



Gender Sensitization Action Plan (2024–25)

Policy Statement

RV Institute of Management (RVIM) is committed to promoting gender equity, inclusivity, mutual respect, and a safe academic environment for all stakeholders. The institution recognizes gender sensitization as a continuous process essential for academic excellence, ethical conduct, and holistic development.

Purpose of the Action Plan

The Gender Sensitization Action Plan for the academic year 2024–25 is designed to institutionalize gender-sensitive practices, prevent discrimination and harassment, build awareness on gender rights and responsibilities, and align institutional practices with UGC, AICTE, POSH Act 2013, and NAAC guidelines.

Objectives

- Foster a safe, respectful, and inclusive campus culture.
- Sensitize stakeholders on gender equality and dignity.
- Ensure awareness of institutional policies and grievance redressal mechanisms.
- Promote ethical behavior, emotional intelligence, and professional conduct.
- Encourage shared responsibility and gender-inclusive leadership.

Scope & Coverage

The action plan applies to students, teaching and non-teaching staff, administrative personnel, and student leaders. Gender sensitization is embedded in academic processes, orientations, and institutional support systems.

Institutional Mechanisms

Implementation and monitoring are carried out through the Internal Complaints Committee (ICC), Women Development Cell (WDC), IQAC, Counselling Cell, and Student Council.

Expected Outcomes

The plan aims to enhance gender sensitivity, strengthen campus safety, improve awareness of rights and duties, and support NAAC Criteria 5 and 7.

Monitoring & Review

The plan is reviewed annually through feedback, reports, and IQAC evaluations.

Conclusion

RVIM reaffirms its commitment to equality, dignity, and inclusivity, ensuring gender sensitization remains integral to institutional values during 2024–25.

