

**MARATHWADA MITRA MANDAL'S COLLEGE OF PHARMACY, THERGAON, PUNE-411033**

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**Annual Gender sensitization action plan**

Marathwada Mitra Mandal's college of Pharmacy (MMCOP) has a commitment of making a positive difference in people's lives. Our college being a co-educational institution has secured a name in the locality as 'safe and secure' place for students. Our success in promoting gender equality in our staff and students has been underpinned by a variety of actions and activities outlined below.

<b>Activity</b>	<b>Action</b>	<b>Outcome</b>
<b>Infrastructure</b>		
Ensure students safety and security in the campus	<ul style="list-style-type: none"> <li>• Installation of CCTV cameras in all prominent places.</li> <li>• 24 hrs security guards in the campus (including Women security guards)</li> </ul>	Students feel safe and secure especially women.
Leadership commitment for Gender Equality	<ul style="list-style-type: none"> <li>• Formation of Internal Complaint committee and implementation of actions to increase gender awareness.</li> <li>• To increase capacity of staff to address gender imbalance and enabling women to have a wider role in governance decision-making.</li> </ul>	Helps to improve the self-confidence & leadership qualities.
Review the functioning of ICC (Internal Complaints Committee)	<ul style="list-style-type: none"> <li>• Grievances and complaints on gender issues, ragging and other matters are dealt with.</li> </ul>	Since the inception of the college no such issue has taken place.
<b>Faculty and staff development</b>		
Continue to conduct events on gender equity like <ul style="list-style-type: none"> <li>• Women empowerment</li> <li>• Awareness program</li> <li>• Gender sensitization program</li> </ul>	<ul style="list-style-type: none"> <li>• Raise awareness among the teachers on the behavior of the teenagers</li> </ul>	Improved student teacher relationship
Depute faculty to participate in programs on gender sensitization	<ul style="list-style-type: none"> <li>• Train faculty to handle gender issues</li> </ul>	Importance to values, culture and traditions stressed
<b>Raising awareness and aspirations</b>		
Conduct events and programs on gender equity. Conduct activities to make students realize their	<ul style="list-style-type: none"> <li>• Promoting equality and diversity, eliminating discrimination by creating an environment that reflects our commitment to social</li> </ul>	Participation of students in various cultural, curricular and extra-curricular

<p>full potential.</p> <p><b>Co-curricular Activities:</b></p> <ul style="list-style-type: none"> <li>• WHO Scientific days celebration</li> <li>• NPW week celebration</li> <li>• Marathi bhasha Gaurav Din celebration</li> <li>• Blood Donation Activity</li> <li>• Pulse polio vaccination drive</li> <li>• Unity Day celebration</li> <li>• Pharmacist Day celebration</li> </ul> <p><b>Extra-curricular Activities</b></p> <ul style="list-style-type: none"> <li>• NSS Residential Camp</li> <li>• Sports activities</li> <li>• Cultural programs</li> <li>• Rangtarang – Cultural event</li> <li>• Ganesh festival celebration</li> <li>• Genesis</li> <li>• Voters Drive</li> </ul>	<p>justice.</p> <ul style="list-style-type: none"> <li>• Helping students identify and develop their intellectual, sporting and cultural passions and supporting students to reach their full potential.</li> </ul>	<p>events has improved.</p> <p>Their self-confidence to face any situation has been enhanced</p>
<p><b>Encouraging applications</b></p>		
<p>Continue to develop high level of engagement with local colleges provide access to more students</p>	<ul style="list-style-type: none"> <li>• Teachers regularly visit the local colleges and create awareness on higher education.</li> </ul>	<p>Admission of girl students is more.</p>
<p><b>Supporting success</b></p>		
<p>Enhance mentor – mentee relationship to provide student support services</p>	<ul style="list-style-type: none"> <li>• Identify students financial and non-financial constraints and offer support</li> </ul>	<p>Improved student support services.</p>
<p>Analyze and improve student retention rate</p>	<ul style="list-style-type: none"> <li>• Student engagement through co-curricular activities.</li> </ul>	<p>Drop-out ratio is low</p>
<p>Monitor student performance and success rate and attainment of program outcomes</p>	<ul style="list-style-type: none"> <li>• Coaching for competitive exams, Placement training.</li> </ul>	<p>Success rate in competitive examination and placement of students is excellent</p>