

7.1.1 Measures initiated by the institution for the promotion of gender equity

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Annual Action Report for Gender Sensitization 2023-24



Established in 1983

RBANM's FIRST GRADE COLLEGE

#12 Annaswamy Mudaliar Road, Opposite Ulsoor Lake, Bangalore-560042

Permanently Affiliated to Bengaluru City University, Reaccredited by NAAC

Recognised by Government of Karnataka and

Recognized under Section 2 (f) & 12 (B) of the UGC Act, 1956

ANNUAL ACTION REPORT FOR GENDER SENSITISATION 2023 – 24

Objectives

- To promote gender equality and sensitivity among students
- To create a safe and inclusive campus environment
- To empower students to challenge and change discriminatory attitudes and practices

Activities Conducted

1. Guest Lecture: Invited a renowned expert to deliver a lecture on "Gender equality and impact of ragging". The session helped the students to understand the various types of ragging. Methods of addressing the issue of ragging. The
2. Self – Defence Session: Conducted a self defence session for all the students to help individuals learn effective techniques to defend themselves in potentially dangerous situations.

Outcomes

- i. Increased Awareness: Students demonstrated a significant increase in awareness about gender-related issues and stereotypes.
- ii. Improved Attitudes: Students showed a positive shift in attitudes towards gender equality and women's empowerment.
- iii. Enhanced Participation: Female students' participation in college activities increased by 25%. Especially in NCC and NSS.

Challenges Faced

1. Resistance from Some Students: Some students showed resistance to the idea of gender sensitization, requiring additional efforts to engage them.
2. Limited time: Since the semester came to an end quite early there was no sufficient time to conduct more events.

Future Plans

- i. Expand Scope of Activities: Plan to expand the scope of activities to include more students and faculty members.
- ii. Invite More Experts: Invite more experts to deliver lectures and workshops on gender-related topics.
- iii. Develop Gender-Sensitive Curriculum: Develop a gender-sensitive curriculum to integrate gender studies into regular courses.

Conclusion

The gender sensitization program at Rbanm's First Grade College has made significant progress in promoting gender equality and sensitivity among students. While challenges persist, the college remains committed to creating a safe and inclusive campus environment.

Recommendations

1. Increase Funding: Allocate additional funds to support gender sensitization activities.
2. Develop Gender Policy: Develop a comprehensive gender policy to guide college initiatives.
3. Establish Gender Club: Establish a permanent Gender Cell to oversee and coordinate gender-related activities.


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Strategic Plan for Gender Sensitization 2023-24



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STRATEGIC PLAN FOR GENDER SENSITISATION 2023 – 24

Vision

Create a gender-inclusive and empathetic college community that fosters academic excellence, personal growth and social responsibility.

Mission

To promote gender sensitivity and equality through education, awareness, and community engagement, empowering students, faculty and staff to become agents of change.

Objectives

1. Raise awareness about gender-based issues and stereotypes.
2. Promote equal opportunities and challenge gender-based discrimination.
3. Foster a culture of inclusivity and empathy.
4. Empower students, faculty and staff to champion gender equality and become catalyst for positive change.

Deployment Strategies

I Education and Training

1. Develop and implement gender sensitization workshops and training programs for students, faculty, and staff.
2. Integrate gender studies into college curricula.
3. Invite guest speakers to share their experiences and expertise.

II Community Engagement

1. Establish a Gender Sensitization Committee to coordinate events and activities.
2. Organize events, campaigns, and rallies to raise awareness.
3. Collaborate with local organizations and community groups.

III Media and Communication

1. Utilize social media platforms to share information and resources.
2. Develop and disseminate gender-sensitive media content.
3. Create a college newsletter highlighting gender-related issues.

IV Policy Advocacy

1. Review and revise college policies to ensure gender inclusivity.
2. Advocate for policy changes that promote gender equality.
3. Collaborate with college administration and stakeholders.

Approaches

1. Conduct gender sensitization workshops and training programs.
2. Develop and distribute educational materials (brochures, posters, etc.).
3. Create social media campaigns and hashtags.
4. Host events, rallies, and panel discussions.
5. Collaborate with student clubs and organizations.
6. Provide resources and support for individuals experiencing gender-based discrimination.

By implementing this strategic plan, RBANM's First Grade College aims to create a gender-inclusive and empathetic community that fosters academic excellence, personal growth, and social responsibility.



