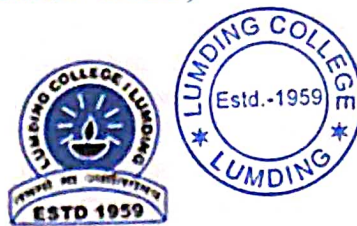


ANNUAL GENDER SENSITIZATION ACTION PLAN (2022-2023)



LUMDING COLLEGE, LUMDING, HOJAI, ASSAM-782447

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Lumding College, Lumding is committed for holistic development of all the stakeholders. The College provides co-education in Arts, Science and Commerce for Higher secondary and Undergraduate Courses. Along with academic development of the stakeholders, the college is committed for safety, security, self-esteem of genders, equal concerned for girls and boys admitted in the college for the purpose of implementation and participation in academic, administrative, curricular, co-curricular and extra-curricular activities. Lumding College when designing and implementing policies and making decisions, the Institute has 'due regard' to the need to: Eliminate unlawful discrimination, harassment and victimization and any other conduct that is affecting equality.

To ensure respectful and dignified behaviour and to maintain a standard at the workplace, the Institute sensitize all the employees and follow up regularly. After admission, the new students are to bring to the sense of sensitization by regular sessions within the induction and the orientation programmes.

From the beginning, the new students are to provide a mentor (who will be a teacher of her department). Informal meetings between the mentor and mentee are to be conducted for them to smoothen the burden of study and to ease the stress in the new atmosphere. To ensure equal and unbiased measures for everyone for their teaching & learning activities. For this "No Discrimination Policy" has been strictly followed by all means. To ensure equal rights and participations in regular cultural activities, sports, NCC, debate, celebrations, and performing arts, girl students are encouraged without any sign of gender discrimination. Women faculties and staff members are given representative participations in different activities performed throughout the year. All the committees formed include women faculties and staffs in appropriate numbers. Awareness programme for safety and security on regular basis are conducted.

The College conducts regular meetings of the Internal Compliance Committee (Anti - Sexual Harassment) to look after the fact that safety and security in all of women at workplace are maintained. Different activities and topics related to gender sensitization have been conducted by Women Cell, ACTA Unit, Lumding College. The College also ensure UGC guidelines on gender sensitization and ensures that Internal Complaint Committee (ICC) constituted for that purpose and is working as per UGC (Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and Students' in Higher Education Institutions)



Regulations' 2015. Further, the College also participated and filled an online compliance of Gender Audit on SAKSHAM Portal (<https://saksham.ugc.ac.in>).

In order to promote gender equality, guaranteed by Article 15 of the Indian Constitution, there is a need to change the mode of interaction at all levels- home, school, college, University, workplace, and so on. The Government of India, in order to increase the outreach for creating an environment that fosters equal treatment, envisages of Gender Champions in all educational institutions across the country. Gender Champions are envisaged as responsible leaders who will facilitate an enabling environment within their colleges/academic institutions where girls are treated with dignity and respect. Lumding College also implemented the guidelines for Gender Champions forwarded by UGC and from Academic Session 2019-20 onwards the College appointed Nodal Teacher to facilitate the activities of the Gender Champions. Gender Champions are selected by the Screening Committee constituted by the Principal. The Convenor of the Internal Compliance Committee (Anti -Sexual Harassment) who is the Nodal Teacher. Gender Champions, who are assisted by Two Lady Teachers and Nodal Teacher prepares Annual Activity Calendar as per their duties and responsibilities of a Gender Champion. There is a Gender Champion Club who are engaged in different gender sensitization programme.

The institution nurtures the students by involving in activities of various platforms such as Women Cell, ACTA Unit Lumding College, NSS and Extension Activity Cell, Internal Compliance Committee (Anti -Sexual Harassment), Sports Committee, Cultural and Literary Activities Committee and Value Education Cell etc. to create awareness and sensitivity to social problems and challenges faced by girl students and women faculties.

The College through its various committees and Cells, and most particularly the Women Cell, ACTA Unit, Lumding College organizes various programs to motivate and inspire the students towards Gender Sensitization and Equity. The Institution has planned to organize workshops, webinars, interactive sessions and awareness programs on various issues related with Gender and Social issues. The main motive of different cells is to make the young boys and girls gender sensitive and try to develop positive social reforms that value the girls and their rights. All committees will plan their activities to support the motive of different committees formed for that purpose.

