

RCC Institute of Information Technology

Gender Sensitization Action Plan

Gender Sensitivity Policy:

Gender sensitivity refers to the behaviour that avoids discrimination by understanding and accepting the multiple differences between men and women. The gender-sensitive approach aims to making women's as well as men's concerns an integral dimension of all policies and programs so that women and men benefit equally and inequality is not perpetuated. A gender-sensitive structure responds equally to the specific interests of men and women, without any presumption based on outdated beliefs.

RCCIIT strives to maintain gender and social equity in education. Because the institute is co-educational, gender-based issues are given top priority. The institute is dedicated to providing high-quality education to develop female leaders and professionals who are academically and technically competent and have strong professional ethics.

RCCIIT has a strong ethical work culture based on inclusion. It adheres to the highest ethical standards in all of its activities. Individuals are given equal opportunities regardless of gender, race, caste, color, creed, language, religion, opinion, origin, property, birth, or status. RCCIIT's top priorities are safety, security, and well-being, as well as gender equity and a pleasant working environment.

Following are the policies of the institute concerning gender sensitization:

- Enlighten the students/staff on Women Empowerment and Gender Sensitization through seminar/workshop
- Improve the female student and staff ratio on the campus
- Promote values and culture that concerns respect for human dignity and social responsibility irrespective of gender
- Promote communication that reflects unbiased (gender-neutral) representations
- Conduct workshops related to cybercrime, cyber-security for female students and provide professional counseling if and when required
- Have a fair representation of both sexes for leadership roles, facilitate impartial participation and gender balance in institutional/departmental academic and administrative activities
- Have gender neutrality in selection committees and selections (recruitment and CAS)

- Extend equal facilities and staff welfare benefits to both male & female staff
- Conduct seminars and workshops on - women’s rights and protection from any type of abuse/ harassment in coordination with the Internal Complaint Committee (ICC), Anti-Ragging Committee (ARC), Grievance Redressal Cell (GRC), and NSS Unit of the institute
- Create, and disseminate publicity materials such as posters, brochures, guidelines, and circulars to combat ragging, women harassment, and social media malpractices
- Display posters with contact information for Anti-Ragging Committee members in all designated areas throughout the college.
- Obtain affidavits, undertaking forms from all the students and their parents as per the norms of the regulatory bodies
- Establish mentoring and counselling service at Institutional Level/ Departmental Level.
- Publish in the college website information on Anti-Ragging Committee (ARC), Anti-Ragging Squads (ARS), Grievance Redressal Cell (GRC), Internal Complaints Committee (ICC), Grievance Redressal Policy, Code of Ethics Policy, Social Media Guideline, Annual Gender Sensitization plan and policy and possible punishment of those found guilty of any related offense

Annual Gender Sensitization Action Plan

The Annual gender Sensitization Plan for the year 2021-2022 has been prepared by taking cognizance of the policies of the college and the pandemic-induced situation of the current year. All programs and events will be held with strict adherence to the Covid protocol. Online platforms and social media will be used for conducting gender sensitization programs. This includes the use of video conferencing apps like Zoom and Google Meet and social media sites like WhatsApp, Facebook, and YouTube.

Sl.No.	Proposed program	Particulars	Proposed timeline
2.	“International Women’s Day” celebration	Felicitation of women staff of RCCIIT, awareness talks, Problem discussion	8th March 2021
3.	Women Empowerment, Women Rights, and Gender equality	Awareness program and campaign on Women’s Rights and Gender equality to be organized by the NSS	June- July 2021

		(for students & staff of RCCIIT))	
4.	Gender Sensitization	Awareness and interactive sessions with invited experts and NGOs on relationship abuse, substance, drug, and alcohol abuse (for students of RCCIIT)	July 2021
5.	Entrepreneurship opportunities	Interactive session with invited entrepreneurs, Webinar on Women Entrepreneurship opportunities (for students of RCCIIT)	August 2021
6.	Public awareness campaign	Webinar through NSS unit of RCCIIT about mechanisms of protection against gender-based discrimination (for student & staff of RCCIIT and outside)	Within September 2021
7.	Encouraging girl students applying for scholarship schemes and funds especially for women provided through various Central/State Government schemes.	Concerned departments	Continuous process
8.	The development and implementation of all institutional policies (programs and strategies) should include gender equality as a dimension.	Administration	Continuous process
9.	Promote female students in placements	Training & Placement Cell	Continuous process