



SHOBHIT UNIVERSITY, GANGOH

Babu Vijendra Marg, Adarsh Institutional Area, Gangoh,

Distt. Saharanpur - 247341

**GENDER SENSITIZATION
ACTION PLAN & RELATED
ACTIVITIES**

2023-24

INDEX

Sl No:	Document
1.	Annual Gender Sensitization Action Plan
2.	Activities in support of Annual Gender Sensitization Action
3.	Activities conducted in support of gender equity and sensitization

Annual Gender Sensitization Action Plan

Introduction

Shobhit University, Gangoh continues its unwavering commitment to promoting an inclusive and equitable academic environment. The **Annual Gender Sensitization Plan for 2023–24** builds upon the initiatives and insights gained from the previous year, aiming to deepen gender awareness and inclusivity among students, faculty, and staff.

The university will continue organizing targeted workshops, awareness programs, and interactive sessions, fostering an environment where gender-based biases are challenged, and respectful engagement is encouraged. By embedding these efforts into its academic calendar, the university reinforces gender sensitization as a core institutional value.

This plan aims to deepen understanding and sensitivity toward gender-related issues among students, faculty, and administrative staff. It emphasizes the need for collaborative action across all departments and stakeholders. Special focus is placed on empowering women and LGBTQ+ individuals through leadership opportunities, legal literacy, and professional development programs.

Furthermore, the university recognizes that creating a gender-sensitive environment is not limited to internal campus affairs alone. Therefore, the plan also envisions outreach to nearby schools, communities, and institutional partners, fostering a ripple effect of awareness and empowerment. It also seeks to integrate feedback mechanisms, safety audits, and reporting structures to ensure transparency, accountability, and continuous improvement.

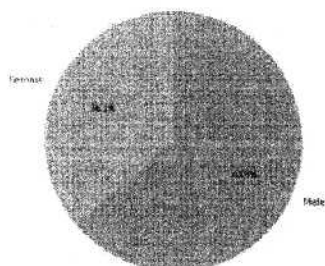
By embedding gender sensitization into the university's annual calendar and academic fabric, Shobhit University reaffirms its commitment to fostering a learning environment where diversity is valued, equality is practiced, and every individual can thrive with dignity.

Objectives

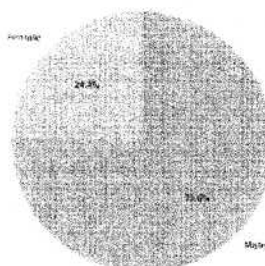
- To reinforce awareness and understanding of gender equity among all stakeholders.
- To maintain a safe and inclusive campus for all gender identities.
- To provide platforms for legal literacy and empowerment of women and LGBTQ+ individuals.
- To nurture leadership, skill development, and capacity-building among underrepresented gender groups.
- To institutionalize gender sensitivity through policies, training, and periodic audits.

Gender Distribution (%)

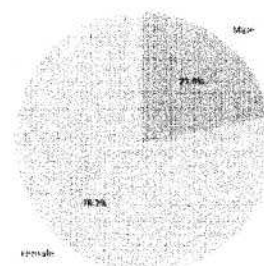
Faculty Gender Distribution (2023-24)



Student Gender Distribution (2023-24)



Non Teaching Staff Gender Distribution (2023-24)



FACULTY NUMBER

Year	Female Faculty	Male Faculty
2023-24	70	124

STUDENT NUMBER

Year	Female Students	Male Students
2023-24	653	2025

NON- TEACHING STAFF NUMBER

Year	Male Non- Teaching Staff	Female Non- Teaching Staff
2023-24	37	133

Challenges

The challenges identified in 2022–23 persist in some form. These include deeply ingrained cultural norms, lack of trained regional experts, competing academic schedules, and limited resources. For 2023–24, efforts will also focus on enhancing digital outreach, involving parents/alumni in sensitization, and addressing intersectional aspects like caste and socio-economic status.

