



SSMRV College®

## ANNUAL GENDER SENSITIZATION ACTION PLAN AND RELATED ACTIVITIES



**ANNAJYHA - Women Empowerment Cell, SSMRV College** - is a Cell which provides services that address the academic, social, emotional, and personal development needs as well as the health and safety concerns of Female and Male students of the college.

Education is life, wherein, it should enable women to perform their roles/duties effectively and confidently. Women should be made aware of their rights and responsibilities towards building good society.

SSMRV College is committed to creating an Inclusive environment, taking care to cater to the needs of all sections and cultures of society. To ensure respectful and dignified behaviour and to maintain a standard at the workplace, the Institute sensitizes all the employees and follows 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 admission onwards the new students are to have their sessions with the psychological counsellor to positively influence them for their learning and emotional well-being.

From the beginning, the new students are to provide a mentor (who will be a teacher of his/her department). To ensure equal and unbiased measures for everyone for their teaching & learning activities. For this "No Discrimination Policy" has been strictly followed. To ensure equal rights and participations in regular cultural activities, sports, NCC, debate, celebrations, and performing arts, all students are encouraged without any sign of gender discrimination.

Women faculties and staff members are given equal participations in different activities performed throughout the year. All the committees formed include women faculties and staff in appropriate numbers. Awareness programme for safety and security on regular basis are conducted. Girl students have been encouraged to undertake their physical fitness by joining (separate for girls and boys) gymnasium facility provided by the institute and regular yoga classes conducted by expert trainer, arranged by the institute.

Besides these, there are a plenty of opportunity to explore other different forms of sports in the college. The Institute conducts regular meetings of the committee of the Grievance Redressal for Sexual Harassment of Women at Workplace to look after the fact that safety and security in all such aspects are maintained. Different activities and topics related to gender sensitization have been conducted by Women empowerment Cell. Classes have also been conducted on Women's Rights School of Law faculty members and NSS. Raising awareness and aspirations by conducting events and programmes on gender equity, social media and cyber security and conducted activities to make students to realize their full potential.

The institute is sensitive and committed towards gender equity issue. It has an effective women development cell which creates awareness regarding gender equity. The centre aims at creating awareness among students about respect for all human beings & that everyone is valued and favoured equally regardless of their gender. There are empowerment related activities conducted through workshop and hands on sessions.



*Heeter*  
PRINCIPAL  
SSMRV COLLEGE  
Bangalore



**To inculcate harmony towards cultural diversity, a number of events were organized in the Year 2023-24 Action Plan**

The Action Plan focuses on honouring students as individuals, central role of experience, new role of educators, freedom of choice, spirituality, and education, educating -for literacy, for global citizenship, for human development and for participatory democracy at SSMRV College.

The Action Plan will help us, over the next years, to navigate and accelerate the gender equality journey that SSMRV College must take to improve the engagement, retention and advancement of female staff and students.

SSMRV College is committed to impart skill- and value-based education to students, through the best of academicians and professionals, to empower them to face the challenges of the competitive world. 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.

SSMRV focuses on inclusive education to foster the holistic development of individuals, equipping them to meet the evolving needs of society.

**Empowering young minds to learn, grow, and succeed in their journey toward "Transforming the World" that is SSMRV Way of "Go, Change the World".**

We SSMRV are offering equality of opportunity in education and employment. Many of our students are the first in their families and our college being a co-educational institution has secured a name in the locality as „safe and secure” place for women students. Our success in promoting gender equality in our staff and students and retention of students and staff has been underpinned by a variety of actions and activities outlined below.



**Annual Gender sensitization Action Plan:**

Activity	Responsibility	Action	Outcome
<b>Infrastructure</b>			
Ensures students safety and security in the campus	Administrative office	Installation of closed-circuit television Cameras in all prominent places	Students feel Safe and secure especially women.
A girls' common room in a college	Administrative office	For the recreation of the students in the recesses. Sometimes, student leaders address the general students to make them aware of their problems. The girls' common room has a facility of table, chairs and a mirror.	It gives students relief from stress and strain of continuous lessons.
Installation of Sanitary Pads Vending Machine	Administrative office	Self-Service Vending Machine used for dispensing Sanitary Napkins against acceptance of Rs.5 Coins.	During the menstrual period cycle, it becomes very important. One can get a sanitary pad within a minute, without going outside or waiting for someone to deliver it
Review the functioning of ICC (Internal Complaints Committee)	Chairperson of the ICC	Grievances and complaints on gender issues, ragging and Other matters are dealt with.	Since the inception of the college no such issue has Taken place.
<b>Faculty Development</b>			
Continue to conduct events on gender equity	Principal-Women Empowerment Cell- APARAJITHA, SSMRV College Initiated by IQAC	Raise awareness among teachers on the behaviour of the teenagers	Improved student-teacher relationship
Depute faculty to participate in programmes on Gender sensitization	Principal-Women Empowerment Cell- APARAJITHA, SSMRV College Initiated by IQAC	Train faculty to handle gender issues	Importance to values, culture and traditions stressed



