



**ANJUMAN-I-ISLAM'S**

**KALSEKAR TECHNICAL CAMPUS, NEW PANVEL**

Approved by : All India Council for Technical Education, Council of Architecture, Pharmacy Council of India New Delhi,  
Recognised by : Directorate of Technical Education, Govt. of Maharashtra, Affiliated to : University of Mumbai.

☐ SCHOOL OF ENGINEERING & TECHNOLOGY

☐ SCHOOL OF PHARMACY

☑ SCHOOL OF ARCHITECTURE

**Title: EMPOWERING MINDS**

## **ANNUAL GENDER EQUALITY ACTION PLAN FOR ANJUMAN-I-ISLAM'S KALSEKAR TECHNICAL CAMPUS, NEW PANVEL.**

### **Introduction:**

Gender equality is a fundamental human right and a key driver for social and economic development. Educational institutes play a crucial role in promoting gender equality by providing equal opportunities, eliminating discrimination, and fostering an inclusive learning environment. This annual action plan aims to outline strategic initiatives to promote gender equality in our campus viz a viz **Anjuman-I-Islam's Kalsekar Technical Campus, New Panvel.**

### **Objective:**

The primary objective of this action plan is to create an inclusive educational environment that ensures equal access, opportunities, and outcomes for all students, irrespective of gender. It aims to address the existing gender disparities, eliminate discrimination, and empower both male and female students to achieve their full potential.

### **Action Plan 2022-2023:**

#### **1. POLICY DEVELOPMENT AND IMPLEMENTATION:**

- a. Develop and enforce a comprehensive gender equality policy that addresses discrimination, harassment, and gender-based violence within the campus.
- b. Establish a committee responsible for monitoring and implementing the policy, ensuring its effective execution (Office order attached).

#### **2. GENDER-SENSITIVE CURRICULUM:**

- a. Encourage the inclusion of women's contributions and achievements in various fields of study.



**ANJUMAN-I-ISLAM'S  
KALSEKAR TECHNICAL CAMPUS, NEW PANVEL**

Approved by : All India Council for Technical Education, Council of Architecture, Pharmacy Council of India New Delhi,  
Recognised by : Directorate of Technical Education, Govt of Maharashtra, Affiliated to : University of Mumbai.

□ SCHOOL OF ENGINEERING & TECHNOLOGY  
□ SCHOOL OF PHARMACY  
□ SCHOOL OF ARCHITECTURE

**3. CAPACITY BUILDING AND TRAINING:**

- a. Conduct regular workshops and training sessions for teachers and staff on gender sensitivity, inclusive teaching practices, and addressing gender-based discrimination.
- b. Provide training to teachers on identifying and addressing gender-related challenges in the classroom, including gender-based violence and bullying.

**4. EQUAL ACCESS AND OPPORTUNITIES:**

- a. Ensure equal access to education for all, irrespective of gender, by providing scholarships and financial support to economically disadvantaged students, particularly girls. (Yogita Mam)
- b. Promote gender balance in enrollment across various disciplines and encourage girls to pursue traditionally male-dominated fields through awareness campaigns and mentorship programs.

**5. SAFE AND INCLUSIVE ENVIRONMENT:**

- a. Establish a zero-tolerance policy for gender-based violence, harassment, and bullying within the campus. (Policy document by Internal Complaints Committee)
- b. Implement safety measures such as well-lit campuses, gender-segregated washrooms, and a dedicated grievance redressal mechanism to address complaints promptly. (Campus photographs)
- c. Organize awareness programs and workshops on gender-based violence prevention, consent, and healthy relationships.



ANJUMAN-I-ISLAM'S

**KALSEKAR TECHNICAL CAMPUS, NEW PANVEL**

Approved by : All India Council for Technical Education, Council of Architecture, Pharmacy Council of India New Delhi,  
Recognized by : Directorate of Technical Education, Govt of Maharashtra, Affiliated to : University of Mumbai.

☐ SCHOOL OF ENGINEERING & TECHNOLOGY  
☐ SCHOOL OF PHARMACY  
☐ SCHOOL OF ARCHITECTURE

## Conclusion:

Promoting gender equality in educational institutes is crucial for creating a more inclusive and equitable society. This annual action plan provides a roadmap for our Campus to foster an environment that empowers all students, irrespective of their gender, and enables them to thrive academically and personally. By implementing these initiatives, we can contribute towards building a more gender-equal society.

