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## ANNUAL GENDER SENSITIZATION PLAN

**Objective:** The primary goal of this plan is to foster a culture of gender sensitivity, equality, and inclusivity at Iqbal Institute of Technology & Management. This initiative aims to create a safe and supportive environment for all members of the institution, regardless of gender.

- 1. Training and Workshops:** a. Conduct mandatory gender sensitization workshops for all staff and faculty members. b. Introduce training sessions on gender equality for students during orientation programs. c. Organize specialized workshops for senior management to ensure commitment at all levels.
- 2. Awareness Campaigns:** a. Launch an annual gender sensitization campaign to raise awareness on campus. b. Utilize various communication channels (posters, newsletters, social media) to disseminate information about gender-related issues, policies, and support services. c. Feature success stories and role models who have promoted gender equality within the institution.
- 3. Inclusive Policies:** a. Review and update existing policies to ensure they are gender-inclusive. b. Develop and implement a clear policy against discrimination and harassment based on gender. c. Establish support mechanisms for individuals facing gender-based challenges.
- 4. Safe Reporting Mechanism:** a. Implement a confidential reporting system for gender-related issues. b. Train staff and faculty on how to respond to reports sensitively and effectively. c. Regularly review and improve the reporting system based on feedback and effectiveness.
- 5. Inclusive Curriculum:** a. Incorporate gender-sensitive content into the academic curriculum across disciplines. b. Encourage faculty members to use inclusive language and diverse examples in their teaching materials. c. Support research and projects that contribute to gender equality and inclusivity.

6. **Student Engagement:** a. Establish a Gender Sensitization Committee with student representation. b. Organize student-led events and initiatives that promote gender awareness and inclusivity. c. Create mentorship programs to support students in addressing gender-related challenges.
7. **Collaboration with External Organizations:** a. Partner with NGOs and organizations working on gender-related issues for collaborative events and workshops. b. Establish partnerships with companies and institutions that prioritize gender diversity. c. Attend and participate in conferences and forums focused on gender equality.
8. **Continuous Assessment:** a. Use feedback to refine and improve programs. c. Celebrate achievements and milestones in promoting gender equality within the institution.
9. **Celebration of International Days:** a. Mark important international days such as International Women's Day with special events, seminars, and discussions. b. Use these occasions to reinforce the commitment to gender equality and sensitize the community.

This annual gender sensitization plan aims to create a more inclusive and respectful environment at Iqbal Institute of Technology & Management. Regular evaluation and adjustments will be made to ensure the ongoing success of these initiatives.

  
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