

7.1.1 Annual gender sensitization action plan

An educational institute plays a crucial role in promoting the equality and justice in our country. Promoting equity through education has always been the mission of VISTAS. In vistas we support for a diversity of talent. We commit ourselves as a future generation role model and to counteract to any existing inequalities.

VISTAS, through its energetic faculty, staff and student programs, will annually look into the following:

- Health and Hygiene of female students and staff
- To recognize and represent multi talents of women
- Conducting regular awareness-raising activities among students and staff
- To raise awareness among females regarding various societal issues concerning women
- Promoting communications with respect to Women Rights and Gender equality

- Faculty members promote working together, fair representations for leadership roles, facilitate impartial participation in classes
- Class committee meetings and Mentor - mentee system provides path for, having open and closed sessions with faculty members of the appropriate gender for related scenarios, complaints and counseling during class hours .
- Promoting Entrepreneurship opportunities and startups facilities within campus
- A network of gender equality advisers facilitated by our Gender sensitization cell.
- Balanced gender quota in hiring committee

The University conducts gender sensitization programs related to Sexual Harassment, Ragging, Women and their rights, and Gender Discrimination by inviting experts in the respective fields.

The International Women's Day is celebrated every year; women teachers and students plan and execute this event. Numbers of experts and women activists are invited to give lectures on various topics.

Women Empowerment programs are also conducted both for the students and for the women in the locality.

As a matter of fact true spirit of education is being practiced in the University i.e. no discrimination against caste, creed, religion and gender including third gender.

The University provides safety, security and counseling facilities to both male and female students /staff through its well defined Equity, Diversity & Non-discriminatory policy guidelines.

All new faculty members undergo an induction program to understand the needs, concerns and characteristics of diversified people including women in the campus.

The institution ensures the participation of women students in intra and inter-institutional competitions and cultural activities. The University has established a Complaint Committee & Women Helpdesk to address the issues related to sexual harassment and other problems.

The institution also conducts “Awareness program on Income Generation Activities” for underprivileged women.

The university conducted awareness meeting for “KAVALAN SOS” application and also insured that the application was installed by all the girl students and women faculty of the institution. Eminent personalities from Tamilnadu Police Department attended this meeting. The girl students and the faculties expressed immense happiness and gratitude to the management of VISTAS for launching this application.

| Year | Title of the program | Date and Duration (from-to) | Number of participants |
|-------------|---|---|-------------------------------|
| 2019-20 | International Women's Day | 10/03/2020 (10am to 4.30 pm) | 500 |
| 2019-20 | Champion Women | 27.02.2020 | 10 |
| 2019-20 | Self Help Groups- University Bazaar | 14.2.2020 | 240 |
| 2019-20 | Workshop on Social Media Marketing on Women Empowerment | 17.10.2019 | 300 |
| 2019-20 | Gender Physiological issues | 7.8.2019 | 100 |
| 2019-20 | Fresher's Orientation Program | 6.8.2019 - 8.8.2019 | 210 |
| 2018-19 | Mass Entrepreneurship Survey | 1.9.2019-30.9.2019 | 20 |
| 2018-19 | Boundaries | 18.3.2019 | 15 |
| 2018-19 | Self Help Groups- University Bazaar | 6.8.2018-7.8.2018 | 225 |
| 2017 - 18 | Workshop on the Prevention of Sexual Harassment | 23.3.18 (9.30 to 5 pm) | 50 |
| 2017 - 18 | Health Screening for Female Staff Members | 08/03/2018 | 350 |
| 2017 - 18 | International Women's Day | 07/03/2018 | 700 |
| 2017 - 18 | The Women s Empowerment Awards 2018 | 25/9/18 (10 am to 11am) | 700 |
| 2017 - 18 | Prevention of Sexual Harassment Committee meeting | 31.1.2017, 20.4.2017, 10.8.2017, 15.9.2017, 26.10.2017, 14.3.2018(9.30 to 5 pm) | 5 |
| 2017 - 18 | University Bazaar- SHG (Women Empowerment Program) | 19.1.2015, 21.1.2015, 23.4.2015, 27.4.2015, 20.7.2015, 22.7.2015, 12.8.2015, , 16.9.2015(9.30 to 5 pm)+C5:C19 | 700 |
| 2017 - 18 | Importance of Fair Practice of Gender | 18/08/2018 (9.30 to 5 pm) | 187 |

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| | in Society | | |
| 2017 - 18 | Gender Based Violence Awareness Program. | 04.09.2017 - 07.09.2017 (9.30 to 5 pm) | faculty :9 /students: 435 |
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| 2017 - 18 | International Women's Day | 8/03/2018 (3 to 6 pm) | 700 |
| 2017 - 18 | National conference on Human rights and gender justice | 22.9.2017 (1 day program) | 80-100 |
| 2016 - 17 | Prevention of Sexual Harassment Committee meeting | 10.2.2016, 10.4.2016, 20.7.2016, 19.11.2016 (9.30 to 5 pm) | 5 |
| | | | |
| 2016 - 17 | Importance of Fair Practice of Gender in Society | 26/8/2017 9.30 to 5 pm) | 188 |
| 2016 - 17 | International Women's Day | 8/3/2017 (3 to 6 pm) | 688 |
| 2015 - 16 | free Physiotherapy camp for women | 16.03.2016 (9.30 to 5 pm) | 50 |
| 2015 - 16 | International Women's Day | 8/3/2016 (3 to 6 pm) | 650 |
| 2015 - 16 | University Bazaar- SHG (Women Empowerment Program) | 25.2.2016 (9.30 to 5 pm) | 675 |
| 2015 - 16 | Prevention of Sexual Harassment Committee meeting | 19.1.2015, 21.1.2015, 23.4.2015, 27.4.2015, 20.7.2015, 22.7.2015, 12.8.2015, , 16.9.2015 (9.30 to 5 pm) | 5 |
| 2015 - 16 | University Bazaar- SHG (Women Empowerment Program) | 22.3.15 (9.30 to 5 pm) | 600 |
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