



P.A. COLLEGE OF PHARMACY

Approved by PCI, Affiliated to RGUHS Recognized by Govt. of Karnataka
Nadupadav, Montepadav post, Kairangala, Mangalore, 574153

GENDER SENSITIZATION POLICY

A Gender Sensitization Committee (GSC) in an educational institution is responsible for promoting a gender-sensitive and inclusive environment. Its primary focus is on addressing issues related to gender discrimination, harassment, and ensuring equal opportunities for all genders.

Purpose

To foster an inclusive, equitable, and respectful environment by raising awareness of gender issues, preventing discrimination and harassment, and promoting gender equity for all genders on campus/workplace.

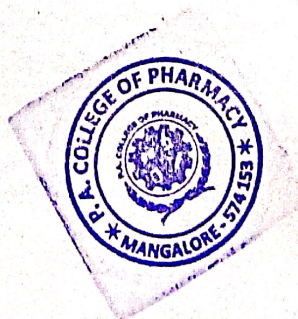
Objectives

1. Awareness & Education: Conduct workshops and campaigns on gender diversity, rights, hygiene, laws, anti-harassment.
2. Policy Enforcement: Support the Internal Complaints Committee (ICC) under the Prevention of Sexual Harassment laws.
3. Safe Space Promotion: Ensure proper infrastructure like lighting, safe transit without infantilizing or policing individuals.
4. Zero Tolerance: Enforce a zero-tolerance approach to harassment (verbal, non-verbal, physical, digital).
5. Inclusive Culture: Promote intersectional awareness and gender amity across the community.

Scope of the policy

The Supreme Court of India's Vishaka judgment and the 2013 Act defines sexual harassment as constituting 'such unwelcome sexually determined behaviour, whether directly or by implication, such as:

- Physical contact and advances,
- A demand or request for sexual favours,
- Sexually coloured remarks,



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- + Showing pornography,
- + Any other unwelcome physical, verbal or non-verbal conduct of sexual nature.

Besides the stated indicators, the GSC includes the following as well to connote sexual harassment at workplace:

- + Sexist remarks and gender- based insults
- + Innuendos and taunts
- + Eve-teasing and unsavory remarks
- + Unwelcome sexual overtone or obnoxious telephone calls/chats
- + Displaying derogatory pictures, pornography and pamphlets
- + Jokes causing embarrassment
- + Touching or brushing against any body part
- + Forcible physical touch or molestation
- + Violation of one's privacy
- + Physical confinement against one's will
- + Intimidating someone for sexual favors

The college has zero tolerance for sexual harassment and follows all the mandatory rules and guideline rigorously to ensure a harassment and discrimination free campus. It stands committed to take strict action against those indulging in sexual violence or harassment of any kind towards its stakeholders.

Committee Composition

- Chairperson : Head of the Institution
- Core Members : Faculty members
- Student representative: Nominated by the faculty members
- Invitees : External experts or activist advocates.

Frequency of Meetings:

Quarterly (once every three months) and as needed in case of urgent issues or reported incidents.

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Roles & Responsibilities

Chairperson : Convene and lead meetings

All Members : Plan, execute, and report awareness workshops and events

Coordinate with ICC on training, support programs, and complaint protocols

Evaluate safety infrastructure needs (lighting, signage, transit zones)

Monitor policy barriers to ensure efforts don't infantilize vulnerable groups

Student Members: Main link to grassroots voices; co-host events; provide feedback.

Activities of a Gender Sensitization Committee

1. Awareness & Educational Workshops

- ✚ Training sessions on gender diversity, anti-harassment laws, consent, sexuality, hygiene, and inclusion strategies for staff and students
- ✚ POSH (Prevention of Sexual Harassment) workshops covering legal procedures, roles, and responsibilities under relevant acts
- ✚ Bystander-intervention workshops to empower individuals to safely intervene in harassment scenarios

2. Creative Campaigns & Events

- ✚ Street plays on themes such as sexual harassment and legal aid.
- ✚ Seminars, talks, and panel discussions with experts, NGOs, doctors, and legal professionals on women's health, gender justice, workplace harassment.
- ✚ Competitions and cultural events (poster-making, debates, quizzes, film/documentary screenings) prompting engagement with gender topics.

3. Self-Defence & Physical Safety Programs

- ✚ Self-defence training weeks for women, organized with police or NGOs

4. Infrastructure & Campus Safety Audits

- ✚ Safety audits to ensure adequate lighting, signage, surveillance, restrooms and inclusive facilities
- ✚ Encouraging creation or review of gender-sensitive infrastructure (e.g. signage, non-gendered restrooms).



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5. Policy Collaboration & Complaint Support

- ✚ Close collaboration with the Internal Complaints Committee (ICC) to handle harassment cases and conduct sensitization on complaint procedures

6. Mentoring, Counseling & Support Services

- ✚ Mentoring schemes, especially supporting girls' leadership, mental health, and academic growth with peer/ faculty mentors.
- ✚ Counseling sessions provided regularly for students, particularly female students.
- ✚ Feedback surveys and audits to track campus climate and identify issues needing attention.



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