

## **ANNUAL GENDER SENSITIZATION PLAN**

**Gender sensitization** refers to the raising sensitization of gender equality concerns. It helps people in examining their personal attitudes and beliefs and questioning the realities of both sexes. Gender sensitization make people understand the difference between sex and gender, how gender is socially constructed and the stereotypes around gender roles It helps them determine which assumptions in matters of gender are valid and which are stereotyped. Need of gender sensitization is to **create awareness** among the working professionals about the importance of gender sensitivity in organization. Without being sensitive to the needs of a particular gender, an individual may refrain from understanding the opposite gender. Gender is **Socially Learned behaviour, based on social expectation from Men & Women.**

The Institution runs a robust sensitization program to create awareness about gender issues within the student community and the larger public sphere. It is widely felt that in order to promote gender equality, **guaranteed by Article 15 of the Indian Constitution**, we need to change the mode of interaction at all levels home, school, and workplace and so on. To increase the outreach for creating an environment that fosters equal treatment, BMSSA envisages engagement of **‘Gender Champions’** within the University. The roles and responsibilities of the gender champions include conducting group discussions, debates, etc., to engage a variety of stakeholders from schools, colleges, civil society organizations, women’s groups, etc in gender mainstreaming activities.

**BMSSA**, through its proactive faculty, staff and student programs, will annually look into the following:

- Promoting communication with respect for **human dignity and social responsibility.**
- Allow the recognition of **multidimensional representations of women and men.**
- Promote communications that represent unbiased representations of **gender equity.**
- Conduct workshops that promote diversity and gender-sensitive communication for Students and employees
- Monitoring and evaluation mechanisms for implementation and their follow-ups.
- **Conducting regular awareness**-raising activities among students and staff
- In classes, faculty members promote working together, fair representations for leadership roles, facilitate impartial participation, gender balance in team projects when possible, promote students meeting with faculty, having open and closed sessions with faculty members of the appropriate gender for related scenarios, complaints and counselling during class hours and at hostels.
- **Our student code of conduct** promotes gender parity at the governance level.