



Annual Gender Sensitization Action Plan (Session 2022-23)

Developing an annual gender sensitization action plan for a higher education institution is a proactive step towards fostering a more inclusive and respectful environment.

Accordingly Vidyasagar Metropolitan College has developed an Action Plan for the ensuing years:

1. Assessment and Planning phase

- Gather Data: Conduct surveys, interviews, or focus groups to understand the current attitudes, knowledge, and behaviours related to gender among students, faculty, and staff.
- Identify Needs: Analyse the data to identify areas of improvement and specific needs related to gender sensitization.
- Set Goals: Establish clear and measurable goals for the gender sensitization action plan based on the identified needs and priorities.

2. Workshops and Training Programme:

- Student Workshops: Organize workshops and training sessions for students on topics such as gender awareness, gender-based violence prevention, and respectful communication.
- Faculty and Staff Training: Offer training programs for faculty and staff to raise awareness about gender issues, address unconscious biases, and learn best practices for creating inclusive learning environments.
- External Speakers: Invite experts and activists to conduct sessions on gender-related



topics and share their experiences and insights with the college community.

3. Awareness Campaigns:

- Plan and execute awareness campaigns throughout the academic year, including events, seminars, film screenings, and social media campaigns focused on gender equality and inclusivity.
- Poster Campaigns: Design and distribute posters and informational materials that promote gender sensitivity and challenge stereotypes.
- Social Media Engagement: Utilize social media platforms to share educational content, resources, and personal stories related to gender issues and encourage discussions among students and staff.

4. Support Services:

- Counselling Services: Ensure that counselling services are available and accessible to students who may need support related to gender identity, sexual orientation, or experiences of discrimination or harassment.
- Resource Centres: Establish or enhance resource centres on campus that provide information, support, and referral services for issues related to gender and sexuality.

5. Policy Review and Development:

- Review Existing Policies: Assess existing college policies to identify areas where improvements or additions are needed to promote gender equality and prevent discrimination.
- Develop New Policies: Develop and implement new policies, procedures, and guidelines that address issues such as gender-based violence, discrimination, harassment, and accommodations for transgender and non-binary individuals.



6. Evaluation and Feedback:

- **Regular Evaluation:** Continuously monitor and evaluate the effectiveness of the gender sensitization initiatives through feedback mechanisms, surveys, and focus groups.
- **Adjustment and Improvement:** Use evaluation findings to make adjustments and improvements to the action plan, curriculum, training programs, and support services as needed.

7. Sustainability and Institutionalisation:

- **Institutional Commitment:** Ensure that gender sensitization efforts are supported by institutional leadership and integrated into the college's strategic priorities.
- **Long Term Planning:** Develop a long-term strategy for sustaining and institutionalizing gender sensitization initiatives beyond the initial action plan period.

By following these steps and incorporating input from various stakeholders, colleges can create a comprehensive and effective gender sensitization action plan that promotes a culture of respect, inclusion, and equality on campus