Exploring Institutional Data:

Year	Faculty		Staff		Students	
	Female	Male	Female	Male	Female	Male
2019-20	19	36	6	26	690	744
2020-21	22	38	6	26	637	780
2021-22	22	33	6	25	696	826
2022-23	22	30	6	25	687	814

Our Commitment:

1. Gender equality on campus for all activities.
2. Equal participation and opportunity for all genders.
3. Zero tolerance on the issues of sexual discrimination and abuse.



4. Establishment of formal mechanism to deal with the related to sexual discrimination and abuse.
5. Conduct of gender awareness and sensitization activities on regular basis.

Bodies Involved in Gender Sensitization:

- Internal Compliance Committee (Anti -Sexual Harassment).
- Gender Champions Club.
- Grievance Redressal Committee.
- Women Cell, ACTA Unit, Lumding College.
- NSS and Extension Activity Cell.
- Value Education Cell.
- Information, Career Counselling and Student Progression Monitoring Committee.

Scope of the Activities:

Scope for activities based on gender sensitization will be organized at institutional level and in association with other academic institutions, NGOs or Government bodies functional in the area.

Activities to be Implemented:

- Gender sensitization activities which are included in the Academic Calendar will be implemented rigidly.
- Awareness about gender sensitization in the syllabus to be brought to the notice of students and teaching methodologies planned accordingly involving students.
- National Service Scheme and Extension Activity Cell will organize activities on child sexual abuse awareness, awareness about female feticide, gender awareness essay competition, rallies, street plays, lectures and workshops on workshops on women entrepreneurship, legal provisions for safety etc. health issues.
- Information, career counselling and student progression Committee will focus on regular activities on health issues, stress and life skills, issues of women on regular basis in association with the expert appointed by the college.
- The activities will cover self-defense training programme, yoga etc.
- Regular meetings of anti-ragging, grievance Redressal committees to monitor gender equality in the institution.
- Organizing women entrepreneurship and empowerment activities by Information, career counselling and student progression Committee.
- Gender and human rights awareness activities to be conducted on regular basis.
- Display of contact numbers of committee members and statutory provisions on the campus of the institutions.

These activities will be conducted according to academic and activity calendar of the institute and the report will be submitted as per schedule for further discussion by the concerned.

Action Plan:



The Action Plan identifies five broad areas for focused attention that will enable strategic, sustainable and meaningful change at Lumding College. The Action Plan will help us, over the next years, to navigate and accelerate the gender equality journey that Lumding College must take to improve the engagement, retention and advancement of female staff and students. Lumding College commits to embedding this Plan, devoting appropriate resources to its implementation, monitoring, reporting, and evaluation, and supporting leaders to develop and implement operational plans. We will continue to pursue and report on statistics of the participation and experience of our staff. In adopting and implementing this Gender Sensitization Action Plan, our Institution demonstrates how it values the richness of diversity amongst its staff, and recognizes its responsibilities to take Institution-wide transformative actions to enhance inclusion for all.

GENDER SENSITIZATION ACTION PLAN

Sl. Nos	Key Areas	Proposed Action Plan
1	Enhancing Leadership Qualities	By formation of different committees and cells and implementation of actions to increase gender inter sectionality awareness. Capacity Building of staff to address gender imbalance and enabling women to have a wider role in governance decision making by managing their personal and professional life.
2	Training the Trainers	To influence pupils' perception of industries and subject areas with high gender imbalances. b) exploration of gender within the curriculum and use of extracurricular activities to address gender stereotypes.
3	Legal Awareness	To raise legal awareness among females regarding various issues concerning women rights and career choices.
4	Encouraging Admissions and Job Opportunities	To ensure that our admission processes address the gender imbalance and encourage more number of female applicants for teaching and non-teaching positions.
5	Extending support	To ensure that our environment is gender inclusive and BPL categories gender students at Lumding College are supported and encouraged.

Areas	Action	Responsibility	Action by	Timeline
Leadership commitment to gender equality and addressing the imbalance	Governing Body formally communicate and endorse Institute's commitment to gender equality to all staff, students and stakeholders	An increased awareness of top level of commitment to address the imbalance	President of GB Principal	Continuous Process
Increase capacity of staff to	Capacity Building	Increased gender competence	Women Cell, ACTA Unit,	At least one event in a year



