



# SRI SHARADA COLLEGE

Managed by Sri Sharada College Trust, Basrur

Reaccredited by NAAC: B++ and Affiliated to Mangalore University

Basrur – 576 211, Udupi District, Karnataka

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## ANNUAL GENDER SENSITIZATION ACTION PLAN

At Sri Sharada College in Basrur, gender equality and women's empowerment are not just important ideals; they are fundamental priorities that guide the institution's mission and vision. The college is dedicated to creating a world where all genders are treated equally, and it actively promotes initiatives that empower women in various aspects of life, including education, leadership, and community engagement. To achieve these goals, Sri Sharada College has implemented a comprehensive policy that strictly prohibits any form of gender discrimination. This policy reflects the college's commitment to fostering an inclusive environment where every individual is valued and respected, regardless of their gender.

The administration works tirelessly to cultivate a culture of awareness and sensitivity toward gender issues, ensuring that students, faculty, and staff are educated about the importance of equity and the negative impacts of discrimination. Furthermore, the college organizes workshops, seminars, and outreach programs designed to empower women and promote gender equality within the academic community and beyond. By encouraging open dialogue and providing resources for support, Sri Sharada College aims to inspire positive change and contribute to a more equitable society for everyone.

**Objective:** Empowering women through gender equality, inclusivity, tolerance, and harmony among students and staff.

To establish and promote a safe, secure, and healthy environment conducive to achieving gender equality and fostering respectful and dignified behavior across all levels, the following initiatives will be implemented:

1. Implement induction and orientation programs for students aimed at enhancing gender sensitization.
2. Organize awareness programs specifically for female students addressing critical issues such as AIDS awareness and female foeticide.
3. Promote initiatives focused on health, cleanliness, personal hygiene, and nutrition.
4. Encourage female students to participate in the National Cadet Corps (NCC) and the National Service Scheme (NSS), ensuring equal rights and participation in cultural activities.
5. Establish a mentorship program in which students are paired with mentors for guidance and support.
6. Enforce a "No Discrimination Policy" across all academic and administrative processes.
7. Ensure the inclusion of an adequate number of women employees in all college committees.
8. Conduct workshops designed to empower students to handle critical situations with courage and presence of mind.
9. Facilitate activities that emphasize entrepreneurship development and career enhancement.
10. Address issues related to depression and frustration stemming from failure through expert-led counseling sessions.
11. Organize workshops addressing cybercrime, safety, and security, with a particular focus on female students across various departments.
12. Provide guidance on financial investment opportunities for both students and staff.

13. Review the documentation and action reports from the Women Empowerment Cell and the Grievances Redressal Committee to ensure timely resolution of concerns.
14. Develop and implement a Student Code of Conduct that promotes gender equality at the governance level.
15. Encourage regular problem-solving, counseling, and support through the Mentor-Mentee Scheme. 16. During the orientation program for new students, introduce them to campus life and institutional values.

These initiatives are designed to cultivate an inclusive and respectful environment for all students, reinforcing our commitment to equity and empowerment.



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