



GOVERNMENT DEGREE COLLEGE, MANCHERIAL

DISTRICT: MANCHERIAL – 504 208. ( T.S.)

(Affiliated to Kakatiya University, Warangal)

Website: <http://gdcts.cgg.gov.in/mancherial.edu> , e-mail: [gdcmancherial.jkc@gmail.com](mailto:gdcmancherial.jkc@gmail.com)

Re-accredited by NAAC with “B” Grade and ISO 9001:2015 Certified



Ref.No.:

Dated:

## GENDER EQUITY ACTION PLAN

### Action plan for 2020-2021

The intrinsic precincts of a deep-rooted patriarchal system continue to pose challenges in the current times. The changing demographics of Higher Educational Institutes (HEI) in India reflect a diverse population on the campus resonating with the ideals of equality enshrined in our constitution. Creating space for equality and ruling out discrimination against caste, religion, socio economic status, and sex will harbingers the position of education and transformation in our country. Thus, the need to have a safe working space for students, staff and other stakeholders on the campus is one of the significant aspects of any HEI.

Focusing on the primary aim to ensure a safe space and promote a healthy environment. The Women Empowerment Cell (WEC) of Goct.Degree College, Mancherial, has come up with an action plan for the academic year 2020-21. One of the important ways to achieve gender equality is to have a safe space that will not represent injustice and violence against women.

Deliberating on this fact, Internal Complaint Committee(ICC) was formed to look into sexual harassment complaints. The WEC & ICC plan to focus on programmes to promote women's empowerment and gender equality.

This leads to the next aspect of the Women's Empowerment Cell, which is to sensitise individuals about gender equality. The WEC conduct the gender sensitisation program to eradicate the gender discrimination by the talks on gender equality. This program will include students, staff members, administrative staff and all the people involved on the campus.

The WEC will encourage the staff members to attend workshops/conferences/lectures organized by other educational institutes as part of formal training. This is to ensure to keep the committee abreast of current happenings and having a comprehensive working pattern.

The WEC has been organizing a Self-defence workshop for the past few years and will continue to arrange the same.

**Upcoming activities:** 1. The WEC plans to conduct a special International Women's Day Programme in the coming year for all women staff members to converse followed by some entertainment activity.

  
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### Action plan for 2019-2020

HEIs are not merely ‘workplaces’ where faculty and nonteaching staff are employed but are spaces where students come to learn and be trained for their professional careers, and to realise their full potential as individuals. The need to create a safe haven, where there is no space for gender disparity is the need of hour. In the academic year of 2019-20, the Women Empowerment Cell of Govt Degree College Mancherial aims to plan activities that will create a safe and healthy atmosphere on the campus.

The Vishakha guidelines and Sexual Harassment at Workplace Act 2013 anchor a context for Higher Educational Institutes and make it imperative to combat sexual harassment as an alternative civic redressal system. As part of this, it plans to have a series of talks on gender related issues, workplace behaviour and use of social media for students and staff members. In its pursuit to train new members of the WEC to deal with complaints of sexual harassment.

### Upcoming activities:

1. The committee plans to organize a seminar to create awareness about dangers associated with use of social media and awareness about cyber-crime.
2. Creating gender awareness and inculcating safe spaces for interaction the WDC will continue with gender sensitization sessions for new incoming students especially the first year degree students.
3. The skill of being able to self-defend oneself irrespective of the space one is in seems to be an important aspect in the current

  
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## GENDER EQUITY ACTION PLAN

### Action plan for 2018-2019

The Women Empowerment Cell of Govt Degree College, Mancherial aims to look after the well-being of women staff members, students, facilitate redressal of their grievances and ensures to create a healthy work space for all on the campus.

To achieve this the WDC will organize various events and activities that will promote gender equality and feature the role and responsibility of the Cell on the campus.

### Upcoming activities:

1. The WEC plans to initiate the new academic year by having a talk on Gender sensitization through a series of lectures, workshops for students and staff members- including teaching and non-teaching.
2. Initiating conversation about gender on campus is an important step for Higher Educational Institutes given the changing demographics of these places. Following the Vishakha guidelines, the cell will promote its role in acting as a redressal mechanism. \
3. The Cell aims to build a trust among women employees and student members on campus where they can represent their grievances and ensure a healthy work culture.
4. The cell plans to conduct a Legal Awareness program.

  
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## GENDER EQUITY ACTION PLAN

### Action plan for 2017-2018

The Indian Higher Education Institute is expanding at various levels. As academic discourse inculcates diversity across various streams, so does the demographic engagement at the campus.

