aforementioned planned activities every year and an assessment and evaluation of the same is done through survey, feedback, grievance box etc. to ensure effective implementation of the action plan.