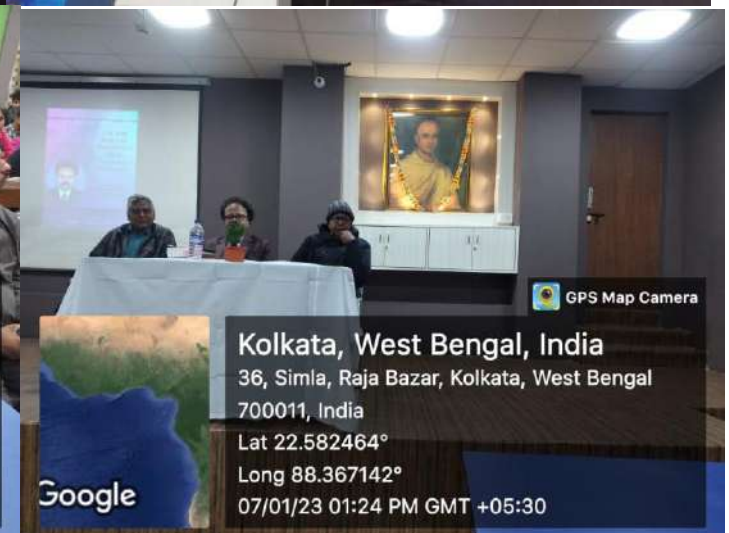
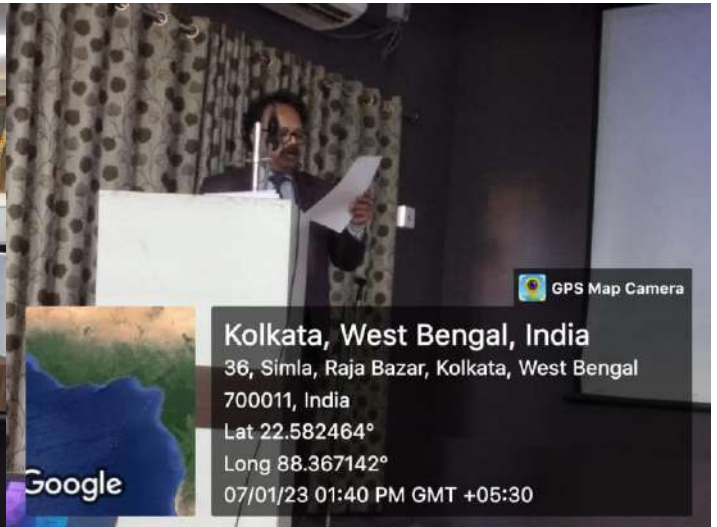
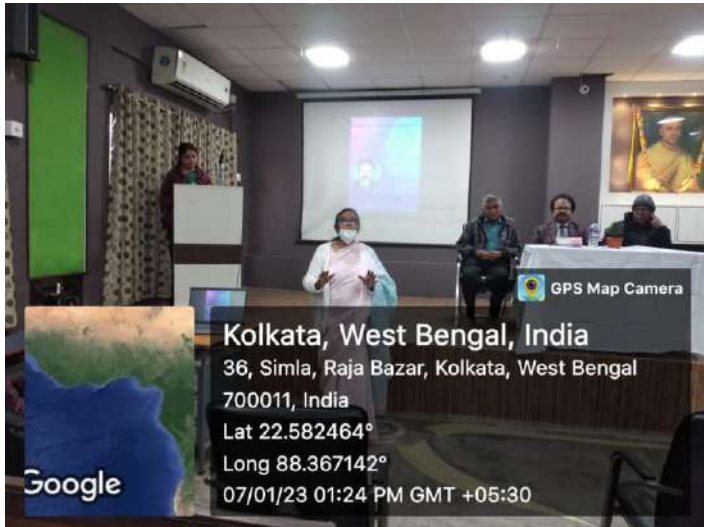
Gender equity is crucial for educational institutions' growth, fostering a safe, equitable, gender-sensitive environment. Vidyasagar Metropolitan College ensures this through facilities and awareness programs, promoting a supportive community for all. The activities include the following (reports enclosed):

1. A special lecture on “Gendering the Constitution” on 07/01/2023, where Dr. Achyut Chetan, Associate Professor, Dept of English, St Xavier's University, Kolkata spoke about the founding mothers of the Indian Constitution, changing the way we perceive our constitutional history and making us more aware of gender equity concerns embedded in our constitution.
2. A special lecture on “Understanding Third Gender In India: Concepts and Practices,” on 6/2/23, where Dr. Lopamudra Sengupta, Bangabasi College, Kolkata spoke about the difficulties faced by people belonging to the third gender in India as well as prevalent ideas and concepts regarding the LGBTQIA community and busted many myths.

ACTIVITY REPORT

1. Name of the Sub-committee : **Internal Complaints Committee**
2. Title of the activity : **Special lecture on "Role of ICC in Higher Education Institutions"**
3. Date : **7th January, 2023**
4. Number of Participants : **88 students and teachers**
5. Summary of Activity : A Special Lecture on "Role of ICC in Higher Education Institution" was organized on 07/01/2023 by the Internal Complaints Committee for all stakeholders of the college. The eminent speaker was Prof. Dr. Jatindra Kumar Das, Department of Law, University of Calcutta. His topic was "Role of ICC in Higher Education Institutions". In his illuminating lecture he talked about the background of forming ICC compulsorily in any workplace including Higher Education Institution. He explained in detail the legal aspects of forming the ICC, the legal procedure to deal with any complain on sexual harassment, and what measures ICC in a higher education institution should take for campaigning against sexual harassment. Students of different semesters and teaching and non-teaching staff took active participation in the question answer session. 88 participants attended the special lecture.