address gender imbalance			Internal Compliance Committee	
Enable women to have a wider role in governance and decision making	Develop and implement a policy for improving the representation of women on decision-making committees	Improved gender equality	Principal IQAC	Continuous Process
Increased visibility of women	Ensure visibility of women and use a range of female role models in Institute communications, events, meetings, Conferences and Panels	Providing platform for representation of women	Principal IQAC	Continuous Process
The use of extracurricular activities to Address Gender equality	Develop initiatives to encourage students in extracurricular activities	The impact of gender stereo types on career choice is reduced	Committee and Cells	At least one event in a year
To raise Legal awareness among females regarding various societal issues and the rights concerning women	To organize Legal awareness programmes such as guest lectures, rallies and workshops for gender discrimination, gender equality, sexual harassment, etc.	Improvement in knowledge among women regarding their own betterment	Principal IQAC	At least one event in a year
To raise awareness of the whole range of subjects and career choices available to both genders	Develop outreach programs specifically designed to improve the gender balance in the top most imbalanced courses offered by the College	An increase in the balance of gender participation	Principal IQAC Committees and Cells	At least one event in a year
Counselling	Provide counseling for students or faculty members		Principal IQAC Committees and Cells	At least one event in a year

Internal Compliance/ Anti-ragging/ Grievances Redressal Committees	For monitoring and evaluation of gender equality in the institution	Regular meetings	Committees and Cells	At least one event in a year/ Need based
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**Number of Gender Equity Promotion Programs organized by the Institution
(2022-2023)**

The Institution along with various platforms plans to carry out the following programs to meet the goal of Gender Neutrality:

Sl. Nos	Theme	Target Participants	Action Plan	Organizer	Date/Timeline
1	Infrastructure and supportive facilities for Gender Equality and Security	Students and Staff	• Maintenance of incinerator in the Girls Hostel and Girls common room. • Maintenance of CCTV cameras in the campus	Administration	-
2	Gender Equality and Equity	Students and Staff	Raksha Bandan	LCSU & NSS Unit, Lumding College	12-08-2022
3	Health and Hygiene	Students and Staff	Special camp on Covid vaccine	NSS Unit, Lumding College	14-08-2022
4	Self Defense	Students	Martial Arts	Women Cell, ACTA Unit, Lumding College	08-09-2022 to 12-09-2022
5	Gender Equality and Equity	Students and Staff	Annual Awareness Programme on Code of Conduct	ICC, Grievance Redressal Committee & Discipline committee in association with Code of conduct	10-09-2022



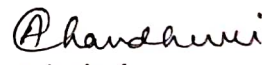
Sl. Nos	Theme	Target Participants	Action Plan	Organizer	Date/Timeline
				Monitoring Committee	
6	Health and Hygiene	Students and Staff	Blood Donation Camp	RRC and NSS Unit	24-09-2022
7	Health and Hygiene	Students and Staff	Clean India Safe India Campaign	NSS Unit, Lumding College	22-10-2022
8	Gender Equality and Equity	Students	National Unity Run	NSS Unit and IQAC, Lumding College	31-10-2022
9	Gender Equality and Equity	Students	Freshers' Social	LCSU, Lumding College	17-11-2022
10	Gender Equality and Equity	Students and Staff	Observance of Constitution Day	Dept. of Political Science & NSS Unit	26-11-2022
11	Health and Hygiene	Students and Staff	Talk on Sudarshan Kriya	Value Education Committee	06-02-2023
12	Gender Equality and Equity	Students	Literary competition on Anti-sexual Harassment	ICC in association with Gender Champions Club	27-02-2023
13	Gender Equality and Equity	Students and Staff	International Women's Day	Women Cell, ACTA Unit, Lumding College	08-03-2023 (events organised on 11-03-2023)
14	Health and Hygiene	Outsiders	Free Medical Camp	NSS Unit and Women Cell, ACTA Unit, Lumding College	11-03-2023
15	Gender Sensitization	Students and Staff	Driving Gender Equality	ICC in association with Gender Champions Club	18-03-2023
16	Gender Sensitization	Students and Staff	Talk on Gender Discrimination: in Society and literature	Dept. of Bengali and ICC in association	20-03-2023



Sl. Nos	Theme	Target Participants	Action Plan	Organizer	Date/Timeline
				Gender Champions Club	
17	Health and Hygiene	Students and Staff	Mission Sahasi	LCSU, Lumding College	20-03-2023 to 27-03-2023
18	Health and Hygiene	Outsiders	Distribution of Sanitary	NSS & Women Cell, ACTA Unit, Lumding College	28-03-2023
19	Health and Hygiene	Students and Staff	International Yoga Day	Value Education Committee, Lumding College	21 st June, 2020


 Convenor
 Internal Compliance
 Committee
 Lumding College
 Lumding, Hojai, Assam.


 Coordinator
 IQAC, Lumding College
 Lumding, Hojai, Assam.
 Co-ordinator
 IQAC
 Lumding College
 Lumding, Hojai, Assam


 Principal
 Lumding College
 Lumding, Hojai, Assam.
 Principal
 Lumding College
 Lumding, Hojai, Assam