



Rajarajeswari College of Engineering



(Approved by AICTE, New Delhi, Govt. of Karnataka, Affiliated to Visvesvaraya Technological University, Belagavi)

Sponsored by: MOOGAMBIGAI CHARITABLE AND EDUCATIONAL TRUST

CRITERIA – 7.1

AY 2023-24

Criterion: 7.1 Institution Values and Social Responsibilities.

7.1.1: Measures initiated by the Institution for the promotion of gender equity during the last five years.

Annual gender sensitization action plan

Sl. No.	Action	Responsibility/ Action By	Time line
1.	Raise awareness about gender equality and promote gender-sensitive behaviour.	Staff Advisors/ HoDs/Principal	Continuous process
2.	Foster an inclusive environment where all genders feel respected and valued.	Staff Advisors/ HoDs/Principal	Continuous process
3.	Reduce gender-based discrimination, bias, and stereotypes in the department.	HoDs	Continuous process
4.	Conduct an introductory workshop with a guest speaker or gender expert.	Women Empowerment Committee	Month of August
5.	Share resources, success stories, and key messages on gender equality.	Woman Grievances Redressal cell	Month of December
6.	Educate staff on gender concepts, unconscious bias, and respectful interactions.	Woman Grievances Redressal cell	Month of December
7.	Review policies related to hiring, promotions, grievance redressal and anti-harassment.	Principal/ HoDs/AO	Beginning of every Semester
8.	Formulate a gender-sensitive code of conduct with guidelines on respectful interactions.	Code of conduct Committee	Month of December
9.	Create a dedicated team to oversee gender-related issues.	Principal/ HoDs/AO	Month of January
10.	Pair mentors and mentees to provide support, guidance, and career growth	HoDs/ Mentor Coordinator	Month of December
11.	Set up an online platform or suggestion box for anonymous reporting.	Feedback committee	Continuous process
12.	Organize events around International Women's Day.	Women Empowerment Committee	Month of March
13.	Conduct a survey to assess the overall gender climate and gather suggestions for improvement.	Principal/ HoDs/AO	Month of June

R. R. R.

Principal

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COLLEGE OF ENGINEERING

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