6. Pictures :



7. List of participants:

7/1/2023

SRL No	NAME	SEMESTER	PHONE No
1	Saurabh Chattopadhyay	1	9912303543
2	Sadhana Barai	1	7499386019
3	Aditi Chandra	1	7437533352
4	Chandradrita Guha Majumdar	1	9836584281
5	Roulina Roy	1	7439551527
6	Monini Halder	1	9875646837
7	Natavita Saha	1	9433952744
8	Koushik Roy	1	9330929652
9	Soudeep Roy	1	8617382178
10	Priyanshu Sarkar	1	8100409088
11	Sudhista Das Roy	1st	8100379746
12	Sourajit Saha	1	9831476056
13	Asmita Mukherjee	1st (Geo)	8777346032
14	Asmita Saha	1st (Geo)	7449428329
15	Rajyoti Gain	2nd (Geo)	8480307673
16	Manisha Paul	2nd (Geo)	8051432755
17	Rumba Senapati	1st (Geo)	9007173309
18	Aryali Paul	1st (Geo)	7439693329
19	Santana Paul	2nd sem (Geo)	903899456
20	Chandraye Mukherjee	3rd sem (Geo)	8902430262
21	JHANTU SAHA	3rd Sem (Geo)	9874486294
22	Samrat Mandal	3rd sem (Geo)	6290407209
23	Gourab Chatterjee	3rd Sem (Geo)	7059682507
24	Bannali Basu	III Sem (Geo)	6087947493
25	Paulomi Halder	3rd Sem (Geo)	9163983830

1.	Sayam Chowdhury	1st Sem	9051225765
2.	Ma Nooravira	1st Sem	6296149771
3.	Shubajit Saha	1st Sem	9885487496
4.	MB Sanku Dik	1st Sem	9403442088
5.	Subhadraip Ghosh	1st Sem	7439553651
6.	SK. Abdul Fayyid	1st Sem	9836412151
7.	Tarsha Gharaai	1st Sem	7439892874
8.	Lohini Paul.	1st Sem	2100455095
9.	Prityamhu Sin	1st Sem	8777035782
10.	Shyakti Mahato	1st Sem	8240114716
11.	Vaishnavi Pandey	1st Sem	6290403689
12.	Sahayon Bose	1st Sem	9775210099
13.	Subham Bhattacharya	1st Sem	6298763943
14.	Rupsa Karmakar	1st Sem	891091147
15.	Pravash Sankar	1st Sem	8240899903
16.	Sarjeev Kumar Das	1st Sem	9748543085

No	NAME	SEMESTER	PHONE No
1	Vaibhavi Singh	Sem - 2	9748919468
2	Manima shaw	sem - 1	7439431960
3	Richik Saha	Sem - I	983574144
4	Koustabhi Basu	Sem - I	9836916625
5	Soumi Majhi	Sem - I	8335988170
6	Bisha Mondal	Sem - 1	700308361 61783
7	Tisha Ghosh	Sem - I	9439116861
8	Avisikta Bose	Sem - I	5804119102
9	Shreya Das	Sem - I	8120267619
10	Rumi Mondal	Sem - I	9832694056
11	Rashika Basu	Sem - I	9089641707
12	Donita Chakraborty	Sem - I	8295517694
13	Snehar Roy	Sem - I	8582226787
14	Shreya Chakraborty	Sem - I	8334066436
15	Saubbhagyashree Majumdar	Sem - I	7439369091
16	Pranitha Senapati	Sem - I	9163778179
17	Sayan Debnath	Sem - I	6291925197
18	Rishika Singh	Sem - I	743957288
19	Ishani Mishra	Sem - I	6291893232
20	md Abu Zohair	Sem - I	6206865807
21	Sarthak Mukherjee	Sem - I	6290147197
22	Sumanjit Das	Sem - I	8981497198
23	Pratyusha Samanta	Sem - I	8617490187

