



## Annual Gender Sensitization Action Plan 2025-2026 BIJNI COLLEGE

Bijni College formulates Annual Gender Sensitization Action Plan each academic year that focuses on creating an equitable, safe campus through awareness, training, policy enforcement and support, involving workshops on self-defence, gender-neutral facilities, mentorship and community outreach, all under the guidance of the Women Empowerment Cell (WEC), Anti-Sexual Harassment Cell (ASHC) and Internal Complaint Committee (ICC) aiming to combat stereotypes and ensure respectful behaviour for all genders. The WEC, ASHC and ICC of Binji College have been entrusted with the responsibility of formulating action plan and its execution for the equitable and safe environment. In a joint meeting of WEC, ASHC and ICC in presence of Principal and Co-ordinator of IQAC of Bijni College, Annual Gender Sensitization Action Plan for the academic session 2025-2026 has been adopted on 21/06/2025.

### Action Plan-1

#### *Awareness & Sensitization*

- Observing International Women's Day
- Curriculum Integration of gender studies in add-on course
- Public awareness programme by displaying posters, campaigns on health, hygiene, anti-female foeticide and cyber safety
- Hosting gender expert talks on gender bias, stereotypes, respectful communication

### Action Plan-2

#### *Training & Capacity Building*

- Self-defence training for female students
- Leadership Training

### Action Plan-3

#### *Safety & Security*

- Installation of improved lighting, CCTV, gender-neutral restrooms
- Keeping active Internal Complaints Committee (ICC) and women's helpline
- Upholding *No Discrimination and Zero-tolerance Policy* against harassment on women

### Action Plan-4

#### *Gender Audits*

- Conducting gender audit to know the present status of women in Bijni College and recommending for improvement

### Action Plan-5

#### *Research Promotion*

- Encouraging gender equity studies
- Organising Seminar/Workshop on Mental Health and Gender Issues

### Action Plan-6

#### *Inclusivity & Equal Opportunity*

- Ensuring women leadership in committees and cells of the college

### Action Plan-7

#### *Mentoring*

- Organising mentoring programme for building confidence, fostering leadership and guiding academic/career path

These plans aim to build a culture of respect, equality, and dignity across the entire college community.



  
Principal  
BijniCollege::Bijni  
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