<b>Raising awareness and aspirations</b>			
Conduct Events and programmes on gender equity, social media, cyber security, empowerment, health and hygiene –by conducting activities to make students realize their full potential	Women Empowerment Cell- APARAJITHA, SSMRV College Initiated by IAC	<ul style="list-style-type: none"> <li>• Promoting equality and diversity, eliminating discrimination by creating an environment that reflects our commitment to social justice.</li> <li>• Helping students identify and develop their intellectual, supporting and cultural passions and supporting students to reach their full potential.</li> </ul>	Participation of students in various – seminars, workshop, webinar, walkathon, rally, outreach programmes, cultural, curricular and extra-curricular events have improved. Their self-Confidence to face any situation has been enhanced.
<b>Supporting success</b>			
Enhance mentor – mentee relationship to provide student support services	Department Heads	Identify students financial and non - financial constraints and offer support	Improved student support services.
Analyse and improve student retention rate	Department Heads	Student engagement through Co-curricular activities.	Drop-out ratio is low.
Monitor student performance and Success rate and attainment of programme outcomes	Department Heads	Remedial classes coaching for academic examination	Pass percentage of students is more.







**APARAJITHA-Women Empowerment Cell, SSMRV College activity Centre – Conducted these activities during 2023 to 2024.**

To inculcate harmony towards cultural diversity, several events were organized in the Year 2023-2024:

**Workshop on Art, Craft and Painting Classes for 7 weeks (continuously after regular class hours)**

**Seminar on Mental Health**

**Seminar on Cancer Awareness**

**Seminar on General Health and its Effects**

**ACTIVITIES planned through Action Plan by APARAJITHA-Women Empowerment Cell, SSMRV College activity Centre – Conducted these activities during 2024 to 2025:**

- ◆ Workshops- on gender sensitization, on empowerment, on entrepreneurship
- ◆ Art, Craft and Painting classes conducted – Programme: Hands on Workshop
- ◆ Counselling by experts
- ◆ Field trips
- ◆ Seminar/Webinar
- ◆ Inviting Keynote speakers from Other Entities who are working in the field and who are obtaining real-world experience.
- ◆ Inviting the Experts to speak with our APARAJITHA WEC members and offer workshops that can potentially benefit students from different undergraduate levels.
- ◆ Discussing News and Trends of the industry with the members during meetings.





SSMRV College®

**Co-ordinator: Prof. Shakeela M K**

**CURRENT OFFICERS (MEMBERS) of Women Empowerment Cell:**

We welcome prospective Students to reach out to the Members of our Current Officers Team to learn more about the Women Empowerment Cell, SSMRV College.

President	Ms. Sufiya Mehak
Vice President	Ms. Zaheera Begum
Vice President	Ms. Anjali Kumari K
General Secretary	Ms. Rakshitha C
Secretary	Ms. Bhuvanidhi S M
Joint Secretary	Ms. Anjum Kouser
Public Relations Officer	Mr. Hemanth Kumar H S
Organising Secretary	Ms. Apeksha N
Organising Secretary	Ms. Sridhathi R
Treasurer	Ms. Anagha R Dath
Cultural Secretary	Ms. Kousalya R
Cultural Secretary	Ms. Lavanya A

**MEMBERSHIP:**

Student can Download the Women Empowerment Cell Membership Google Application Form; fill up required details, Join the WhatsApp Group and Submit the copy with the Faculty In-charge. Invite every female and male student to associate with the Women empowerment Cell and participate whole-heartedly, willingly in the programmes organized by the Cell.

**FACULTY ADVISORS INCHARGE:**

- ❖ Prof. M.K. Shakeela (Convenor)
- ❖ Dr. Kavitha. H. S.



\*\*\*\*\*

*Shakeela*  
PRINCIPAL  
SSMRV COLLEGE  
Bangalore - 41