- 24) Soumendra Samanta - Sem I - 9674480255
- 25) Smita Chandra - Sem-I - 6201755739
- 26) Subhojit Saha - Sem-I - 9123901273
- 27) Tanushree Karimakar - Sem-I - 8588993582
- 28) Pourni Palodhi - Sem-I - 7499408183
- 29) Shwathi Das - Sem-I - 8420288480
- 30) Debolina Saha - Sem I - 8717639304
- 31) Sanjana Banerjee - Sem I - 67439619591
- 32) Sayani Saha - Sem-I - 700364682
- 33) Suchismita Datta - Sem-I - 8777797869
- 34) ~~Sou~~ Sagor Koley - Sem-I - 6291680420
- 35) Sreyashi Ghosh - Sem I - 8240163702
- 36) Priyans Paul - Sem I - 9064893576
- 37) Satyjit Majhi - Sem-I - 9883865310
- 38) Aditi Halder - Sem-I - 6200995831
- 39) Srisita Koley - Sem-I - 6290907406
- 40) Suchandru Datta - Sem-I - 9007164373
- 41) Anvitasna Das - Sem-I - 9831738210
- 42) Maitreyee Wandy - Sem-I - 9330516532
- 43) Shigopa Ghosh - Sem-I - 6290689892
- 44) ~~Smita~~ ~~Das~~ - Sem-I - 9564556083
- 45) Sujan Pattnayak - Sem-I - 9163123162
- 46) Debjani Chakraborty - Sem I - 6291702156
- 47) Sayam Patra - Sem-I - 7449775951

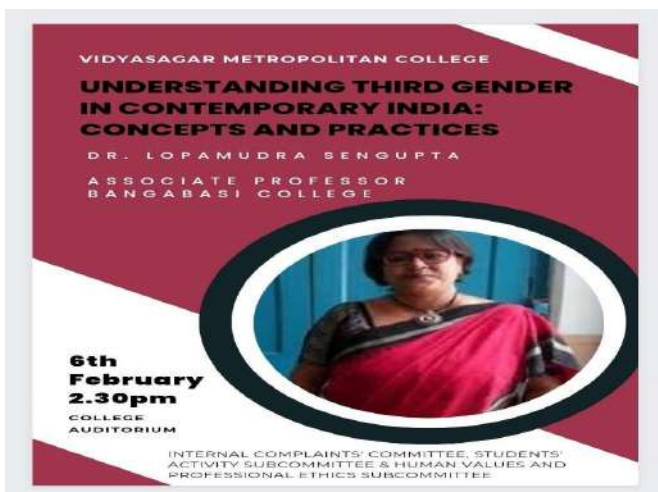
ENVIRONMENTAL CONSCIOUSNESS AND SUSTAINABILITY SUBCOMMITTEE

IN COLLABORATION WITH

HUMAN VALUES AND PROFESSIONAL ETHICS SUBCOMMITTEES

ACTIVITY REPORT 2022-23

- **NATURE OF ACTIVITY: Special Lecture on UNDERSTANDING THIRD GENDER IN INDIA: CONCEPTS AND PRACTICES**
- **ORGANISED** by Internal Complaints' Committee, Students' Activity Subcommittee and Human Values and Professional Ethics Subcommittee
- **SPEAKER: DR. LOPAMUDRA SENGUPTA, BANGABASI COLLEGE**
- **DATE: 6/2/23**
- **EVENT DETAILS:** Dr. Sengupta spoke about the difficulties faced by people belonging to the third gender in India as well as prevalent ideas and concepts regarding the LGBTQ community and busted many myths. She encouraged students to ask questions and speak out regarding their concepts about LGBTQIA and tried to sensitize them regarding the difference between sex and gender. It was very crucial gender awareness session that changed the way the listeners thought about homosexuality and heterosexuality as well as the fluidity of gender choices.
- **NO. OF PARTICIPANTS: 50+**



