

Annual Gender Sensitization Policy

Vasantidevi Patil Institute of Pharmacy (VPIP), Kodoli, is committed to creating an inclusive and respectful environment for everyone, irrespective of gender. The goal of this simplified Gender Sensitization Action Plan is to promote gender equality, raise awareness on gender issues, and ensure a safe and supportive campus for all.

1. Objectives

- Raise awareness about gender equality and gender-based discrimination.
- Foster an inclusive and respectful campus culture.
- Prevent and address issues related to gender-based violence or harassment.
- Encourage equal opportunities for all genders within the institution.

2. Target Audience

- **Students:** Undergraduate and postgraduate students
- **Faculty and Staff:** All teaching and non-teaching staff

3. Key Components

A. Workshops and Awareness Programs

- **Gender Sensitization Workshops:**
 - Conduct one or two workshops every year for students and staff on understanding gender roles, equality, and combating stereotypes.
 - Include discussions on sexual harassment, consent, and respectful behavior.
- **Guest Lectures and Seminars:**
 - Invite experts to speak about gender equality, sexual harassment prevention, and workplace discrimination.

B. Promoting Safe Campus and Anti-Sexual Harassment Measures

- **Sexual Harassment Awareness**
- **Ragging-Free Campus-** Ensuring a safe campus through an anti-ragging squad.

C. Gender Equity in Admissions and Recruitment: Ensuring gender balance in student admissions and faculty recruitment.

D. Leadership Roles for Women: Women faculty members are appointed as heads of departments and conveners of various committees based on their abilities.

E. Security and Facilities: Prioritizing safety with 24/7 CCTV surveillance and security staff. Separate staff rooms for women faculty and a common room for girl students equipped with necessary facilities.

F. Implementation of Internal Complaints Committee (ICC):

- The ICC will be responsible for addressing complaints of sexual harassment.
- Ensure a confidential and supportive process for reporting grievances.
- Educate the community about the Vishakha Guidelines, sexual harassment laws, and the process for filing complaints.
 - Ensure all students and staff are aware of the Internal Complaints Committee (ICC) for reporting harassment.
 - Conduct a session on the Vishakha Guidelines and the process for reporting sexual harassment.

G. Monitoring and Feedback

Feedback Collection:

Collect feedback from students and staff after gender sensitization sessions to assess their impact and use the feedback to improve future programs.