

# BALAGARH BIJOY KRISHNA MAHAVIDYALAYA

P. O. - BALAGARH • DIST. - HOOGHLY • WEST BENGAL - 712 501

NAAC ACCREDITED

Ref. No. ....

Date .....

From,

President / Principal / Teacher-in-charge



## Gender Sensitization Plan

Women empowerment and gender equality stand as paramount concerns for **Balagarh Bijoy Krishna Mahavidyalaya**. To address these issues comprehensively, an **Annual Gender Sensitization Action Plan** has been devised, aimed at conducting various gender sensitization activities regularly. The primary objective is to foster an environment of inclusivity, tolerance, and harmony among both students and staff, ultimately leading to women's empowerment.

The key components of the Annual Gender Sensitization Action Plan are as follows:

- 1. Creating a Safe Environment:** Propagating a culture of safety, security, and health to achieve gender equality, ensuring respectful and dignified behavior at all levels within the institution.
- 2. Induction and Orientation Programs:** Conducting orientation programs for students to promote gender sensitization from the outset of their academic journey.
- 3. Awareness Programs:** Organizing awareness programs for female students on topics such as self-defense, AIDS awareness, female feticide, etc.
- 4. Promoting Health and Hygiene:** Undertaking activities focused on health, cleanliness, personal hygiene, and nutrition to empower students with knowledge and practices for a healthy lifestyle.
- 5. Workshops on Critical Situations:** Organizing workshops aimed at equipping students with the skills and mindset to handle critical situations courageously and with presence of mind.
- 6. Entrepreneurship and Career Development:** Conducting activities and workshops to foster entrepreneurship development and enhance career prospects among students.
- 7. Counseling Sessions:** Addressing issues like depression and frustration arising from failures through expert counseling sessions.
- 8. Cybercrime Awareness:** Organizing workshops on cybercrime, safety, and security, particularly targeted towards female students, across various departments and accommodations.



9. **Financial Guidance:** Providing guidance on financial investments for both students and staff to empower them economically.
10. **Committee Oversight:** Reviewing the minutes and action taken reports of various committees related to women empowerment, ensuring timely redressal of grievances.
11. **Student Code of Conduct:** Developing and implementing a student code of conduct that promotes gender equality at the governance level.
12. **Guardian Teacher Scheme:** Offering regular problem-solving, counseling, and encouragement through the Guardian Teacher Scheme.
13. **Encouraging Participation:** Encouraging female students to participate in organizations like NCC and NSS, as well as ensuring their equal rights and participation in regular cultural activities.
14. **No Discrimination Policy:** Enforcing a "No Discrimination Policy" across all academic and administrative domains.
15. **Representation in Committees:** Ensuring adequate representation of women employees in all college committees.

By implementing these initiatives, Balagarh Bijoy Krishna Mahavidyalaya aims to foster an environment conducive to gender equality, inclusiveness, and women's empowerment, thereby contributing to the holistic development of its students and staff.

*Handwritten signature*  
13.7.22

Co-ordinator, IOAC  
Balagarh Bijoy Krishna  
Mahavidyalaya  
Balagarh, Hooghly

Monidipa Modak (Gender Equality cell)  
13.07.22



*Handwritten signature*  
13.7.22

Principal  
Balagarh B. K. Mahavidyalaya  
Balagarh, Hooghly, W.B.

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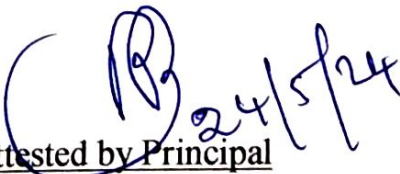
## Resolution adopted in the GB Meeting No-12/2018-19 held on 16.7.2022

Items-8(iv)

The Principal presented in the GB Meeting common minimum standard guidelines on Gender Sensitization in this college duly signed by the Convener of ICC, Coordinator of IQAC and the Principal itself. He further mentioned gender sensitization is a basic requirement to understand the sensitive needs of a particular gender. Gender equality is an essential Quality of every higher education institute. Gender sensitization presides over gender sensitivity, the modification of behavior by raising awareness of gender equality concerns. In our college the Gender Audit has been undertaken which tries to access the impact of its current and proposed policies on gender equality and gender sensitization. The GB disclosed their satisfaction over Gender Sensitization Plan of this College and approved it.

Sd/-Principal

Sd/- President

  
Attested by Principal

**Principal**  
**Balagarh B. K. Mahavidyalaya**  
**Balagarh, Hooghly, W.B.**