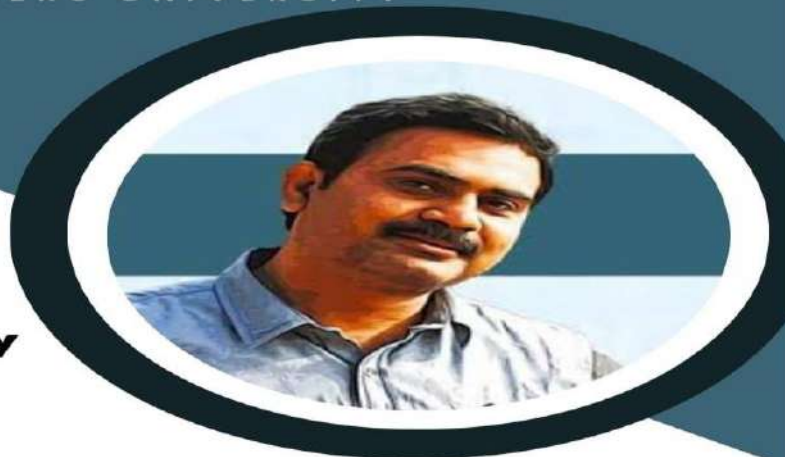
ACTIVITY REPORT
COMMEMORATIVE LECTURE SERIES
GENDERING THE CONSTITUTION
07/01/2023

VIDYASAGAR METROPOLITAN COLLEGE
26TH JANUARY COMMEMORATIVE LECTURE
SERIES

**GENDERING THE
CONSTITUTION**

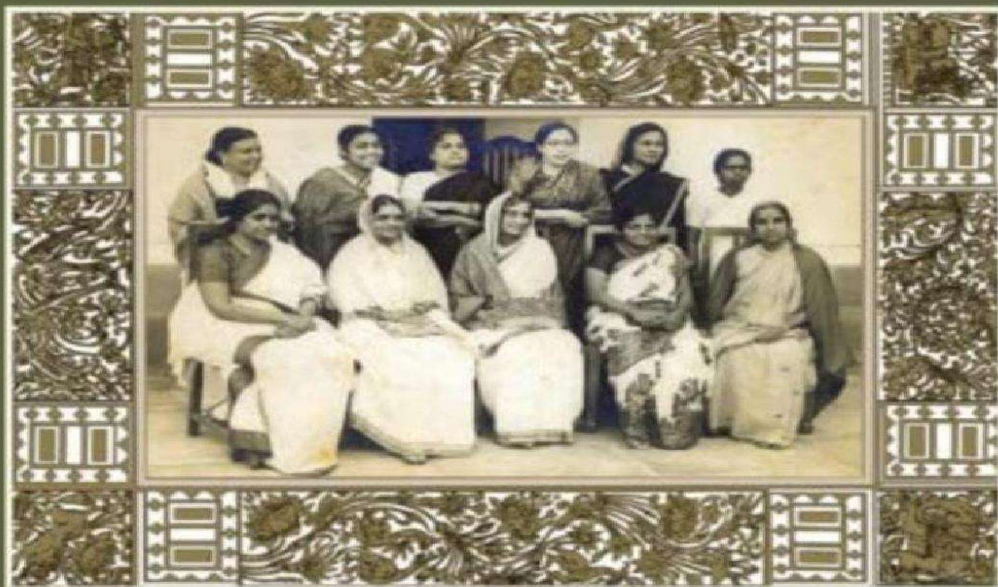
DR ACHYUT CHETAN

ASSOCIATE PROFESSOR
DEPARTMENT OF ENGLISH
ST XAVIERS UNIVERSITY



**7th
February
2.30pm**
COLLEGE
AUDITORIUM

STUDENTS' ACTIVITY SUBCOMMITTEE & HUMAN VALUES
AND PROFESSIONAL ETHICS SUBCOMMITTEE



FOUNDING MOTHERS
OF THE
INDIAN REPUBLIC

1. Name of the Sub-Committee : Student's Activity Sub-Committee
2. Collaboration : Human Values and Professional ethics Sub-Committee
3. Title of the activity : Commemorative Lecture- Gendering the Constitution
4. Date : 7/1/2023
5. Time : 2.30 P.M
6. Number of Participants : 47

