

**7.1.1: MEASURES INITIATED BY THE INSTITUTION FOR THE PROMOTION OF GENDER EQUITY:**

**ANNUAL GENDER SENSITIZATION ACTION PLAN**

**Action plan for 2023-2024**

The Globalized Modern India can only hope to attain its place as a strong nation among its peers when we would be able to root out the deeply entrenched and socially ingrained aspects of gender inequality. The changing demographic patterns and a great demand for professional education has propelled a greater diversity among the aspirants of professional education creating spaces which are flushed with a more diverse composition of student body at HEIS's .

This necessitates creating safe spaces, fostering equality and ruling out discrimination against caste, religion, sect and sex etc. School of Management Sciences Lucknow promotes '*Trust, Sense of Ownership, & Mutual Respect*' in its Guiding values and intends to '*produce professionals capable of facing global challenges and demonstrating high ethical and moral standards*' as enshrined in its Mission.

This transformation can be achieved with 'zero tolerance' at campus for any level of physical, mental, or sexual abuse /harassment. Thus, the need to have a safe working space for students, staff and other stakeholders on the campus is one of the significant aspects of any HEI For this purpose School of Management Sciences Lucknow has mechanisms and committees (Mentioned in 5.1.5) which take care of redressal of any level of misdemeanor or harassment.

Focusing on the primary aim to ensure a safe space and promote healthy environment the Women's Anti – Harassment Committee at School of Management Sciences Lucknow has come up with an action plan for the academic year 2023-24.

One of the important ways to achieve gender equality and have a safe space that will not represent injustice and violence against women, is to organize awareness initiative which will be instrumental in encouraging a dialogue on gender equality. This program will include Students, staff members, administrative staff and all the people involved on the campus. These awareness initiatives will largely aim towards students followed by other staff members on campus.

#### **7.1.1 Annual Gender Sensitization Action Plan 2023-24**

As an Institute **School of Management Sciences Lucknow** promotes all such activities and events which will advance the cause of Gender Equity. In continuation of its mission to '*Create Excellent Learning Ambience*', the Institute sets forth an action plan which has to be adhered to, throughout one academic cycle. This Action Plan includes organizing Guest Lectures of eminent spokespersons on issues relevant to Gender Sensitization. It intends to collaborate with NGO's for self- defense workshops and issues of Mental Health etc. In addition to that the 'Student Clubs' and 'Cultural Committee' organize competitions based on themes which are sensitive to the cause.

**ACTION PLAN FOR PROMOTION OF GENDER  
EQUITY AT SMS LUCKNOW**

**2023-2024**

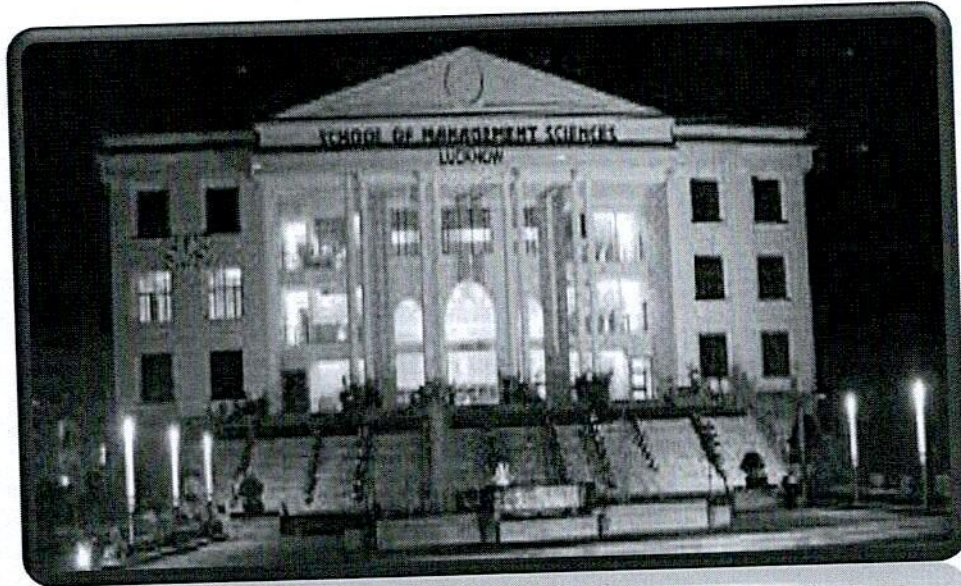
OBJECTIVES	ACTIONS	PROBABLE DATE	RESPONSIBILITY	OUTCOMES
Influence school pupils' perceptions of industries and subject areas with high gender imbalances	Career Counselling Sessions at nearby schools for greater awareness of Different Career Options	Nov 2023-June 2024	Career Counsellors/Faculty Members	Removing Gender Centric Perception Bias while choosing career options
Increased awareness of Women's Legal Issues	Work-shop	Dec 2023	General Manager Corporate Affairs	Enhanced understanding of women's Legal Rights
Use of Co-Curricular Activities to overcome stereotypes	Activities implemented through Student's Departmental Clubs and Cultural Committee	Throughout the year	Clubs and Cultural Committee	Creating a more congenial environment at Campus for both the genders
To Redress the Grievance of Female Students		Continuous	Women Anti-Harassment Committee	Zero Tolerance of Harassment cases