Key Focus Areas and Action Plan

Area	Action	Responsibility	Action By	Timeline
Institutional Mechanism	Regular ICC meetings, grievance tracking	ICC & Grievance Redressal Cell	ICC Coordinator	Continuous
Institutional Mechanism	Website display of gender policies	IQAC & IT Support	ICT Officer & IQAC	Continuous
Awareness and Sensitization	Film screenings, group discussions on gender	Gender Cell & Cultural Committee	Event Coordinators	Aug 2023 – Jan 2024
Awareness and Sensitization	Observance of Women's Day, Gender Equity Week	Program Coordinators	Gender Equity Volunteers	March 2024
Student Involvement	Peer education modules, student surveys	Dean Student Affairs & Mentors	Student Leaders	Sept 2023 – Feb 2024
Faculty/Staff Training	Gender sensitivity FDPs, refresher sessions	HR Cell & Academic Council	FDP Committee	Nov 2023 – Feb 2024
Policy & Infrastructure	Gender-neutral policy audit, infrastructure updates	Admin Office & Curriculum Committee	Estate & Review Committee	Dec 2023 – Mar 2024
Collaboration & Outreach	External speakers, outreach to schools/villages	IQAC, NSS & Outreach Cell	External Affairs Coordinators	Oct 2023 – Feb 2024
Monitoring & Evaluation	Feedback analysis, report preparation	IQAC & NAAC Cell	Documentation Team	March 2024

**Number of gender equity promotion programs organized by the institution
during (2023-2024)**

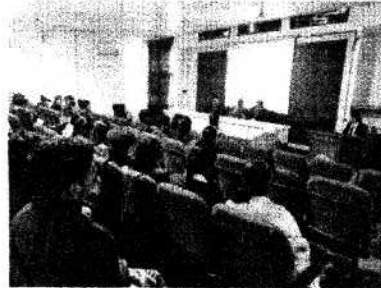
Year	SL no:	Title of the program	Date
2023- 2024	1	Seminar on Women in Leadership: Challenges and Opportunities	13-06-2023
	2	Workshop on Financial Literacy and Budgeting for Female Students	21-09-2023
	3	Seminar on Health, Nutrition, and Hygiene for Women	24-10-2023
	4	Workshop on Stress Management and Emotional Intelligence for Women	27-11-2023
	5.	International Women's Day Celebration	08/03/2024

PHOTOS OF THEEVENTS

Seminar on Women in Leadership: Challenges and Opportunities



Workshop on Financial Literacy and Budgeting for Female Students



Seminar on Health, Nutrition, and Hygiene for Women



Seminar on Role of Women in Sustainable Development Goals (SDGs)



Workshop on Cyber Safety and Digital Security for Women



International Women's Day Celebration - 2023





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Annual Gender Sensitization Action Plan

Introduction

Shobhit University, Gangoh continues to build upon its commitment to gender equity by advancing the goals set forth in its previous annual sensitization plans.

The Gender Sensitization Plan for 2024–2025 represents the next phase of a sustained, institutionalized effort to foster an inclusive, safe, and empowering learning environment for all genders.

This year, the university sharpened its focus on strategic areas including women's participation in STEM fields, gender-responsive education, women-led entrepreneurship, and personal leadership development. Through targeted seminars and capacity-building workshops, the university empowered female students and sensitized the academic community toward inclusive values and practices.

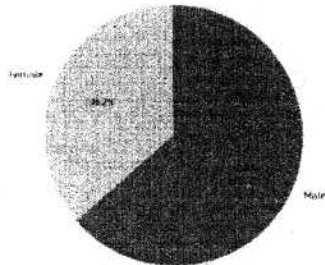
By embedding these focus areas into the academic culture, the plan underscores Shobhit University's proactive role in aligning institutional priorities with global movements for gender equity and sustainable development. The initiatives undertaken not only addressed systemic biases but also prepared students for real-world leadership and innovation.

