



**ARUN MUCHHALA GROUP**

SAI SHIVA EDUCATIONAL TRUST'S

# ARUN MUCHHALA INTERNATIONAL COLLEGE OF HOTEL MANAGEMENT

AFFILIATED TO UNIVERSITY OF MUMBAI

## Gender Sensitization Action Plan 2023-24a

### 1. Objectives:

- Foster a gender-sensitive environment in the college.
- Raise awareness of gender equality among students, faculty, and staff.
- Ensure compliance with gender-related policies in academic and administrative functions.

### 2. Focus Areas:

- **Awareness and Education:** Conduct sensitization sessions during orientation & classes.
- **Policy Implementation:** Strengthen policies on gender equality and anti-harassment by forming committees.
- **Support Mechanisms:** Establish grievance redressal on website and counseling by faculties.
- **Community Outreach:** Collaborate with NGOs and social organizations for advocacy.

### 3. Action Plan:

#### A)

- Orientation session for new students on gender sensitivity.
- Conduct a gender audit to assess current practices.
- Organize a session on workplace ethics and gender equality in the hospitality industry.

#### B)

- Host expert-led seminars on gender inclusivity in hospitality management.
- Celebrate International Women's Day.
- Create educational materials: posters and videos.



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C)

- Conduct leadership development programs for female students.
- Conduct session focusing on career growth and equal opportunities.
- Essay competition on gender equality.

D)

- Conduct a review meeting on policy implementation and grievance cases.
- Publish an annual gender sensitization report.


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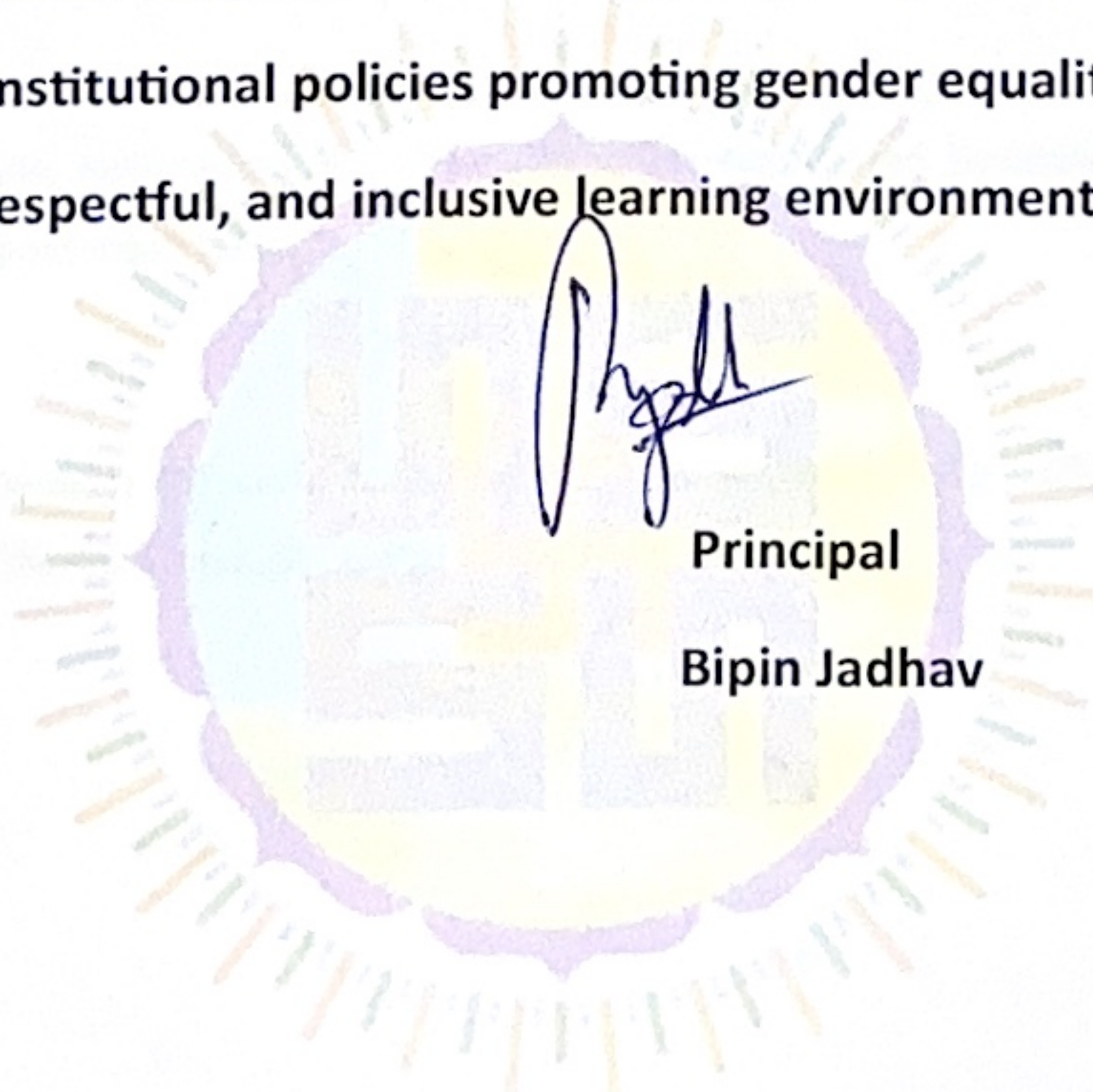
**4. Monitoring and Evaluation:**