7/2/2023

Srl No	Name	Dept / Semester	Signature
1.	Anil Kumar Das	1st ML Sci (H)	Anil Das
2.	Smit Das	1st Pol. Sci (H)	Smit Das
3.	Abhinav Das	1st ML Sci (H)	Abhinav
4.	Deba Mondal	1st Eng (H)	Deba Mondal
5.	Ankan Das	1st Pol. Sci (H)	Ankan
6.	Vaishnabi Singh	1 st Eng (H)	Vaishnabi Singh
7.	Ashita Datta	1st sem bio (H)	Ashita Datta
8.	Chandraditya Ghosh	1 st Sem geo (H)	Chandraditya GH
9.	Souranjit Saha	1 st Sem geo (H)	Souranjit Saha
10.	Koushik Sourabjit Roy	1 st sem geo (H)	Sourabjit Roy
11.	Saurabh Chatterjee	1st sem geo (H)	Saurabh Chatterjee
12.	Raulina Roy	1st sem geo (H)	Raulina Roy
13.	Nabanita Saha	1st sem geo (H)	Nabanita Saha
14.	Arjita Paul	1st sem geo (H)	Arjita Paul
15.	Rudra Senapati	1st sem geo (H)	Rudra Senapati
16.	Ashita Ghosh	1st sem geo (H)	Ashita Ghosh
17.	Asmita Mukherjee	1st sem geo (H)	Asmita Mukherjee
18.	Asmita Saha	1st sem geo (H)	Asmita Saha
19.	Sayani Saha	1st sem English Hon.	Sayani Saha
20.	Poojanshu Samanta	1st Sem "	P. Samanta
21.	Shrutama Basal	1st sem Biol Gen	Shrutama

