



पुण्यश्लोक अहिल्यादेवी होळकर सोलापूर विद्यापीठ
Punyashlok Ahilyadevi Holkar Solapur University

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PAHSUS Gender sensitization action plan

Gender sensitization is a basic requirement to understand the sensitive needs of a particular gender. It helps us to examine our personal attitudes and beliefs and question the 'realities' that we thought we know. The need for this sensitivity has been felt and realised through times immemorial and in almost all kinds of human existence, across the globe. Recent discourses focus upon the need to sensitize gender issues on campus as many believe that education is the catalyst for change. Educational spaces instil thought and make one have a perception that they believe. Instilling positive thoughts on gender issues will enable the future population to practice gender equality.

Gender issues can be sensitized in campuses through various activities like debates, discussions, seminars, theatrical performances and other forms of arts. This can also be done through the following means.

We, at PAHSUS, practice gender sensitization program every year. Prominent among the program is World Woman's Day celebrated on 8th March and the World Rural Woman's Day celebrated on 15th October.

On the occasion of World Women Day, various activities are conducted for the women in the University. The activities are not only for the women employees of the university, but also for the girl students in various schools of the University. Activities such as debate, dance, drama, cooking competitions, waste into wealth competition, fancy dress competition are conducted to encourage women in the campus.

Capacity-building is a measurable improvement in an organization's ability to fulfil its mission through a blend of sound management, strong governance, and dedication in assessing and achieving results. Capacity-building is a specific effort to strengthen the personality of an individual in the organisation so as to make a strong organisation. Keeping the objective of women

empowerment in mind, capacity building programs for women will be organised in the University campus. The program will be comprised of interviews and guest lectures of prominent women in the society. It will provide a platform to women folks to express themselves. All the women employees as well as girl students in the University campus will be benefited by the capacity building programs.

The University campus has also a Sexual Harassment Prevention Committee which takes care for the cases relating to sexual harassment of women at workplace. The committee comprises of an organised team with due representation from administrative and teaching professionals from the university campus. Complaint related to the matter can be lodged with the Sexual Harassment Prevention Committee and action to that effect is taken. A separate register is maintained for enrolling the complaints related to sexual harassment. Honourable Vice-Chancellor is the chairperson for the Sexual Harassment Prevention Committee in the university campus.

Catering to the needs of the employees in the university, efforts will be taken to organise various training programs for the administrative as well as the teaching faculties of the campus. Training on various topics such as language improvement, capacity building, information technology, and research methodology workshops will be organised for the employees of the university campus. Training related to health science subjects such as yoga will be given to employees as well as student in the university campus.




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