Embodying the spirit of Indian constitution in having gender equality across the campus the need to have a platform for women to share their concern is a mandate. The WEC at Govt Degree College aims to foster gender equality on the campus.

#### Upcoming Activities:

1. The WEC at GDC, Mancherial aims to imbibe gender equality through various means. One such being the seminar on Gender Sensitization clarifying concepts like Masculinity, Male Role, Female Role to have a more inclusive atmosphere on campus.
2. The WEC plans to have a strong reach among the women staff, students and all the employees on campus.
3. This means the WEC needs to popularise itself and build trust among the people on campus.

  
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## GENDER EQUITY ACTION PLAN

### Action plan for 2016-2017

The constitution of the Women's Empowerment Cell at GDC, MNCL has undergone a change. The recommendation to have a safe campus, gender-neutral atmosphere, increased women's participation and acknowledging their capacity resonates with the idea of the mandate.

It also ensures to create a platform to represent any kind of harassment/violence against women.

#### Upcoming Activities:

1. A session on gender sensitisation for all staff members and students that will enable them to clarify ideas and create a healthy atmosphere on campus.
2. The cell plans to conduct a Legal Awareness program.

  
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## 7.1.1: Measures initiated by the Institution for the promotion of gender equity during the last five years.

**SHE TEAM program conducted on 06.09.2018** - Smt. Obulamma, ASI, SHE TEAM In-charge addressed the students about Gender Equity.



## Rally by SHE TEAM & Anti Ragging Committee- on the purpose of Gender sensitization

As per the orders of the principal sir The Women Empowerment

Cell, NCC and NSS Units are organizing this Rally. The Principal Dr. V. Chakrapani garu, inaugurated this Rally, and gave the opening remarks of this Rally. He said that the students should not discourage girl students but

encourage them in all aspects. This Rally started from GDC, Mancherial to Over Bridge and all the Teaching Staff, Non-Teaching staff and around 100 students participated in this Rally. After completion of this Rally refreshments were distributed to all students who participated in this programme.





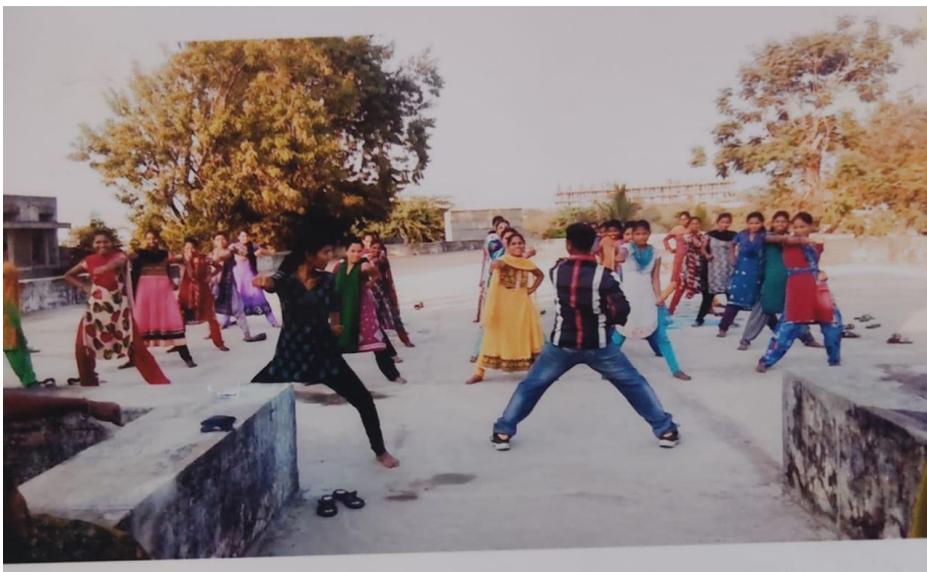
### Constitution of Institutional Counselling Centre:

The Institutional Counselling Centre is established in this college to address the gender issues. The committee is constituted with the following members:

1. Dr. V. Chakrapani, Principal - CONVENER
2. Sri. M.V. Patwardhan, Vice Principal - Coordinator
3. Sri. M. Kishore kumar, Lecturer in Physics - Member
4. Smt. K. Premalatha, Lecturer in Chemistry - Member
5. Smt. M. Kanakalakshmi. Lecturer in Pol.Science - Member

As part of this counselling centre we counselled no of students regarding gender issues & personality development.

### Self defence techniques for Women students:



**Surveillance of the C.C. Cameras for the security:**