Principal

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Program Circulars



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Date: 23rd April, 2023

CIRCULAR

As part of our ongoing efforts to promote safety and empowerment, the Anti-Sexual Harassment Committee is organizing a Self-Defence Session. We invite all the students and Faculty to join us:

Date: 29th April 2024

Time: 12:30 pm

Venue: Auditorium

Our expert instructor, Mrs. Shihan Ravi, will lead the session, covering:

- Basic self-defence techniques
- Awareness and assertiveness skills
- Strategies for preventing and responding to harassment
- Confidence-building exercises

Note:

- Please arrive 15 minutes prior to the session.
- Mobile phones should be on silent mode.
- Participants are expected to adhere to the instructor's guidelines.


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Date: 23rd April, 2023

CIRCULAR

This is to inform all the students and Faculty that the Anti-Ragging Committee is organizing a seminar to promote ragging prevention and awareness. The details are as follows:

Date: 28th April 2024

Time: 11:30 am

Venue: AV Room

Our esteemed speaker, Mrs. Nisha, Jain will lead the seminar, focusing on:

- Understanding ragging and its consequences
- Importance of maintaining a ragging-free campus
- Role of students in preventing ragging
- Support systems for victims

Your participation and engagement are highly valued. Attendance is mandatory for all students.

Principal

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Report on Self Defense Awareness Program

RBANMS FIRST GRADE COLLEGE

Annaswamy Mudaliar road, Bengaluru -560042

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ANTI-SEXUAL HARASSMENT COMMITTEE



Report on Self-defence Session

Dated: 29th April, 2024.

Organizers: Mrs. Mehnaaz Safura
Mrs. Nanditha Verma
Mrs. Gayathri

Guest Trainer: Mr. Shihan Ravi Carvalho

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The Anti- Ragging committee had organized a seminar on 28th April, 2024 at 11:30 am in AV ROOM. Shihan Ravi Carvalho, was the guest trainer for the self – defence session. He has represented the country in multiple international levels Karate Tournaments and won various tournaments. The session was a practical and empowering workshop that equipped participants with valuable skills and techniques to protect themselves in challenging situations. The instructor, Shihan Ravi Carvalho was experienced and patient, ensuring that everyone had the opportunity to learn and practice the self - defence moves effectively. The session was interactive and hands-on, allowing participants to gain confidence and proficiency in self - defence tactics. Participants expressed appreciation for the informative sessions and the hands-on self-defence workshop, noting the relevance of the topics discussed and the importance of being vigilant and prepared in safeguarding themselves and others.

The major objectives of the session were as follows:

- Enhance Personal Safety: Equip students with practical self-defence techniques to protect themselves from potential threats.
- Increase Awareness: Educate students on recognizing and avoiding potentially dangerous situations.
- Foster Empowerment: Build confidence and self-efficacy among students to assertively handle harassment or assault.
- Promote Mutual Respect: Encourage a culture of empathy, respect, and support among students.
- Provide Resources: Inform students about available support services and resources for victims of harassment or assault.
- Encourage Community Engagement: Foster a sense of community and encourage students to look out for one another.

❖ Duration: 2 Hrs. 00 mins. (12:30 AM – 2:30 PM)

❖ Geo-Tagged Photos



Outcomes of the Session

1. Enhanced Situational Awareness: Students will demonstrate improved awareness of their surroundings.
2. Proficiency in Techniques: Participants will be able to perform at least three basic self-defence manoeuvres effectively.
3. Improved Fitness: Increased physical fitness levels as a result of engaging in self-defence practice.
4. Boosted Confidence: Students will express increased self-assurance in their ability to handle potential threats.
5. Effective Communication: Participants will utilize learned communication skills to manage conflict without physical confrontation.
6. Understanding of Self-Defence Laws: Students will show an understanding of the legal aspects surrounding self-defence in their jurisdiction.

Conclusion

The self-defence session successfully achieved its objectives, empowering participants with practical skills, awareness, and confidence to ensure their personal safety. Through a comprehensive approach, the session addressed the physical, emotional, and psychological aspects of self-defence, fostering a culture of mutual respect, empathy, and support.

The self-defence session has demonstrated that empowering students with knowledge, skills, and confidence can create a safer and more supportive campus environment. We commit to sustaining this momentum, ensuring that our campus remains a haven for academic excellence, personal growth, and safety.

