

**7.1.2 Measures initiated by the Institution for the promotion of gender equity during the last five years.**

**Annual gender sensitization action plan**




## **Indira College of Nursing**

(Approved by INC & Tamilnadu Nurses & Midwives Council) (Affiliated to the Tamilnadu Dr. M.G.R. Medical University)

### **ANNUAL GENDER SENSITIZATION PLAN**

S.NO	MONTH	THEME	ACTIVITY
1.	December	Gender Sensitization Activity	Essay competition
2.	January	National Girl Child day	Poster Presentation
3.	February	Gender Equality and Women's Empowerment	Seminar
4.	March	International Women's day	Poster & slogan competition, Mime
5.	May	International Day of Action for Women's Health	Yoga training
6.	July	Gender Indiscrimination	Debate
7.	November	International Day for elimination of violence against Women	Self-defense training

  
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PANDUR - 631 203.  
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**ACTION PLAN FOR GENDER SENSITISATION**

ICON has designed an upright action plan framework to promote gender sensitization at the institutional level, aiming at creating equal opportunities for both genders and combat gender-based violence and harassment.

The motive of our committee is to address inequalities and to create a balanced working environment for both the genders.

**1. Assessment of existing condition.**

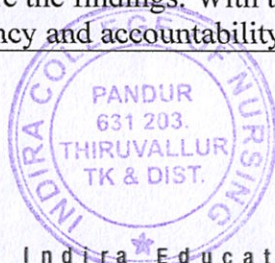
Gender bias, inequality, disparities, and underrepresentation within the institution are analysed widely by surveys, ICC meeting reports, reviews, actions taken against the various gender-based grievances, etc.,


**2. Setting aims and objective**

Establish a fair aim objective to address the disparities and challenges towards ensuring a gender-unbiased environment. To sketch the annual blueprint of gender sensitization with a clear and definable goal to develop a broader gender equality framework.

**3. Measures to be implemented**

year	Action plan	Faculty incharge
2018-19	1.To organize various lecture, workshops, training sessions, rallies, and awareness programs to develop and implement gender sensitivity among employees and students. 2.To update our current policies on sensitisation with various amendments suggested by The TN Dr.MGR Medical university.	Prof. Vatchala devi
2019-20	1.To amend and promote code of conduct among faculties, students, and non-teaching staff to enhance gender equity. 2. Policies are updated based on the new amendments made by the government. 3. To share the findings. With the stakeholders to maintain transparency and accountability.	Prof. Kalavathi



  
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2020-21	<p>1.To monitor periodically and evaluate their previous reports, future action plan and its impact on gender sensitisation</p> <p>2.To install more CCTV cameras in the campus provide a more secured and safer habit especially for women</p>	<p>Mr. Sudhakar A.O</p>
2021-22	<p>1.To highlight the success stories and share it in the social media to promote the positive role models and encourage the public to work on gender equity.</p> <p>2.To modify and develop new policies and initiatives towards better gender equity environment.</p>	<p>Prof. Abirami</p>
2022-23	<p>1.To review the exist policies and identify the areas of improvising in the existing ones to gender inclusive work place.</p> <p>2.To collaborate with various NGO'S, external organisation and community to work together against gender inequity</p> <p>3.To focus on more balanced and secured territory to special categories of people such as transgender.</p>	<p>Prof. Narmatha</p>



  
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### ACTION TAKEN ACCORDING TO ANNUAL GENDER SENSITISATION ACTION PLAN

year	Action taken	Faculty incharge
2018-19	1.Rally conducted on 19/03/2019  2. Seminar along with legal guidance for women safety conducted on 21/11/2021	Prof. Vatchala Devi
2019-20	1.Code of conduct amended and circulated among the staff and students.  2.A printed book contains code of conduct published ICON by stake holders such as students, teaching and non-teaching faculty members, patients, and skilled staff informed and encouraged towards gender sensitisation.	Prof. Kalavathi
2020-21	Periodical evaluation of previous reports, future action plan its impact on gender sensitisation done  CCTV cameras installed in the newly expanded and vulnerable areas	Mr. Sudhakar A.O
2021-22	Social media promotions done  policies and initiatives updated	Prof. Abirami
2022-23	A meeting was conducted by INC norms & Governing council & TNMC  Collaborations with various NGO's, external organisation and a community to work together against gender inequity is under process	Prof. Narmatha



  
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