

### **Annual Gender sensitization action plan**

#### **Introduction:**

Equal opportunities, rights and responsibilities for men and women are referred as gender equality. Such gender equality is essential for growth and sustainable development. The organizational growth in terms of education, research, and development depend on gender equality. By creating and maintaining equal opportunity environment at the workforce fosters an inclusive environment and open up new opportunities and possibilities for development and growth.

We at MMCOP created institute's action plan for promoting gender equality. This plan is created by knowing need of gender equality for the overall development and expansion of the organization.

#### **Objectives:**

The objectives of the gender equality action plan are:

1. To recognize the obstacles to gender equality and dealing with the same.
2. To raising awareness of gender issues amongst staff and students.
3. To establish a workplace free from sexual harassment and gender inequality.
4. To maintain a healthy working environment amongst staff and students.
5. To create gender parity in positions of authority and responsibility

#### **Action plan**

In order to meet these objectives, the following action plan is framed and implemented at the institute.

Creating a gender diverse workplace

- Constituting internal complaint committee (ICC).
- Gender sensitization of students (Girl and Boys students) by ICC.
- Sensitization of women employees by ICC.
- Creating opportunities and encouraging participation of women employees and students in professional activities.
- Conducting various activities addressing safety and empowerment.
- Providing adequate facilities and ensuring the safety of the female students and faculty members.



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

- Supporting female employees to achieve career goals by helping them to find worklife balance and providing work flexibility during childcare.
- Assisting students through counseling
- Strict and effective policies against sexual harassment, or gender disparity.
- Declaration signed by all the staff members making them aware of sexual harassment policy of the institute

**Implementation of action plan:**

The gender equality action plan of the institute is implemented through Internal Complaint Committee of the institute. ICC of the institute is constituted as per the guidelines of POSH Act, 2013. The composition is as follow.

Sr. No.	Name	Designation
1	Dr. (Mrs.) Babita A. Agarwal	Presiding Officer
2	Dr. (Mrs.) Kavita N. Yadav	Secretary
3	Dr. (Mrs.) Sampada D. Dalvi	Member
4	Mrs. Sangita G. Jadhav	Member
5	Mr. Mahavir R. Gaikwad	Member
6	Ms. Shruti S. Kadam	Member
7	Mr. Avishkar S. Bichkunde	Member
8	Ms. Nikita K. Patil	Member
9	Ms. Sanika S. Jare	Member
10	Dr. (Mrs.) Kranti Deshmukh	Member
11	Dr. Manohar J. Patil	Member

**Timeline of the activities conducted under action plan**

Sr. No.	Activity	Timeline for the activity
1.	Gender sensitization programme for girl and boys students	Twice in a year
2.	Sensitization of staff members on gender issues	Twice in a year
3.	Sessions on women's safety and empowerment	Once in a year
4.	Counseling of students through mentoring sessions	Twice in a year , as & when required
5.	Meeting of internal complaints committee	Four time in a year



**Details of Gender sensitization programme**

Following information is given to students through Gender sensitization programmes:

- Gender equality.
- Information regarding what sexual harassment is or is not, importance of harassment prevention at workplace and the Act and procedures laid down in it.
- Gradual promulgation of law about —Sexual Harassment through various judicial interventions;
- Sensitization regarding women empowerment: women equality with men, improving the social, economic, political and legal strength of the women.



  
Dr. Manohar J. Patil

**PRINCIPAL**

**Marathwada Mitra Mandal's**  
**COLLEGE OF PHARMACY**  
Thergaon (Kalewadi), Pune-411 083