

GENDER SENSITIZATION ACTION PLAN

July 2022-June 2023

Barasat Govt. College boasts of an active and vibrant Internal Complaints Committee functioning in the college since 2015. At present the committee consists of 10 members including teaching faculty, non-teaching staff and an external member, who is a lawyer by profession working for the upholding of women's rights. ICC works in tandem with a Gender Sensitization Committee comprising of 5 members for promoting a culture of zero tolerance to sexual harassment and creating a safe campus where everyone irrespective of their gender and sexual identity are free to be who they are.

The activities planned by the committee are as follows:

(1) ICC is a forum where students or employees can lodge complaints pertaining to any form of sexual harassment. To maintain ease and confidentiality of the complainant several means are to be provided for by ICC. Complaint Drop box, mail id, phone numbers of ICC members etc. are to be displayed both in the college lobby as well as the college website.

(2) Gender sensitization programs are to be held throughout the year as a means of raising awareness on gender identity, LGBTQ rights, laws pertaining to women's rights, methods of seeking redressal etc. with the help of professionals and academicians working in this field. A program may be organized in December 2022 to commemorate activism against gender based violence.

(3) Celebration of women's empowerment through cultural programs, poster competitions etc. involving students of the college is to be organized during the women's history month in March, 2023.

(4) ICC and gender cell is to organize regular, intimate workshops on gender sensitization with students of each department with the help of ICC members to generate awareness on issues of consent and harassment through the use of film clips, narration of specific situations and anecdotes, popular memes etc. so that students are able to relate easily with the issues.