Objectives

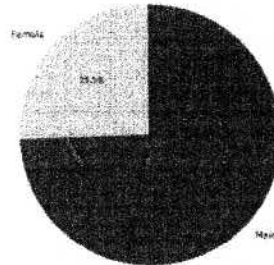
- To advance gender inclusivity in teaching, curriculum, and campus life.
- To encourage and support women's participation in STEM fields.
- To promote economic empowerment of women through entrepreneurship and innovation.
- To develop students' professional skills including self-confidence and workplace readiness.
- To sustain and deepen gender sensitization efforts across all university stakeholders.

Gender Distribution (%)

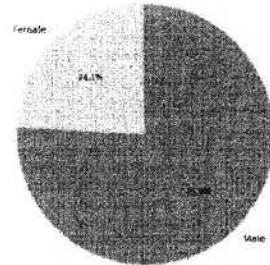
Faculty Gender Distribution (2024-25)



Student Gender Distribution (2024-25)



Non-Teaching Staff Gender Distribution (2024-25)



FACULTY NUMBER

Year	Female Faculty	Male Faculty
2024-25	72	127

STUDENT NUMBER

Year	Female Students	Male Students
2024-25	748	2185

NON- TEACHING STAFF NUMBER

Year	Non- Teaching Staff	Non- Teaching Staff
2024-25	41	129

Challenges

During the academic year 2023–24, Shobhit University, Gangoh encountered several challenges while implementing the Gender Sensitization Plan. Many of the awareness programs lacked depth and did not fully address institutional or systemic aspects of gender inequality. Participation from male students and faculty was limited, indicating the need for more inclusive and engaging formats. There were also gaps in skill-based initiatives, particularly in areas like leadership, entrepreneurship, and career readiness for women. Some events suffered from poor scheduling and low awareness, while others lacked external expert involvement or industry exposure. Additionally, the feedback mechanism faced limitations as the number of responses was relatively low, and many students and non-teaching staff did not engage seriously with the process, affecting the depth and reliability of impact assessment. These observations directly shaped the 2024–25 plan, which focuses on inclusive education, professional development, STEM and entrepreneurship promotion, and stronger documentation and assessment mechanisms.

Focus Areas Identified in 2024–25

- Gender Inclusivity in Education
- Women in STEM: Breaking Barriers
- Entrepreneurship and Economic Empowerment
- Professional Development and Branding

Key Focus Areas and Action Plan

Area	Action	Responsibility	Action By	Timeline
Institutional Mechanism	Regular ICC meetings and visible reporting mechanisms	ICC & Grievance Cell	ICC Coordinator	Continuous
Education & Sensitization	Seminar on Gender Sensitization and Inclusive Education	Gender Cell & Academic Units	Faculty Coordinators	August 2024
STEM Promotion	Seminar on Women in STEM: Breaking Barriers	STEM Departments & IQAC	STEM Faculty	September 2024
Entrepreneurship	Workshop on Entrepreneurship Skills for Aspiring Women Startup	Placement & Innovation Cell	Startup Cell Coordinators	November 2024
Leadership Skills	Workshop on Personal Branding and Professional Etiquette	Student Development Cell	Professional Trainers	January 2025
Evaluation & Monitoring	Collection of feedback, documentation, and audit reporting	IQAC & NAAC Cell	Documentation Team	March 2025
Institutional Mechanism	Regular ICC meetings and visible reporting mechanisms	ICC & Grievance Cell	ICC Coordinator	Continuous
Education & Sensitization	Seminar on Gender Sensitization and Inclusive Education	Gender Cell & Academic Units	Faculty Coordinators	August 2024
STEM Promotion	Seminar on Women in STEM: Breaking Barriers	STEM Departments & IQAC	STEM Faculty	September 2024

**Number of gender equity promotion programs organized by the institution
during (2023-2024)**

Year	SL no:	Title of the program	Date
2024- 2025	1	Seminar on Women in STEM: Breaking Barriers	08-01-2024
	2	Workshop on Personal Branding and Professional Etiquette.	14-03-2024
	3	Seminar on Gender Sensitization and Inclusive Education	06-09-2024
	4	Workshop on Entrepreneurship Skills for Aspiring Women Startup	13-01-2025
	5.	International women's Day Celebration	08/03/2025

