

Gender Sensitization Action Plan

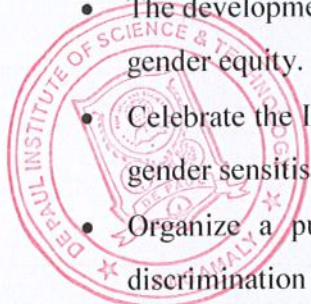
Gender equality in the workplace will be achieved when all our staff and student community are able to access and enjoy equal rewards, resources and opportunities regardless of their gender and background.


In addition to creating a center for women's empowerment, gender equity policies are one of priorities of DiST and enable specific achievements with the action from all areas. All the measures taken by DiST has been bringing a positive change in mentalities and practices supporting equity among genders within the college.

DiST acknowledges that the institution share certain values and principles, such as equality, inclusion, respect for human dignity, fairness and justice for all. We also acknowledge the support for a diversity of talent. We renew our commitment in teaching future generations by being a role model and also commit to counteract to any existing inequalities.

DiST, through its programmes, will annually look into the following,

- Have regular meetings of ICC, Anti-Ragging Committee, Women Cell and Grievance Redressal Committee for monitoring and evaluation of gender equality in DiST.
- Encourage women students and faculty members to start their startups and thus promote women's entrepreneurship.
- Organize Street Plays, Seminars, and Workshops for students on gender equality, analyze the programme in terms of representation of gender-sensitive language and introducing a standard of gender-sensitive language in curriculum.
- Functioning of Legal counselling center for women safety.
- Organize training about gender equality, preventing all forms of violence for the stakeholders of the institution.
- Continue and strengthen the use of gender-sensitive language in institutional documents, course plans, and other documents.
- The development and implementation of all institutional policies include a segment of gender equity.
- Celebrate the International Women's Day – the 8th of March in each year to proclaim gender sensitisation awareness and convictions.
- Organize a public awareness campaign through NSS unit of DiST about anti-discrimination statute and mechanisms of protection against gender-based discrimination.




DR. UNNY C J
PRINCIPAL
DE PAUL INSTITUTE OF SCIENCE & TECHNOLOGY
ANGAMALY SOUTH - 688 573, KERALA



DE PAUL INSTITUTE OF SCIENCE & TECHNOLOGY

APPROVED BY AICTE & AFFILIATED TO MG UNIVERSITY

- Functioning of Mobile squad for protection from Cybercrimes.
- Develop knowledge about the human rights of women and gender equality.
- Provide arts, sports and cultural competitions on gender basis.
- Provide maternity leave for staff.
- Increase information and awareness to the staff members about the occurrence and consequences of gender-based violence.
- 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.
- To ensure safety and security CCTV Cameras and Intercom facilities are installed in the campus.
- 24 X 7 Security guards.
- 24 X 7 vehicle facility for hospital emergencies.




DR. JINY C J
PRINCIPAL

DE PAUL INSTITUTE OF SCIENCE & TECHNOLOGY
ANGAMALY SOUTH - 683 573, KERALA

• www.depaul.edu.in • iqac@depaul.edu.in
• +91 484 2911800

• Angamaly South -683573
Ernakulam District, Kerala