

GENDER SENSITIZATION PLAN



University of Rajasthan
JLN Marg, Jaipur-302004

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A Gender Sensitisation Plan for a university aims to foster an inclusive, respectful, and safe campus environment for all students, faculty, and staff, regardless of gender. It involves creating awareness, promoting gender equality, and addressing gender-based issues like discrimination, harassment, and stereotyping.

The key objective is advocating and endorsing gender equality, inclusiveness, acceptance, congruence among the students and the staff leading to robust and healthier gender sensitivity.

Such plan will also help to provide a safe and inclusive environment for all individuals. It also helps create awareness about gender-related issues and promotes respect and equality for all.

Gender Sensitization is the basic requirement to understand the sensitive needs of a particular gender, be it female, male or transgender.

The University of Rajasthan, Jaipur adheres to the UGC "Guidelines on basic facilities and amenities for safe, secure environment for Women and Women Cell (for sensitization, policy implementation, monitoring and grievance redressal) in Higher Educational Institutions (HEIs)".

The University of Rajasthan has always been dedicated to issues and need of women and has always been working for sensitization for gender associated matters and women empowerment. The University resolves to offer and encourage a safe and secure campus for students, faculty and staff.

The aim is to also have safe and secure Gender-transformative workplaces and practices and to create a culture where individuals are aware of gender issues and actively work towards gender equality. Overall, gender sensitization is an essential aspect of creating a equal platform, where individuals are not discriminated on the basis of their respective gender.

Below is a structured plan for Gender Sensitisation for University of Rajasthan, Jaipur for the session 2024-2025:

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1. Sensitivity Training, Awareness Programs & Workshops

Gender Sensitivity Training Workshops for Faculty and Staff:-

- **Refresher Courses on Gender Equity, Social Justice**, and inclusiveness in teaching/administration practices will be organized for Faculty on a regular basis. Malviya Mission Teachers training UGC – Malaviya Mission Teacher Training Centre (MMTTC) and Centre for Women's Studies shall collaborate and organise the courses.
- **Gender Sensitization on POSH Training** will be conducted for the faculty and staff. It will give insight into gender awareness, difference between sex and gender, and other gender-related phraseology/hindrances.
- It shall enable the faculty and staff to become more aware of sensitivity towards gender in their lives and workplaces and help them to change the perspective towards situations and people around them.

Gender Sensitivity training Workshops for Students:

- Workshops on gender sensitivity, sexual harassment, shall be organised for students across genders.
- Awareness campaigns related to issues of women facing in today's society. (NSS and NCC students can plan and carry out these campaigns).
- Involve external gender experts, counselors, and legal professionals to ensure clarity on laws like the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act.
- Interactive Sessions - Panel discussions and debates on gender equality, and women's empowerment.
- Arrange film screenings, role-play activities, and storytelling sessions focusing on gender issues.
- Poster displays and infographics, short mobile messages, videos etc. can be used to reinforce key messages on gender sensitivity.
- Social protection and care.

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2. Integration of Gender Inclusive Curriculum in Various Courses

Gender Studies Courses: Offer interdisciplinary courses on gender studies that focus on historical, cultural, and social aspects of gender roles and gender-based challenges. This can be developed to emphasize gender equality and inclusivity.

- **Gender sensitive Module Integration:** Ensuring all existing courses shall include a gender component to raise awareness of gender issues in various fields of study.
- Gender-responsive education systems, especially for equitable access in terms of schooling, STEM and techno skill sets for adolescent girls.
- Promoting skills for the future, especially those related to science, technology, engineering and mathematics (STEM), and other techno skill sets specially for girl students.

3. Anti-Harassment & Grievance Redressal Mechanism

- **Zero-Tolerance Policy:** The University implements and enforces a zero-tolerance policy towards gender-based violence, harassment, and discrimination.
- **Gender-Friendly Reporting Systems:**
 - Ensuring Internal Complaints Committee (ICC) is visible, approachable, and fully trained.
 - Provide multiple channels (online, anonymous) for students and staff to report issues.
 - The accessibility for complaint will be made easier for students, faculty and staff in the University campus.
- **Counseling Support:**
 - **Counseling Centre on Campus** provides psychological support uptill now diverse to students. Also the Centre shall take up community approach to raise awareness campus related to Gender-Sensitization and disseminating Gender issues. These can be set up to address gender-related concerns, and should be confidential, sensitive, and accessible.
 - **Mentorship** of new students will help them to have a mentor with they can communicate any kind of problem or discrimination issues. New students can be provided with a mentor, who can be a teacher from their department.

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- Offer **peer mentoring programs** that encourage mutual support and learning on gender-related issues.
- Make provision for **counseling of the persons who are found to be guilty** of gender-based discrimination or violence for social behaviour change.

4. **Safe Campus Initiatives:**

- Ensure adequate lighting and surveillance in campus areas prone to harassment.
- Introduce emergency response systems with support to near by Police Station (adjacent to campus).
- Posting women guards at strategic places. Female security guards can provide a sense of safety and comfort to women students, faculty and non-teaching staff and can respond to incidents in women-only spaces.
- More lights and surveillance cameras in the girls hostels will be installed.
- Dignified menstrual health and hygiene. Sanitary napkin-vending machines will be installed in the campus.
- All Exit Gates will have Special Surveillance (Security assistance with high resolution Camera's).

5. **Gender Audit**

A Gender Audit Survey will be conducted in the campus to assess the gender climate of the university by a Gender Audit team which will have representation from all the departments of the University along with an outside neutral gender expert.

It will help to identify and address gaps identified in terms of infrastructure, academic opportunities, and workplace safety. The team shall design and implement the survey and analyse the findings. The data shall be collected using the following methods:

- i. **Work force data:** Use internal data collection systems to gather data about the students, faculty and staff.
- ii. **Employee experience data:** Collect survey feedback from employees to complement work force data. Google forms and questionnaires shall be used.
- iii. **Desk review:** Critically analyse key documents from the organization with a gender lens.

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- iv. **Consultation:** Use interviews, focus group discussions (FGDs), self-assessments, various methods to gather further evidence.

The Report Findings will be published in the form of a gender report that outlines issues, actions taken, and areas for improvement.

6. Advocacy for Gender Representation

- **Gender Representation:** Ensure that student councils, clubs, and committees have equal gender representation, with opportunities for marginalized gender groups to participate.
- **Inclusive Policies:** Formulate student policies that address diverse gender identities and orientations and ensure equal access to campus resources.

7. Collaborate with External Bodies

- **Partnerships:** Partner with NGOs and legal bodies working on gender issues to strengthen the university's gender sensitisation efforts.
- **Community Engagement:** Encourage students to engage in outreach programs that address gender issues beyond the campus.

8. Promote Gender-Responsive Research

- **Research Opportunities:** Encourage research on gender equality, gender violence, and women's rights by offering scholarships and research grants for such projects.
- **Publications & Conferences:** Organize conferences and invite research papers on gender-related issues.

9. Monitoring and Evaluation

- **Feedback Mechanism:** Collect feedback from students, faculty, and staff after sensitisation workshops and events to improve future courses of action.
- **Regular Reviews:** The Gender Sensitisation Committee should review progress, update strategies as needed, and ensure compliance with gender equality standards.

By implementing comprehensive gender sensitisation plan, university can play a critical role in promoting gender equality also empower students and staff, in fostering a culture of mutual respect.

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Gender Sensitization Plan



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