


### **Annual gender sensitization action plan:**

- The Institute of Pharmaceutical Education and Research (IPER) is well prepared to handle and respond to gender sensitive issues and provide an environment where men, boys, and girls can work together with a sense of personal security and dignity. For this purpose, the institute has setup a Gender Sensitization Cell (GSC) as per UGC recommendation.
- The Institute of Pharmaceutical Education and Research constitutes annually a "Gender Sensitization Cell". The member secretary of cell conducts meetings annually.
- GSC conducts various activities related to gender sensitization and gender equality for all students and college staff members.
- The main objective of the cell is to arrange an awareness programme for students about how to maintain healthy relationships amongst the boys and girls at college and in social place.

### **Objective of Gender Sensitization cell**

- To make the young boys and girls gender sensitive and create positive values that supports the girls and their rights.
- To provide overall guidance to the peer group in integrating/mainstreaming gender in all activities of the institution in the form of focused group discussions, debates, poster making competitions etc.
- To provide an integrated and interdisciplinary approach to understand the social and cultural constructions of gender that shapes the experiences of women and men in society.
- To generate the awareness in regard to equality in law, social system and democratic activities.
- To create awareness programmes through lectures, seminars, talks, workshops, debates, showing films and documentaries etc.



  
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- The cell also facilitates a gender sensitive environment enabling women and men to maximize their potential.
- The cell tries to make a forum for open dialogue and discussion on gender issues.
- The cell deals with cases of sexual / psychological/emotional/physical harassment as per the capability of the college as an academic institution.

**Duties and Responsibilities of GSC members**

- To examine all grievance received from the women staff / students regarding the sexual harassment.
- To examine and investigate on each complaint received from the women staff / students by collecting the required information / data from connected people.
- To give feedback to the women staff / students concerned / to find solution for their grievances.
- The committee will record such grievances received from the women staff / students, in a separate register maintained exclusively for this purpose. The reply given by the committee to the women staff / students for grievance should also be recorded in the register.
- The Committee should find suitable solutions to settle the problems faced by the women staff / students in regard to matters relating to sexual harassment within 10 days after thorough investigation.



  
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