Prof. Poonam Mhatre

(Controller, AIKTC WDGC/ ICC)

Prof. Ramjan Khatik

(I/C Director, AIKTC)

Prof. Rajendra Magar

(Dean, School Of Engineering & Technology)

Prof. Shariq Sayyed

(Dean, School Of Pharmacy)

Prof. Raj Mhatre

(Dean, School Of Architecture)





**ANJUMAN-I-ISLAM'S**

**KALSEKAR TECHNICAL CAMPUS, NEW PANVEL**

Approved by : All India Council for Technical Education, Council of Architecture, Pharmacy Council of India New Delhi,  
Recognised by : Directorate of Technical Education, Govt. of Maharashtra, Affiliated to : University of Mumbai.

- SCHOOL OF ENGINEERING & TECHNOLOGY
- SCHOOL OF PHARMACY
- SCHOOL OF ARCHITECTURE

AIKTC has a commitment of making a positive difference in people's lives. We are the pioneers in offering equality of opportunity in education and employment. Many of our students are the first learner in their families and our college being a co-educational institution has secured a name in the locality as 'safe and secure place for women and female students. Our success in promoting gender equality in our staff and students have been supported by a variety of actions and activities outlined below.

### Annual Gender Sensitization Action Plan

No.	Activity/Event	Action Plan	Tentative Date
1	Independence Day Celebration & Poster Making Competition	<p><b>Activity1: Dress Code – Tricolor Theme (Dress in any one of the three colors of Indian Flag)</b> Objectives: To foster a sense of patriotism. Location/Mode: Offline</p> <p><b>Activity2: Bookmark Making Competition (Theme: Patriotic)</b> Objectives: To inculcate the reading habits and patriotism feeling. Location/Mode: Offline</p> <p><b>Activity3: Thematic Books Display</b> Objectives: To inculcate the reading habits and patriotism feeling. Location/Mode: Offline, Central Library</p> <p><b>Activity4: eQuiz1 on “Librarians &amp; Independence Day”</b> Objectives: To inculcate the reading habits and patriotism feeling Location/Mode: Online</p>	August 2022



ANJUMAN-I-ISLAM'S

**KALSEKAR TECHNICAL CAMPUS, NEW PANVEL**

Approved by : All India Council for Technical Education, Council of Architecture, Pharmacy Council of India New Delhi,  
Recognised by : Directorate of Technical Education, Govt. of Maharashtra, Affiliated to : University of Mumbai.

- SCHOOL OF ENGINEERING & TECHNOLOGY
- SCHOOL OF PHARMACY
- SCHOOL OF ARCHITECTURE

2	<p>Gender Equality Program- <b>Ecosystem Bamboo</b> Workshops for Girls and Boys of School of Architecture</p>	<p>This workshop will cover the process of working with Bamboos and creating a table top light fixture with it. There was a part theory covering the logic, Do's and Don'ts, Bamboo Types and Scales with combinations of elements in it helping in DESIGNING the fixtures and majorly a practical hands-on demonstration of the making of the Bamboo fixtures with some exhibition for the participants</p>	January 2023
3	<p>Gender Equality Program- <b>Ecosystem Paper</b> Workshops for Girls and Boys of School of Architecture</p>	<p>This workshop will cover the process of working with Papers and creating a table top light Furniture with it. There was a part theory covering the logic, Do's and Don'ts, Paper Types and Scales with combinations of elements in it helping in DESIGNING the Furniture and majorly a practical hands-on demonstration of the making of the Paper Furniture with some exhibition for the participants.</p>	January 2023
4	<p>Gender Equality Program- <b>Ecosystem Concrete</b> Workshops for Girls and Boys of School of Architecture</p>	<p>This workshop will cover the process of working with concrete s and creating a table top light fixture with it. There was a part theory covering the logic, Do's and Don'ts, concrete Types and Scales with combinations of elements in it helping in DESIGNING the fixtures and majorly a practical hands-on demonstration of the making of the concrete fixtures with some exhibition for the participants</p>	January 2023



**ANJUMAN-I-ISLAM'S  
KALSEKAR TECHNICAL CAMPUS, NEW PANVEL**

Approved by : All India Council for Technical Education, Council of Architecture, Pharmacy Council of India New Delhi,  
Recognised by : Directorate of Technical Education, Govt. of Maharashtra, Affiliated to : University of Mumbai.

- SCHOOL OF ENGINEERING & TECHNOLOGY
- SCHOOL OF PHARMACY
- SCHOOL OF ARCHITECTURE

5	Gender Equality Program- <b>Ecosystem Metal</b> Workshops for Girls and Boys of School of Architecture	This workshop will cover the process of working with Metals and creating a table top light fixture with it. There will be a part theory covering the logic, Do's and Don'ts s, Metal Types and Scales with combinations of elements in it helping in DESIGNING the fixtures and majorly a practical hands-on demonstration of the making of the Metal fixtures with some exhibition for the participants	January 2023
6	Female Hygiene Program	The seminar aimed to promote awareness and education about women's hygiene management, focusing on menstrual health and related topics.	January 2023