- **Monthly Monitoring:** Conduct regular reviews through committee meetings.
- **Feedback Mechanism:** Use surveys, suggestion boxes, and focus group discussions.
- **Performance Indicators:**
  - Number of sensitization sessions conducted.
  - Level of participation from students, faculty, and staff.
  - Reduction in gender-related grievances.
  - \_\_\_\_\_

**5. Expected Outcomes:**

- Increased awareness of gender sensitivity in the hospitality sector.
- Strengthened institutional policies promoting gender equality.
- A supportive, respectful, and inclusive learning environment.

  
IQAC co-ordinator  
Prajakta Dhuri



  
Principal  
Bipin Jadhav



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### Specific Facilities Provided for Women

The college is committed to providing a safe, inclusive, and supportive environment for all students, especially women, through various facilities and services designed to cater to their unique needs. Below are the specific provisions made:

#### a. Safety and Security

The institution prioritizes the safety and security of its female students, staff, and visitors by implementing several key measures:

- **24/7 Security Personnel:** Trained security staff are stationed at all entry and exit points, with special attention to high-traffic areas.
- **CCTV Surveillance:** The campus is equipped with CCTV cameras in critical areas, such as entrances, parking lots, corridors, and public spaces, ensuring a constant surveillance system.
- **Well-lit Campus:** All pathways, including those leading to dormitories and academic buildings, are well-lit to ensure visibility and safety at night.

#### b. Counseling

The college recognizes the importance of emotional well-being and provides the following counseling services tailored to support women:

- **On-Campus faculty – student Counseling Services:** Faculties are available to support female students with emotional, psychological, or academic concerns.
- **Gender-Sensitive faculty counsellor:** The counseling services are designed to be gender-sensitive, ensuring that the specific needs of female students are met with care, respect, and confidentiality.

#### c. Common Rooms

To create a comfortable and empowering space for women, the college provides designated common rooms with the following features:



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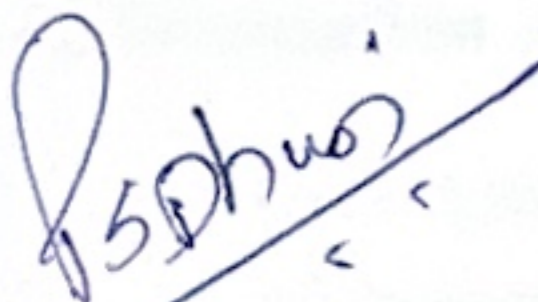
- **Well-Equipped Common Rooms:** Separate, clean, and well-maintained common rooms for women are available, offering a space for relaxation, changing and socialization.
- **Privacy and Comfort:** These spaces are designed to offer privacy and comfort, allowing women to take a break between classes or during free periods.

