

Annual Gender Sensitization Action Plan

COIMBATORE INSTITUTE OF MANAGEMENT AND TECHNOLOGY

ANNUAL GENDER SENSITIZATION ACTION PLAN

OBJECTIVE

The primary objective of this annual action plan is to cultivate a gender-sensitive and inclusive environment within institution. By promoting awareness, understanding, and respect for diverse gender identities, we aim to foster a campus culture that values equality, fairness, and mutual respect.

ACTION ITEMS

Orientation and Training

- Implement mandatory gender sensitization training during the orientation program for all incoming students.
- Provide faculty and staff with specialized workshops on incorporating gender-sensitive teaching methodologies.

Curriculum Review and Enhancement

- Conduct a comprehensive review of the curriculum to identify opportunities for integrating gender-sensitive content across disciplines.
- Encourage faculty members to include case studies, readings, and discussions that address gender-related issues in their courses.

Guest Lectures and Speaker Series

- Organize guest lectures and speaker series featuring experts in the field of gender studies, diversity, and inclusion.
- Invite successful professionals from diverse gender backgrounds to share their experiences with students.

Annual Gender Sensitization Action Plan

Student-Led Initiatives

- Establish a Gender Sensitization Club led by students to organize events, discussions, and awareness campaigns.
- Support student-led research projects that focus on gender-related topics within the business context.

Awareness Campaigns

- Launch a sustained campus-wide awareness campaign throughout the academic year.
- Utilize various communication channels, including posters, social media, and newsletters, to share information on gender sensitivity and inclusion.

Inclusive Events and Celebrations

- Ensure that all college events, including fests, seminars, and conferences, prioritize inclusivity and diversity.
- Celebrate International Women's Day and other relevant occasions with events that promote gender equality.

Counselling Services

- Provide access to counselling services for students and staff who may have experienced gender-based discrimination or harassment.
- Establish a confidential reporting system to address and investigate any reported incidents promptly.

Gender-Neutral Facilities

- Assess and modify facilities to ensure they are gender-neutral and accessible to all individuals.
- Raise awareness about the importance of inclusive facilities through orientation programs and information campaigns.

Annual Gender Sensitization Action Plan

Alumni Engagement

- Engage alumni in sharing their experiences and insights related to gender diversity and inclusion in the professional world.
- Establish a network for alumni to mentor current students on navigating gender-related challenges in the workplace.

Annual Gender Sensitization Review

- Conduct an annual review of the effectiveness of gender sensitization initiatives.
- Solicit feedback from students, faculty, and staff to identify areas for improvement and further development.

Evaluation and Monitoring

Regularly assess the success of the action plan through surveys, focus groups, and feedback sessions. Use the gathered data to make informed adjustments and improvements to the program.


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Principal

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