



**GOKUL  
GLOBAL  
UNIVERSITY**

Approved By Govt. of Gujarat  
(Recognized by UGC under Section 22 & 2(1) of 1986)  
(Gujarat Private State University Act 4 of 2018)

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### 7.1.1 Gender Sensitization Action Plan

Gender sensitization is the process of raising awareness about gender equality and encouraging people to change their behavior to be more sensitive. It aims to create a more just and equitable society where people are not discriminated against based on their gender.

Gender sensitization is the basic requirement to understand the sensitive needs of a particular gender, be it female, male or transgender. It helps us to examine our personal attitudes and beliefs and question the realities that we thought we knew. Educational institutions can be instrumental in instilling thoughts and correcting perceptions (if need be). They help in developing a more democratic society capable of changing attitudes into accepting gender equality as a fundamental social value.

Teachers' commitment is a key factor in the promotion of gender equality in the institution. As the university has a multi-lingual, multi-religious student mass, the importance of using gender sensitive pedagogy is a must. Teachers are strategically positioned to act as agents of change in order to achieve gender equality, especially through what they teach, how they teach and how they role model their concerns, attitudes, beliefs and practices in the classroom and beyond. The university has its Women Development Cell and it would also play a pivotal role in bringing the gender sensitization by organizing seminars, workshops and expert sessions on this important aspect

The objectives of the University for Gender Sensitization are:

- To instill positive values so as to erase biases in the young developing minds to help them progress towards a fair and unbiased society.
- To create awareness regarding gender discrimination, violence against women, deprivation of women, rights of transgender persons and other issues through lectures, seminars, talks, workshops, debates, showing films and documentaries etc. and familiarize students with their constitutional rights and safeguards.
- To facilitate a gender-sensitive environment enabling members of the teaching and non-teaching staff to maximize their potential.
- To undertake policy initiatives for providing equal opportunities to staff and students.
- To create an environment in which the students and the staff jointly participate in college actions and activities with an open mind.
- To create a transparent environment of discussion, dialogue, tolerance and solution and work towards modification of behaviour by raising awareness of gender equality concerns.
- To deal with cases of sexual / psychological/emotional/physical harassment objectively and as much as is possible for an academic institution.







The University's plan is such that girls understand women's issues and learn how to deal with them effectively. It is a training of minds that helps them throughout life. The dimension of gender discrimination is vast but through these awareness programmes and mentorship we find a solution by teaching them that it is alright to have problems, that we may be biologically different from boys but at the end of the day our 'needs' are the same as our counterparts. We teach them how to address and tackle differences and complicated situations of life. A gender sensitive environment enables girls to maximize their potential as it builds self-respect, confidence and self-esteem. The university's observances and extension activities are designed to cater to these needs and various committees are formed and cooperation between staff and students is encouraged. The university promotes gender equality through various policy initiatives undertaken for providing equal opportunities to staff and students. To fulfill these objectives, Gokul Global University has developed and implemented a well-planned inclusive strategy as enunciated below-

Organizing, seminars, talks, workshops, competitions addressing gender issues

- Encouraging students to become members of the three student fora, viz, Social Awareness Club, Cultural Club and Literary Club.
- Encouraging Student Presentations which help in enhancing preparedness.
- Encouraging students to make literary and other contributions to the magazines.
- Encouraging students to participate in community, social and environmental work conducted by NSS unit of the university.
- Encouraging students to participating in social outreach activities conducted every year.
- Encouraging students to participate in extra-curricular activities including competitions organized by the Gokul Global and other universities.
- To organize Fresher's Welcome, Class Farewell, Teacher's Day on their own
- To participate in important events such as College foundation Day, International Women's Day, Republic Day, National youth Day, Parakram divas and Independence Day Celebrations.
- Giving opportunity to students to participate as teams to represent the university in Youth Parliament and to act as university ambassadors in various workshops and events organized in other institutions.
- Encouraging students to participate in every cultural event held in the university and showcase their talents.
- Encouraging students to plan and execute ideas in the exhibitions.
- Encouraging female students to enroll for the NSS and NCC.