### e. Any Other Relevant Information

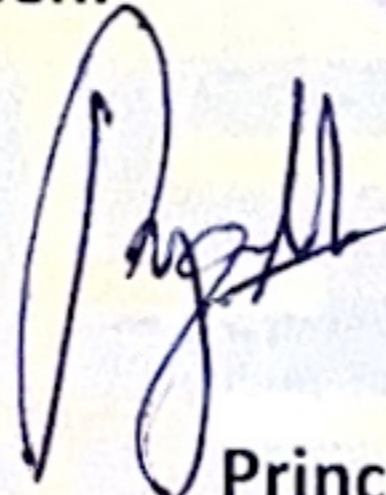
In addition to the above facilities, the college has implemented various other initiatives to support and empower women:

- **Women's Cell:** The college has a dedicated Women's Cell that addresses issues related to gender equality, harassment, and discrimination. The Cell also organizes events such as workshops, seminars, and awareness campaigns to promote women's rights and safety.
- **Career Counseling and Placement:** The college offers career counseling and placement support with a focus on gender equality, ensuring equal opportunities for female students in internships, jobs, and professional development.
- **Sports and Fitness:** Women are encouraged to participate in a wide range of sports.
- **Anti-Harassment Committees:** An Anti-Sexual Harassment Committee is active on campus, providing a safe platform for women to report incidents of harassment or misconduct. The college follows a strict zero-tolerance policy towards gender-based violence and discrimination.

These facilities and initiatives are part of the college's ongoing commitment to providing a supportive, secure, and empowering environment for all its students, with particular attention to the needs and concerns of women.

  
IQAC co-ordinator

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### Gender Sensitization Action Plan Report 2023-24

#### 1. Objectives

The primary objectives of the Annual Gender Sensitization Action Plan 2023-24 were designed to create a more inclusive and gender-sensitive environment within the college. The key goals include:

- Fostering a gender-sensitive environment by integrating gender inclusivity into the culture of the institution.
- Raising awareness of gender equality among students, faculty, and staff through a variety of activities and sessions.

#### 2. Focus Areas

The action plan was built around the following focus areas to ensure that our efforts were comprehensive and impactful:

- **Awareness and Education:** Conduct sensitization sessions during orientations and within classes to inform and engage the college community on gender equality.
- **Policy Implementation:** Strengthen and ensure effective enforcement of policies concerning gender equality and anti-harassment, by forming gender-focused committees.
- **Support Mechanisms:** Establish dedicated grievance redressal channels on the website, alongside providing counseling by faculty members.

#### 3. Action Plan

The following actions were implemented throughout the year to ensure the successful achievement of the outlined objectives:

##### A) Orientation and Initial Activities

- **Orientation session for new students:** A gender sensitivity session was organized for all incoming students to introduce them to gender equality principles.
- **Gender audit:** A comprehensive audit was conducted to assess existing gender-sensitive practices and identify areas for improvement.





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- **Workplace ethics seminar:** A dedicated session on workplace ethics, with a special focus on gender equality within the hospitality industry, was held to equip students with the skills they need for a gender-inclusive professional environment.

### **B) Awareness Campaigns and Seminars**

- **Expert-led seminars:** A seminar was organized focusing on gender inclusivity, with guest speaker from the hospitality industry.
- **International Women's Day celebration:** An event including talks and discussions was conducted to celebrate the achievements of women globally.
- **Educational materials:** Various educational materials like posters were designed and distributed to raise awareness on gender equality issues within the college community.

### **C) Empowerment and Engagement Activities**

- **Leadership development programs:** Special leadership programs were organized for students to help them develop essential skills for personal and professional growth.
- **Career growth session:** A session was conducted focusing on career growth and equal opportunities for all students, regardless of gender.
- **Essay competition:** An essay competition on gender equality was organized to encourage students to reflect on and express their views on gender issues.

### **D) Review and Reporting**

- **Policy review meeting:** A meeting was convened with am-sexual & women's grievance committee to evaluate the effectiveness of implemented policies and review any grievance cases.

## **4. Monitoring and Evaluation**

The implementation of the Gender Sensitization Action Plan was closely monitored and evaluated through the following mechanisms:

- **Monthly Monitoring:** Regular reviews were held through committee meetings to track the progress of the action plan and make any necessary adjustments.



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- **Feedback Mechanism:** The college deployed surveys and conducted focus group discussions to gather feedback from students, faculty, and staff.