Coordinator



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Report on Anti-Raging and Sexual Harassment Seminar

RBANMS FIRST GRADE COLLEGE

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ANTI-RAGGING COMMITTEE



Report on Seminar: Psychological Impact Of Ragging And Sexual Harassment

Dated: 28th April, 2024.

Organizers: Mrs. Mehnaaz Safura
Mrs. Nanditha Verma
Ms. Sridevi
Mrs. Gayathri

Sl. No	Table Contents	Page Number
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Guest Speaker: Mrs. Nisha Jain

The Anti- Ragging committee had organized a seminar on 28th April, 2024 at 11:30 am in AV Room. The event was a significant milestone in our ongoing efforts to create a safe and inclusive environment for all members of our community. The primary objective of the seminar was to foster a safe and inclusive environment within our community, while addressing serious issues regarding ragging. An eminent speaker Mrs. Nisha Jain was invited to as a guest speaker. She is a consultant psychologist and a life trainer, having a rich experience of over 18 years in developing and conducting training programs, counselling sessions, delivering talks, guest lectures etc.

The major objectives of the seminar were as follows:

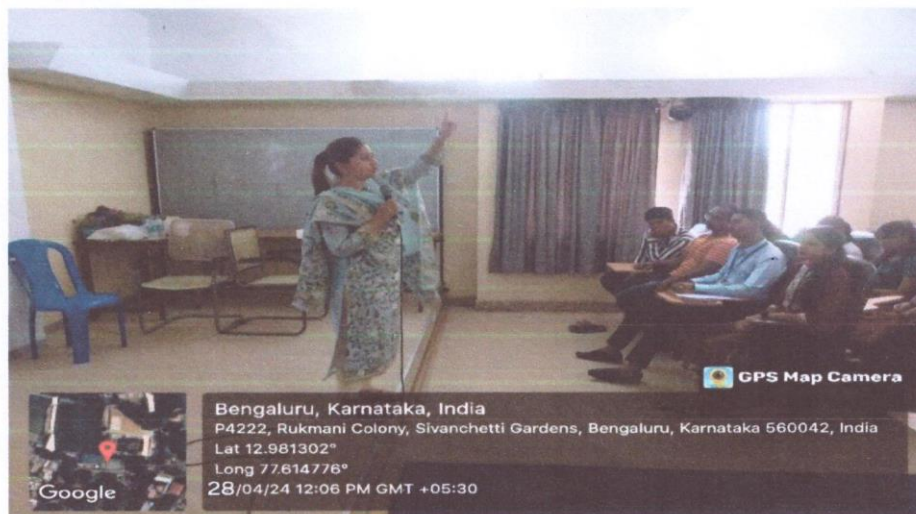
1. Equip students with practical self-defence techniques to enhance personal safety.
2. Foster awareness and assertiveness skills to prevent and respond to harassment.
3. Promote a culture of mutual respect, empathy, and support among students.
4. Empower students to recognize and report incidents of harassment.
5. Provide resources and support services for victims of harassment.

The seminar saw an enthusiastic turnout, featuring a diverse audience of students, faculty members, and staff. This impressive participation underscored the community's commitment to tackling the challenges posed by ragging and creating an atmosphere of support and understanding.

❖ **Duration: 2 Hrs. 00 mins. (11:30 AM – 1:30 PM)**


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❖ Geo-Tagged Photos



Outcomes of the Seminar

Short-term:

1. Increased awareness about self-defence techniques and harassment prevention.
2. Improved confidence and assertiveness among participants.
3. Enhanced sense of community and support among students.
4. Increased reporting of incidents due to heightened awareness.

Long-term:

1. Reduced incidents of harassment and violence on campus.
2. Improved overall safety and well-being of students.
3. Cultivation of a respectful and inclusive campus culture.
4. Increased empowerment and self-efficacy among students.
5. Development of sustainable support networks for victims.

Conclusion

The seminar was well-attended, with a diverse group of participants including students, faculty, and staff. The presentations on the psychological impact of ragging was informative and thought-provoking, shedding light on the often overlooked emotional and mental repercussions of such behaviour. The speaker was highly knowledgeable and engaging, keeping the audience actively involved and interested throughout the session.



Coordinator



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