

GENDER SENSITIZATION ACTION PLAN

June 2023- July 2024

Barasat Govt. College boasts of an active and vibrant Internal Complaints Committee functioning in the college since 2015. At present the committee consists of 11 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. This new committee has been formed on 16.01.2023 incorporating new members in place of teachers and staff who have either retired or have been transferred from the institution. ICC works in tandem with a Gender Sensitization Committee comprising of 4 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) To maintain ease and confidentiality of complainant the mail id and phone numbers of ICC members etc. are 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.
- (3) Celebration of women's empowerment through cultural programs, poster competitions etc.
- (4) Organizing 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 incidents and anecdotes, popular memes etc. so that the issues become easily relatable for students.
- (5) Mural paintings on walls of the college foyer to raise awareness of gender issues.
- (6) Launching an e-magazine on gender issues with poems, sketches, writings etc. from students
- (7) Collaboration with other women's rights organizations to help organize art workshops, film shows etc. on gender issues.
- (8) Creating an ICC gender cell volunteers group from members from the student community to help in organizing the various sensitization programs so that they in turn can sensitize others of their community.