#### 5. Conclusion

The 2023-24 Gender Sensitization Action Plan has made significant progress in fostering a more inclusive and gender-sensitive culture within the college. By focusing on awareness, policy implementation, support mechanisms, the institution has taken important steps toward reducing gender-based discrimination and promoting gender equality. The feedback and results indicate that the college community is increasingly supportive of these efforts, and future plans will build on this momentum to create an even more inclusive environment in the years to come.

IQAC co-ordinator

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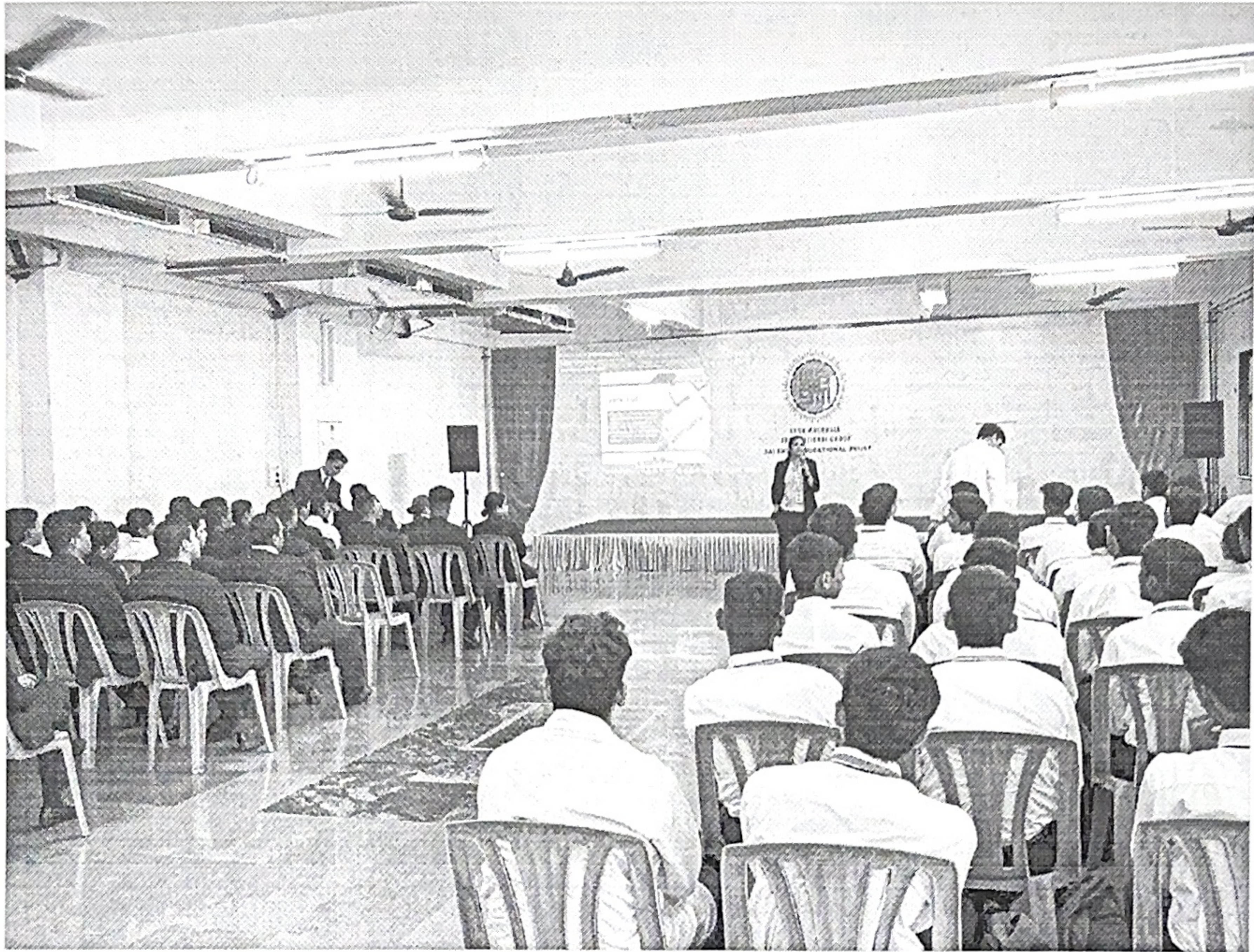
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Awareness and Education





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Workplace ethics and gender equality in the hospitality industry.



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Session focusing on career growth and equal opportunities



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WOMENS DAY



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POSTER

