



MGM's College of Engineering, Nanded

Affiliated to Dr. BATU, Lonere. Accredited by NAAC with grade B++(2018).
NBA Accredited (2006-09), Approved by AICTE, New Delhi.

Website: <https://www.mgmcen.ac.in>

Annual Gender Sensitization Action Plan

Mahatma Gandhi Mission College of Engineering (MGM CEN) emphasizes the promotion of gender equity and sensitization. MGM CEN has formulated a detailed Annual Gender Sensitization Action Plan. This plan aims to educate, sensitize, and empower the college community, ensuring gender equality and a supportive atmosphere for all genders.

Objectives:

1. **Increase Awareness:** Raise awareness about gender issues and the importance of gender equality.
2. **Promote Inclusivity:** Cultivate a campus culture that respects and includes all genders.
3. **Empowerment:** Empower individuals of all genders through education, training, and support.
4. **Prevent Discrimination:** Prevent gender-based discrimination and harassment and provide effective redressal mechanisms.

Action Plan:

1. **Gender Sensitization Workshops and Seminars:** Conduct interactive workshops and seminars with experts discussing gender equality and hidden bias. Engage participants in dialogues and activities promoting understanding and empathy. It includes:
 - A. **Sensitization about Personal growth:**
 - ❖ Promoting awareness of self-improvement and emotional intelligence to foster well-rounded personal development.
 - ❖ Encouraging continuous personal growth through self-reflection, goal setting, and embracing new challenges.
 - B. **Sensitization about Academic:**
 - ❖ Raising awareness about the importance of honesty, ethical behavior, and responsibility in academic work.

- ❖ Educating students on effective study techniques, time management, and critical thinking to enhance academic success.

C. Sensitization about Environment

- ❖ Promoting awareness and adoption of eco-friendly practices to reduce the environmental footprint of the institution.
- ❖ Encouraging participation in initiatives aimed at preserving natural resources and biodiversity.

D. Sensitization about Infrastructure use:

- ❖ Educating the campus community about the importance of maintaining and utilizing accessible infrastructure for all individuals.
- ❖ Promoting the efficient and responsible use of institutional facilities and resources to ensure their longevity and availability.

2. **Gender Equality Awareness Campaigns:** Launch awareness campaigns using posters, social media, and college newsletters. Organize events such as gender equality week, including debates, essay competitions, and film screenings on gender-related themes, conducting gender audit and taking necessary measures.
3. **Establishment of Gender Equity Cell:** Set up a dedicated Gender Equity Cell responsible for monitoring and addressing gender-related issues. Conduct regular surveys to assess the campus climate regarding gender sensitivity.
4. **Training and Development Programs:** Organize training sessions on gender sensitivity, inclusive pedagogy, and handling gender-based discrimination and harassment. Encourage faculty and staff to participate in external gender sensitization programs and conferences.
5. **Support Systems and Counseling Services:** Provide access to counseling services for individuals facing gender-related issues. Establish support systems including peer mentoring and support groups to offer assistance and guidance.
6. **Monitoring and Evaluation:** Establish a monitoring committee to evaluate the effectiveness of gender sensitization initiatives. Collect feedback through surveys and focus groups. Use the feedback to improve and adapt the action plan.



Dr. Geeta S. Lathkar
Director

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1. All the departments
2. Office
3. Website coordinator



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Gender Equity Cell

Sr. No.	Name	Position
1	Dr. Geeta S. Lathkar, Director MGMCEN	Chairperson
2	Dr. G. K. Hambarde	Faculty Representative
3	Dr. M. Y. Joshi	Faculty Representative
4	Dr. Mrs. M. R. Banwaskar	Faculty Representative
5	M. A. Manjramkar	Faculty Representative
6	Dr. Subhash Muttepar	Administrative Staff
7	Mrs. Mrunal Acharya	Administrative Staff
8	Ms. Aditi Bandewar (TY IT)	Student Representative
9	Ms. Shubhangi Takbide TY (CSE)	Student Representative
10	Rudrani Dachawar TY(ECT)	Student Representative
11	V. Malleshawari SY(Mech)	Student Representative
12	Anjali More TY(Civil)	Student Representative
13	Dr. Mrs. Vrushali Kinhalakar	External Advisor
14	Mrs. Shobha Waghmare	External Advisor
15	Asha Vijay Opale	Support Staff

Contact No: 02462-22299

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