

**ST. TERESA'S COLLEGE (AUTONOMOUS),
ERNAKULAM**



Annual Gender Sensitization Action Plan

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St. Teresa's College envisions a life-oriented education that empowers women through a humanizing and liberating process, to be agents of transformation and development at different levels of life. Our thrust is in the creation of a civilization of love as envisaged and promoted by our Foundress, Mother Teresa of St. Rose of Lima.

Womens' education is a crucial factor that contributes to nation-building and for the past ninety six years, we have been educating young women from different sections of society. We emphasize on rendering a holistic education grounded upon human values. We are committed to equip our students with the skill sets that enable them to work towards the upliftment of society and service of humanity.

St. Teresa's College is one of the nodal institutions for WISCOMP (Women in Security, Conflict Management and Peace) - a pioneer in the region facilitating the leadership of women in the South Asian region and the only organization that works at the intersection of security studies, gender studies, conflict transformation, and peace building in South Asia.

The Equal Opportunity Cell, Women's Cell, SC/ST monitoring cell, the Office of the Divyangjan and the Grievance Redressal Committee of the college ensure that all students are treated as equal and attempt to address deep-seated inequalities in our system.

St. Teresa's College annually plans to:

- organize programs that promote gender equality and create sensitivity on gender issues and gender roles.
- create awareness of women's rights, so as to prevent violence against women and gender discrimination.
- conduct programs emphasizing on social and economical independence of women
- increase legal literacy and create awareness on the constitutional protection given to women and the marginalized.
- promote the importance of health, hygiene and sanitation of women
- develop infrastructure and amenities catering to social, physical, recreational and community needs of women
- enhance measures to ensure the safety and security of women including cyber security such as ensure the availability of security guards 24 hours in science, arts and central blocks, surveillance cameras, marking of daily attendance, digitalized

ID cards for staff and students and placing a complaint box in all campuses so that students can put their complaints without revealing their identity.

- encourage entrepreneurship among women leading to the creation of incubation units and startups.
- provide guidance and counseling with respect to academic, financial, social matters and ensure the availability of a qualified counsellor.