

## ANNUAL GENDER SENSITIZATION ACTION PLAN

Annual Gender Sensitization Action Plan is to promote gender equality, inclusivity, and respect. The plan serves as a proactive approach to address gender-based discrimination, foster an environment free from bias, and create awareness about gender-related issues.

The action plan typically outlines specific objectives, strategies, and activities to be carried out throughout the year.

The following are the plans carried out by the institution in the year 2023-24:

1. Gender sensitivity workshops, awareness campaigns, training programs, and interactive sessions. These initiatives aim to educate employees, students, or community members about gender equality, unconscious bias, sexual harassment, and the importance of creating an inclusive workplace or educational setting.
2. The development and enforcement of policies that prevent gender-based discrimination, harassment, and violence. This includes establishing clear grievance mechanisms, creating safe spaces for reporting, and ensuring that there are consequences for violating gender policies.
3. Organize Mentorship program where students are assigned Mentors whom they can approach for guidance and help.
4. Regular audits or surveys to assess the organization's climate regarding gender sensitivity and identify areas needing improvement.
5. Imparting special training to girls and women in the institution with regard to personal safety and securities for self-defense and physical and mental well-being.
6. It involves promoting work-life balance and flexible policies to accommodate gender-specific needs, such as maternity and paternity leave.
7. Conduct regular Meetings of Anti-ragging/ Women and Student Grievances Redressal Committees for monitoring and evaluation of gender equality.

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