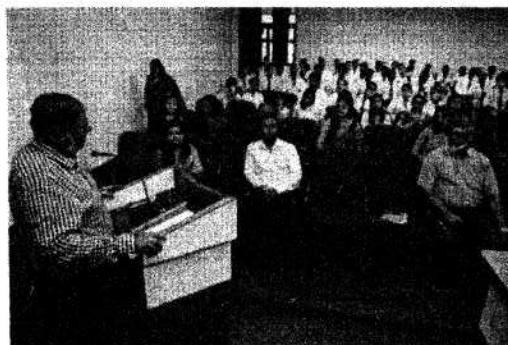
Seminar on Women in STEM: Breaking Barriers



Workshop on Personal Branding and Professional Etiquette



Seminar on Gender Sensitization and Inclusive Education



Workshop on Stress Management and Emotional Intelligence for Women



International Women's Day Celebration





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Annual Gender Sensitization Action Plan

Introduction

Shobhit University, Gangoh, has consistently demonstrated a commitment to fostering an inclusive and equitable academic environment. The Annual Gender Sensitization Plan for the academic year 2022–2023 reflects this dedication by outlining initiatives aimed at promoting gender awareness and equality within the university community.

Throughout the year, the university organized various programs and workshops focusing on gender sensitization. These initiatives were designed to educate students and staff about gender issues, challenge stereotypes, and encourage respectful interactions across all genders. Activities included seminars, interactive sessions, and awareness campaigns that provided platforms for open dialogue and learning.

By integrating these programs into the academic calendar, Shobhit University ensured that gender sensitization remained a continuous and integral part of campus life. These efforts not only enhanced the understanding of gender dynamics among students and faculty but also contributed to creating a more supportive and inclusive university culture.

The initiatives undertaken during the 2022–2023 academic year underscore Shobhit University, Gangoh's ongoing commitment to gender equality and its proactive approach to addressing gender-related issues within the educational setting.

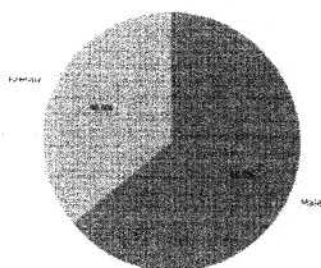
Objective

- To create awareness and understanding of gender equality among students, faculty, and staff
- To promote a safe and inclusive campus environment for all genders

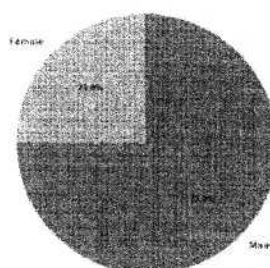
- To empower students, especially women, with knowledge about their legal rights and social responsibilities
- To equip students with skills that enhance gender-responsive personal and professional development
- To encourage dialogue on gender issues through academic and co-curricular activities
- To ensure institutional mechanisms are strengthened for gender sensitization and redressal

Gender Distribution (%)

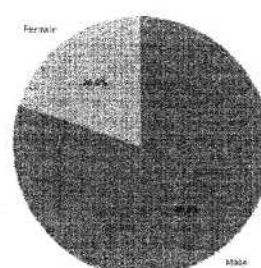
Faculty Gender Distribution (2022-23)



Student Gender Distribution (2022-23)



Non-Teaching Staff Gender Distribution (2022-23)



FACULTY NUMBER		
Year	Female Faculty	Male Faculty
2022-23	68	121

STUDENT NUMBER		
Year	Female Students	Male Students
2022-23	583	1753

NON- TEACHING STAFF NUMBER		
Year	Female Non- Teaching Staff	Male Non - Teaching Staff
2022-23	34	136

CHALLENGES

Implementing the Gender Sensitization Plan at Shobhit University, Gangoh, posed several challenges, despite the institution's proactive stance on gender equity. One of the key obstacles was overcoming deep-rooted cultural and societal perceptions related to gender roles, which sometimes resulted in passive resistance or limited participation from students and staff. Additionally, the lack of trained resource persons on gender issues in the regional context made it difficult to ensure high-quality and contextually relevant sessions. Scheduling conflicts with academic calendars and examinations also impacted attendance in sensitization activities. Furthermore, ensuring consistent documentation, feedback collection, and follow-up action added to the administrative burden. Addressing the gender sensitization needs of both students and faculty across diverse disciplines required tailored approaches, which often stretched available resources. Despite these challenges, the university remained committed to its goal of fostering a gender-sensitive and inclusive campus environment.

