

7.1.2 Measures initiated by the Institution for the promotion of gender equity during the last five years.

Annual gender sensitization action plan



PRIYADARSHINI
DENTAL COLLEGE AND HOSPITAL

(Approved by Dental Council of India, New Delhi & Affiliated to The Tamilnadu Dr. M.G.R. Medical University, Chennai - 37)

ACTION PLAN FOR GENDER SENSITISATION (2018-2023)

PDCH has designed an upright action plan framework to promote gender sensitization at the institutional level, aiming at creating equal opportunities for both genders and combat gender-based violence and harassment.

The motive of our committee is to address inequalities and to create a balanced working environment for both the genders

1. Assessment of existing condition.

Gender bias, inequality, disparities, and underrepresentation within the institution are analyzed widely by surveys, ICC meeting reports, reviews, actions taken against the various gender-based grievances, etc.,

2. Setting aims and objective

Establish a fair aim and objective to address the disparities and challenges towards ensuring a gender-unbiased environment. To sketch the annual blueprint of gender sensitization with a clear and definable goal to develop a broader gender equality framework.

3. Measures to be implemented

year	Action plan	Faculty incharge
2018-19	1.To organize various lectures, workshops, training sessions, rallies, and awareness programs to develop and implement gender sensitivity among employees and students. 2. To update our current policies on sensitisation with various amendments suggested by the UGC and governmental bodies.	Dr. Jaya Ranganathan
2019-20	1. To amend and promote code of conduct among faculties, students, and non-teaching staff to enhance gender equity. 2. Policies are updated based on the new amendments made by the government.	Dr. M. R. C. Rajeswari

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	3. To share the findings. with the stakeholders to maintain transparency and accountability.	Dr. Vasanth Ayswarya
2020-21	1. To monitor periodically and evaluate their previous reports, future action plan and its impact on gender sensitisation 2. To install more CCTV Cameras in the campus provide a more secured and safer habitat especially for women	Dr. subashree Dr. V. Indira Priyadarshini (vice principal)
2021-22	1. To highlight the success stories and share it in the social media to promote the positive role models and encourage the public to work on gender equity. 2. To modify and develop new policies and initiatives towards better gender equity environment	Dr. Vasugi Dr. I. Paavai
2022-23	1. To review the exist policies and identify the areas of improvising in the existing ones to create a gender inclusive work place 2. To collaborate with various NGO's, external organisation and community to work together against gender inequity 3. To focus on more balanced and secured territory to special categories of people such as transgender	Dr. I. Paavai

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ACTIONS TAKEN ACCORDING TO ANNUAL GENDER SENSITISATION ACTION PLAN

Year	Action taken	Faculty incharge
2018-19	1. Rally conducted on 11/4/18 awareness program conducted on 23/8/18 2. Workshop along with training sessions on gender sensitivity conducted on 8/3/19	Dr. Jaya Ranganathan
2019-20	1. Code of conduct amended and circulated among the staff and students. 2. A printed book contains Code of Conduct published PDCH by Stake holders such as students, teaching and non-teaching faculty members, patients, and skilled staff informed and encouraged towards gender sensitisation	Dr. M.R.C. Rajeswari Dr. Vasanth Ayswarya
2020-21	Periodical evaluation of previous reports, future action plan and its impact on gender sensitisation done CCTV cameras installed in the newly expanded and vulnerable areas	Dr. Subashree Dr. Indira Priyadarshini (Vice-Principal)
2021-22	Social media promotions done Policies and initiatives updated	Dr. Vasugi Dr. I. Paavai
2022-23	A meeting was conducted and ICC policy updating was discussed Collaborations with various NGO's, external organisation and a community to work together against gender inequity is under process	Dr. I. Paavai

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