




**NETAJI NAGAR COLLEGE FOR WOMEN**  
170/13/1 N.S.C BOSE ROAD, REGENT ESTATE, KOLKATA-92  
**NAAC AOAR 7.1.1**

**ANNUAL GENDER SENSATIZATION PLAN**

The Governing body and Principal of the institution have set up well defined structure and with rules and regulations for all students, men and women employees in the context of gender equity process. The institution has Grievance redressal committee, Anti-sexual harassment cell and Anti-ragging committee for monitoring complaint and grievances from students or women employee within the campus. The Principal of the institution along with its faculty members, staff and students look into the following: -

| Sl No. | Action                                                                                                                               | Responsibility/Action by                                                                                                           |
|--------|--------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------|
| 1.     | Induction programmes for students and faculty members                                                                                | Principal and Teacher's Council and IQAC                                                                                           |
| 2.     | Regular meeting of Grievance redressal committee/Student's welfare sub-committee/Anti-ragging committee for monitoring gender equity | Conveners of Grievance redressal committee/Student's welfare sub-committee/Anti-ragging committee under the guidance of Principal. |
| 3.     | Encouraging students to apply for various scholarship schemes                                                                        | Convener, Student scholarship monitoring sub-committee under the guidance of Principal.                                            |
| 4.     | Providing Institutional scholarship to Students                                                                                      | Governing Body, Finance sub-committee and Students Welfare Sub - committee under the guidance of Principal.                        |
| 4.     | To take initiative for proper Legal Counselling and Grievances for students                                                          | Convener, Legal counselling cell under the guidance of Principal.                                                                  |
| 5.     | Providing maternity and child care leave to women staff members                                                                      | Governing Body                                                                                                                     |
| 6.     | Organizing cultural and sports competitions for girl students.                                                                       | Convener, cultural sub-committee and sports sub-committee under the guidance of Principal.                                         |
| 7.     | Celebration of International Women's Day                                                                                             | Convener, cultural sub-committee under the guidance of Principal.                                                                  |

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| 8. | Organizing Programmes/Workshop/Seminars/Webinars on gender equity, Women Empowerment & Education through Protection of Women's Rights | Principal, IQAC and HODs of different departments |
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 Principal  
 Metaji Nagar College for Women  
 Regent Estate, Kol - 92