Awareness and Sensitization Programs

Creating awareness is the first step toward gender sensitivity. Awareness programs aim to educate university stakeholders about gender equality, rights, and the impact of biases.

1.1 Gender Sensitization Workshops

Workshops will be conducted for students, faculty, and non-teaching staff, covering various gender-related topics such as:

Workshops will be facilitated by expert speakers from NGOs, legal professionals, psychologists, and gender studies scholars. Interactive discussions, role-playing exercises, and real-life case studies will be used to enhance understanding.

1.2 Observance of Gender-Related Days

Celebrating gender-related days helps spread awareness and encourage discussions on gender issues. Key observations include:

1.3 Street Plays and Art Exhibitions

- Organizing street plays to highlight gender issues such as workplace discrimination, domestic violence, and gender-based violence.
- Encouraging students to participate in poster-making, digital art, and photography competitions centered around gender equality.

3. Policy and Institutional Initiatives

To ensure long-term effectiveness, gender-sensitive policies and institutional mechanisms must be established.

3.1 Gender Sensitization Committee

A dedicated Gender Sensitization Committee is available, comprising students, faculty, and administrative representatives. The committee will:

- Conduct quarterly meetings to review the effectiveness of gender sensitization programs.
- Organize training sessions on reporting gender discrimination and harassment.
- Conduct annual gender safety audits on campus, identifying areas for improvement.

4. Gender-Inclusive Infrastructure

Creating a gender-friendly campus environment involves infrastructure changes such as:

- Introduction of gender-specific common rooms for boys and girls to provide a safe, inclusive, and comfortable space for relaxation, informal interaction, and personal care, promoting overall student well-being
- Strengthening campus safety with measures such as CCTV cameras, improved lighting, and deployment of female security personnel in key areas.
- Childcare Centre facility to support women students and staff.

5. Capacity Building and Skill Development

Gender equity must extend beyond awareness, translating into opportunities for skill development and leadership.

5.1 Leadership and Mentorship Programs

- Dedicated mentorship programs will be launched for female and LGBTQ+ students to empower them with leadership skills.

- Industry-led training sessions will be conducted to bridge gender gaps in STEM and business fields, encouraging diverse career growth opportunities.

5. Monitoring and Evaluation

To ensure the continuous effectiveness of the Gender Sensitization Plan, robust monitoring and evaluation mechanisms must be in place.

5.1 Feedback Mechanism

- Biannual gender audits will be conducted through surveys and focus groups to assess the effectiveness of sensitization programs.
- A grievance redressal system will be implemented, providing anonymous reporting options for gender-based discrimination and harassment.
- Comprehensive documentation of all gender sensitization initiatives will be maintained to assess impact and make necessary improvements.
- Impact assessment will be conducted through participation rates, feedback analysis, and success stories.
- Best practices and case studies will be compiled for submission in NAAC accreditation reports, demonstrating the university's commitment to gender equity.

6. Future Plan

To further strengthen gender sensitization initiatives, Shobhit University aims to implement the following strategies over the next five years:

6.1 Expansion of Awareness Programs

- Increase the frequency of gender sensitization workshops and extend participation to alumni and parents.
- Collaborate with national and international gender equality organizations to bring in global perspectives.
- Organize annual gender summits featuring keynote speakers, panel discussions, and student-led sessions.

6.2 Increased Representation and Leadership Opportunities

- Promote female and LGBTQ+ representation in student councils and faculty leadership roles.
- Create internship programs with organizations working in gender advocacy and policy-making.
- Encourage female entrepreneurship through startup funding and mentorship programs.

