



Annual Gender Sensitization Action Plan

IIMHRD(W) in addition to creating a centre for women's empowerment and gender equality, gender equality policies are one of the priorities in the Institute to enable specific achievements with the action from all areas. We look at the measures IIMHRD has been bringing a positive change in mentalities and practices supporting equity among genders within our outreach. IIMHRD acknowledges and share certain values and principles, such as equality, inclusion, respect for human dignity, fairness, and justice for all and also acknowledge the support for talent diversity. The Institute renew our commitment in teaching future generations and being a role model. We are committed to providing equal opportunity to all students and staff irrespective of gender, caste, colour, language, religion, is our matter of concern in terms of gender sensitization program.

IIMHRD, through its proactive faculty, staff, and student programs, will annually to materialise this, following action plans are made.

- Enrolling the female students and staff in the professional and non-professional bodies.
- Promoting communication with respect for human dignity and social responsibility.
- Making female students to become Rotaract members and inculcating the sense of service to society.
- Female cadets in the March during flag hoisting in Republic and Independence Day.
- Celebrating International Women's Day to make aware of women rights.
- Creating awareness on health, and health awareness through medical check-up, yoga.
- IIMHRD every year plans Female doctor visits to address Psychological, Mental and Physiological issues of Girls students.
- On women's day we Invite various eminent women leaders to address women related issues
- Encourage the female students to participate in competitions, placement drives, sports, curricular and extracurricular activities.
- Conduct cultural activities that promote diversity and gender-sensitive communication for members and employees
- A senior in the campus whom faculty and students can reach out in matters of need related to gender-related communication.
- Has established several committees to monitor and their evaluation mechanisms for implementation and their follow-ups.
- Conducting regular awareness-raising activities among students and staff
- In classes, fair representations for leadership roles, facilitate impartial participation, promote students meeting with faculty, having open and closed sessions with faculty members for related scenarios and counselling during class hours.
- IIMHRD has installed complaint box in campus and at hostels for suggestions and grievances.
- Our code of conduct promotes gender parity at all level.