

## Annual Gender Sensitization Action Plan 2023-24

### 1. Objectives

- To promote gender equality and challenge stereotypes.
- To create a safe, inclusive, and respectful environment for all genders.
- To educate students, faculty, and staff on gender-based issues and rights.
- To create mechanisms for addressing gender-based discrimination, harassment, and violence.

### 2. Target Groups

- **Students:** All undergraduate, postgraduate, and doctoral students.
- **Faculty:** Academic staff and researchers.
- **Non-teaching Staff**

### Key Activities & Strategies

#### Awareness and Education Programs

Empower Her conducted on 13<sup>th</sup> September 2023



**HINDUSTAN**  
**COLLEGE OF ARTS & SCIENCE**  
Affiliated to University of Madras • NAAC Reaccredited • 2(f) Status by UGC  
Christian Minority Institution • A Unit of Hindustan Group of Institutions  
Rajiv Gandhi Salai (OMR), Padur, Kelambakkam, Chennai - 603 103

IQAC organises a Seminar on  
PERSONAL GROWTH, GROOMING & WELLBEING

**empower HER** A GENDER EQUITY INITIATIVE  
on Wednesday, 13<sup>th</sup> September 2023  
from 10.00 AM onwards, in Newton Hall

**MS. RENUGA GOWRI SANKAR**  
Thought Leader  
Recruiter | Trainer | Event Manager

**Dr. SUSAN VERGHESE**  
Director, HCAS

**Dr. S. Thirumagan**      **Dr. V. J. Philip**  
Principal, HCAS      Deputy Director (Academics)

GPS Map Camera

Padur, Tamil Nadu, India  
FOUNDERS BLOCK, HINDUSTAN COLLEGE OF ARTS &  
SCIENCE-KELAMBAKKAM, Padur, Tamil Nadu 603103, India  
Lat 12.800229°  
Long 80.230982°  
13/09/23 10:53 AM GMT +05:30

Google

## **Counseling and Support Services includes**

**Counseling Services:** Provides counseling and support for students and staff affected by gender-based violence, discrimination, or harassment. Ensure confidentiality, experts having professional in this field counsel the students. **Service offered by the Counseling and Guidance Cell**

**Individual Counseling:** One-on-one counseling sessions to address personal, academic, and emotional challenges.

**Group Counseling:** Group sessions focusing on common concerns such as stress management, time management, and interpersonal relationships.

**Career Counseling:** Providing guidance on career choices, skill development, and job opportunities.

**Mental Health Support:** Offering support for mental health concerns through counseling and referrals to professional services.

**Workshops and Seminars:** Conducting workshops on topics like stress management, communication skills, and self-care.

**Complaint Mechanism:** Establish a confidential and accessible grievance redressal mechanism to address any gender-based discrimination or harassment.

## **Campus Safety measures and Infrastructure**

### **Physical Security**

- 24/7 security personnel and surveillance (CCTV cameras)
- Secure access control systems (ID cards, biometric, turnstiles)
- Well-lit pathways, emergency exits, and fire safety protocols

### **Anti-Harassment & Women's Safety**

- Dedicated grievance cell for complaints
- Anti-ragging policies and help lines
- Safe transport services and well-monitored hostel facilities

## **Empowerment programme**

### **1. Women's day celebration**

Advocate for equal opportunities, rights, and respect for women in all aspects of life. Educate people about gender-based issues such as workplace discrimination, domestic

violence, education inequality, and encourage women to pursue their dreams, break barriers, and achieve success, every year women's day celebrated on 8<sup>th</sup> March 2023.

## **2. *NO TO VIOLENCE AGAINST WOMEN – REDCARD RAISING EVENT***

### **Introduction**

On 27.03.2024, the Department of Psychology hosted a pivotal event dedicated to advocating for gender equality and women's rights. Held at Newton Hall, the day was packed with powerful speeches, student-led performances, and meaningful pledges, culminating in a rally aimed at raising awareness and championing the cause of equality and dignity for all women and girls.

### **Event Proceedings**

The event commenced promptly at 10:00 a.m. with a prayer, setting a reflective tone for the day's activities. Attendees were reminded to keep their mobile phones on silent mode as a courtesy and to stand upon the arrival of the dignitaries, ensuring a respectful and orderly start. At 10:06 a.m., the Head of the Department of Psychology Dr.Amirtha.M., welcomed participants and dignitaries, underscoring the importance of the day and setting the stage for a series of enlightening addresses.

The Deputy Director (Academics) Dr.V.J.Philip honored the chief guest at 10:16 a.m., acknowledging their significant contributions to the field of women's rights and gender equality. The Vice-Principal (Academics & Research) introduced the chief guest Mr.Vimal at 10:36 a.m. These addresses highlighted the strides made in gender equality while emphasizing the long road ahead.

From 10:46 a.m. to 11:00 a.m., the chief guest Mr.Vimal shared their vision and insights of Youth United Council of India, inspiring attendees with their dedication and calling for continued advocacy and action. The dignitaries were invited to occupy seats off the stage to enjoy performances by students, including a short film screening and a presentation titled "Voice of Victims," showcasing the powerful stories and voices of those impacted by gender inequality.

At 11:21 a.m., all attendees stood to recite a pledge against discrimination and in support of women's rights, committing to advocate for gender equality and to actively contributed towards creating a fair and dignified world for women and girls.

Following the indoor activities, participants moved outside the campus for a Red Card Raising event, a group photo, and a rally. The assembly in front of the KGG Block marked a moment of unity and solidarity, visually capturing the event's spirit.

### **Rally and Conclusion**

The rally began with a slogan chant inside the campus, transitioning to a silent rally upon entering HCAS campus, and concluded at the Host - The Open Air Auditorium. Participants were encouraged to provide feedback by scanning a QR code, facilitating the organization of future events and granting attendees on-duty credit for their participation. Around 200 participants were part of the program and

### Impact and Closing Remarks

The event not only highlighted the ongoing challenges in achieving gender equality but also celebrated the progress made thus far. Through speeches, performances, and pledges, participants were reminded of the power of collective action and the importance of continued advocacy. The Department of Psychology's commitment to fostering a culture of equality and respect was evident, paving the way for further dialogue and action on women's rights and gender equality.





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