**Devi Ahilya University**

**Gender Action Plan**

Gender equality means that girls and boys enjoy the same rights, resources, opportunities and protections. DAVV has a gender policy which in sync with the UNICEF’s vision for gender equality in our programs, workplaces and practices. This Gender Action Plan charts university’s way forward for delivering transformative change for women at the university.

* Equal opportunities and access are provided to all genders across all stakeholders of the university.
* A gender-sensitive language is used in reports, training materials and publications.
* Prioritizing the leadership and well-being of women.
* Ensuring a clean, safe and secure campus for all women including students, teachers, employees and visitors.
* Creating awareness for prevention of harmful practices against women in society.
* **Zero tolerance fordiscrimination**, sexual exploitation, abuse or harassment, within the organization.
* **Formation of Cells and Committees -**The University shall have women empowerment task force at central level. This task force shall organize activities that promote harmony among women students, teachers and staff members. Cultural programs, activity sessions and festival celebrations are done by the women task force.
* The university shall follow vishakha guidelines for protecting women against sexual harassment at workplace. Department’s shall have posh committee / women’s cell to address issues if any.
* The university shall provide all benefits such as maternity leave, child care leave to its women employees.

**Facilities –**

* The university will continue to have full fledged day care centre for small children of employees. The day care centre will be equipped with facilities for play and relaxation of children.
* Each department and office must be equipped with separate washrooms for girls and boys. Common rooms for girls should have facilities such as sanitary napkin vending machines, first aid and other requisites.
* Each campus must be equipped with cctv camera’s and monitored by guards to ensure the safety of women on campus. The outsider’s entry into campus should be restricted.

**Activities –**

* Counseling and mentoring should become a routine phenomenon at the university. Counseling sessions, gender sensitization sessions shall be organized by departments during student induction programs
* Lokmata Ahilya Devi’s birth anniversary will celebrated every year to symbolize women’s empowerment.
* Departments shall organise various programs to promote gender sensitization and nurture mutual respect for each gender.