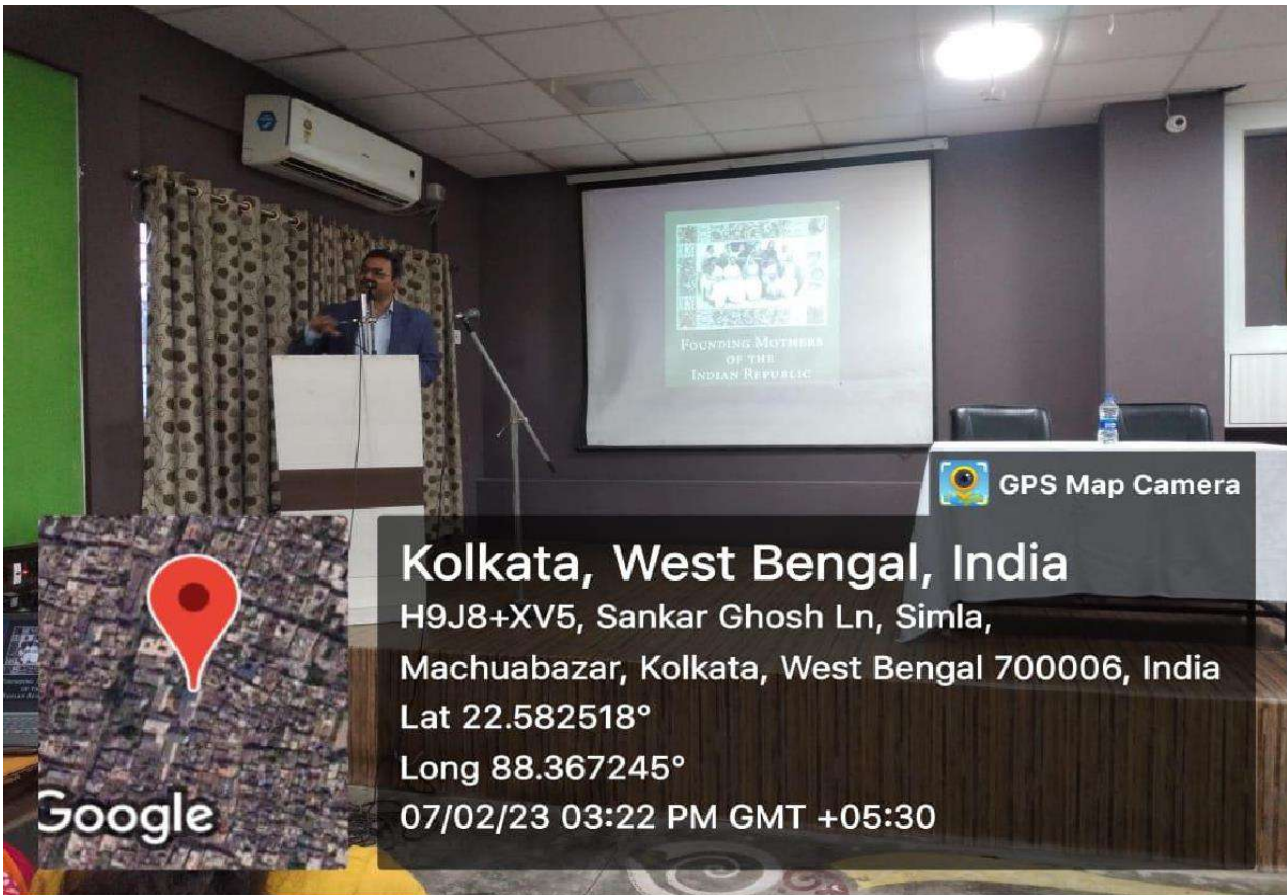
7/2/2023

Srl No	Name	Dept / Semester	Signature
1)	Vishal Singh	B.com (A) I	Vishal Singh
2)	ABHISHEK KUMAR	B.com (A) I	Abhishek Kumar
3)	Pankaj Rabidas	B.com (A) I	Pankaj Rabidas
4)	Vishal Das	B.com (A) I	Vishal Das
5)	Kulam Singh	B.com (A) I	Kulam Singh
6)	Sayan Bose	Pol (H) I	Sayan Bose
7)	Aman Chakrabarty	Eng (H) I	Aman Chakrabarty
8)	Sayani Nath	Beng (H) I	Sayani Nath
9)	Anusha Saha	Beng (H) I	Anusha Saha
10)	Asijit Roy	Beng (H) I	Asijit Roy
11)	Poojdeep Chatterjee	Beng (H) I	Poojdeep Chatterjee
12)	Baishali Saha	Beng (H) I	Baishali Saha
13)	Somrat Choudhury	Beng (H) I	Somrat Choudhury
14)	Sujoy Shaw	Beng (H) I	Sujoy Shaw
15)	Subham Samanta	Beng (H) I	Subham Samanta
16)	Piya Roy	Beng (H) I	Piya Roy
17)	Gautam Jaiswal	B.com (A) I	Gautam Jaiswal
18)	Priyanshu Kumar Singh	B.com (A) I	Priyanshu Kumar Singh
19)	ABHISHEK KUMAR SINGH	B.com (A) I	Abhishek K. Singh
20)	Shriyanshu Saha	B.sc (H) Hon - I	Shriyanshu Saha
21)	Priyanshu Paul	B.Sc. Geo (H) I	Priyanshu Paul

Sr. No.	Name	Dept./Semester	Signature
232	Arshinam Ghoshkanya	B.Com Gen/I	Arshinam Ghoshkanya
237	Shantanu Basak	B.Com Gen/I	Shantanu Basak
243	Nikhil Das	B.Com Hon/I	Nikhil Das
257	Tanmay Pal	B.Com Gen/I	Tanmay Pal
267	Arshinam Ghoshkanya	B.Com Gen/I	Arshinam Ghoshkanya

7. GeoTag Photos

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GPS Map Camera



Kolkata, West Bengal, India

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Machuabazar, Kolkata, West Bengal 700006, India

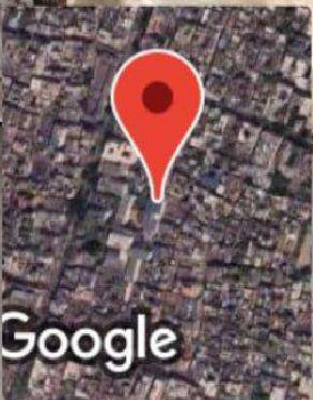
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Long 88.367247°

07/02/23 03:22 PM GMT +05:30



GPS Map Camera



Kolkata, West Bengal, India

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Machuabazar, Kolkata, West Bengal 700006, India

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