6.3 Continuous Monitoring and Policy Upgrades

- Establish an annual review committee to assess the effectiveness of gender policies.
- Conduct regular safety audits to identify and address campus security concerns.
- Publish an annual gender sensitization report highlighting achievements, challenges, and future goals.

By implementing these strategies, we will continue to foster an inclusive, equitable, and gender-sensitive academic environment. The university remains committed to promoting diversity, ensuring safety, and providing equal opportunities for all students and faculty members.

ACTION PLAN

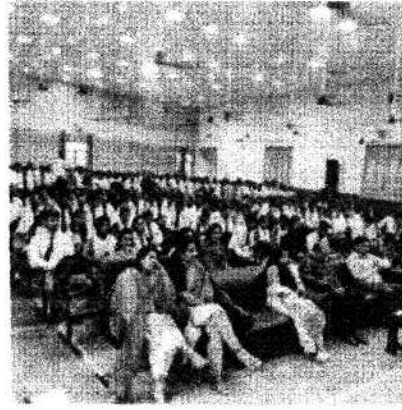
SI no:	KEY POINTS	DESCRIPTION
1.	Establishment and Strengthening of Institutional Mechanisms	<input type="checkbox"/> Ensure active functioning of the Internal Complaint Committee (ICC) .
		<input type="checkbox"/> Display ICC details on the university website and notice boards.
		<input type="checkbox"/> Conduct periodic meetings of ICC and monitor grievance redressal mechanisms.
2.	Awareness and Capacity-Building Programs	• Organize seminars and workshops
		• Conduct guest lectures by legal and social experts
3.	Student Engagement and Sensitization	<input type="checkbox"/> Involve students in gender equity campaigns , debates, poster-making, and street plays.
		<input type="checkbox"/> Launch gender equity clubs or forums to promote discussion and peer-led awareness.
4.	Training of Faculty and Staff	• Conduct orientation programs on gender sensitivity, workplace conduct, and inclusive communication.
		• Integrate sessions into FDPs (Faculty Development Programs) on gender mainstreaming.
5.	Policy Implementation and Auditing	<input type="checkbox"/> Promote gender-inclusive language and infrastructure (e.g., common rooms, sanitation).
		<input type="checkbox"/> Conduct an internal gender audit to assess inclusivity in practices and policies.
6.	Collaboration and Community Outreach	• Partner with organizations or institutions (e.g., faculty exchange programs) to conduct joint gender awareness initiatives .
		• Extend awareness drives to nearby schools and villages under university outreach programs.
7.	Evaluation and Reporting	<input type="checkbox"/> Maintain documentation of all gender sensitization activities (attendance, photos, feedback).
		<input type="checkbox"/> Submit an annual report to the university council summarizing the action taken and impact.

**Number of gender equity promotion programs organized by the institution
during (2022-2023)**

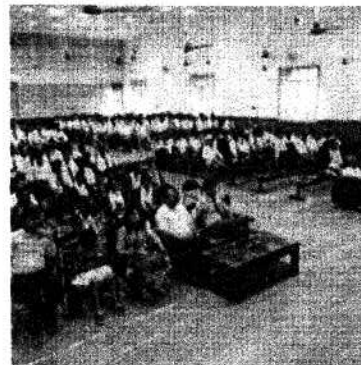
Year	SL no:	Title of the program	Date
2022- 2023	1	Seminar on Legal Awareness and Women's Rights in India	05-07-2022
	2	Workshop on Building Self-Confidence and Communication Skills	18-08-2022
	3	Seminar on Role of Women in Sustainable Development Goals (SDGs)	28-11-2022
	4	Workshop on Cyber Safety and Digital Security for Women	16-02-2023
	5.	International Women's Day	08-03-2023

PHOTOS OF THE EVENTS

Seminar on Legal Awareness and Women's Rights in India



Workshop on Building Self-Confidence and Communication Skills



Workshop on Entrepreneurship Skills for Aspiring Women Startup



International women's Day Celebration