*[Signature]*

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**CRITERIA 7.1.1**

**FACILITIES & SECURITY MEASURES AT THE  
INSTITUTE**

**FOR GENDER EQUITY 2023-24**

  
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1# COMMON ROOM FOR GIRLS

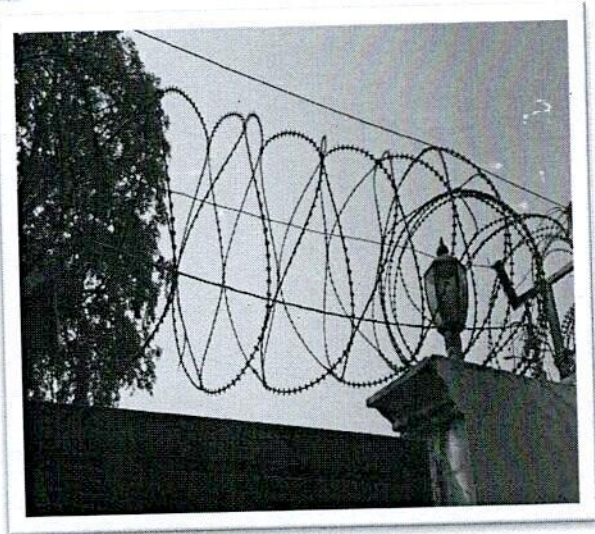
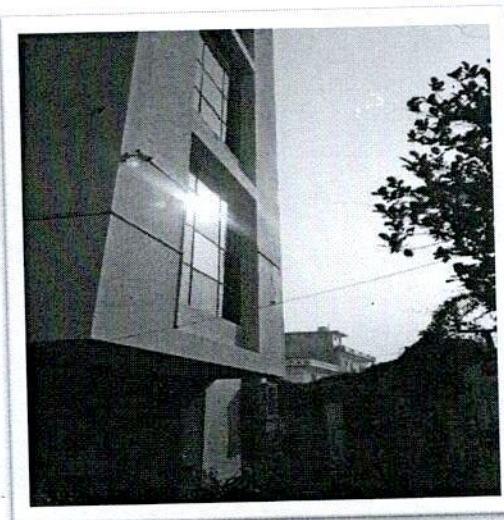
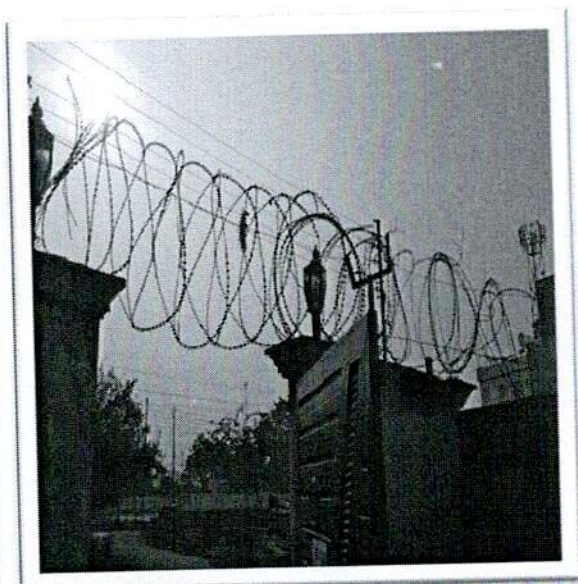
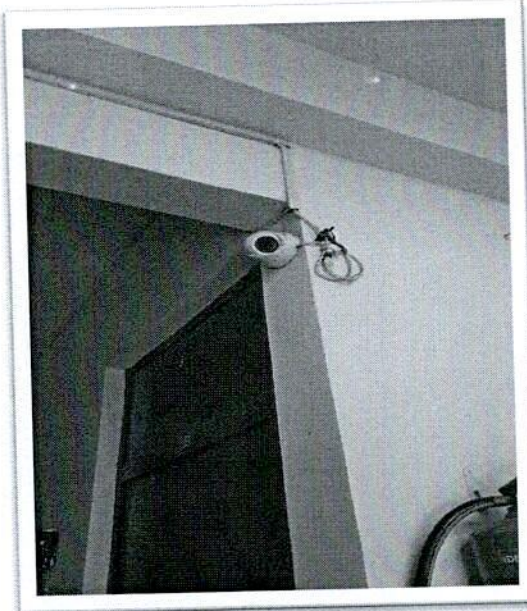
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Director  
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**2#SANITARY PADS MACHINES FOR IN TOILETS IN GANGA AND  
YAMUNA BLOCKS**

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**3#CCTV AND BARBED WIRE FENCE AT GIRL'S HOSTEL**



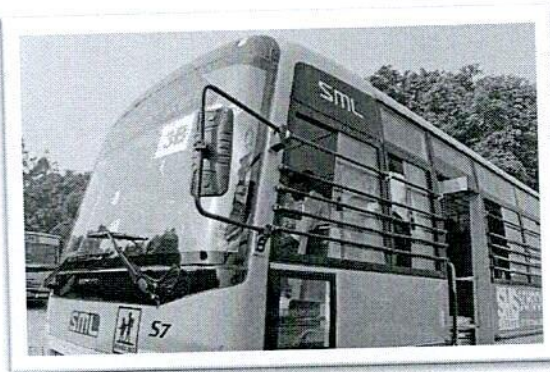
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**4#WOMEN ANTI -HARASSMENT COMMITTEE**

<b>Presiding Officer</b>	Ms. Sujata Sinha
<b>Members:</b>	Mr. Asad Kareem Usmani Ms. Smita Tripathi Dr. Jyoti Prakash Dr. Pushpanjali Singh Dr. Neerja Dixit Dr. Vivek Asthana
<b>Student Member:</b>	Ms. Harshita Srivastava B Tech CS- IV yr Ms. Vaishnavi B Tech AIDS- IV yr Ms. Zainab Khan MBA II yr Ms. Parul Singh BBA I yr
<b>Member NGO</b>	Mr. Ramesh Bhai

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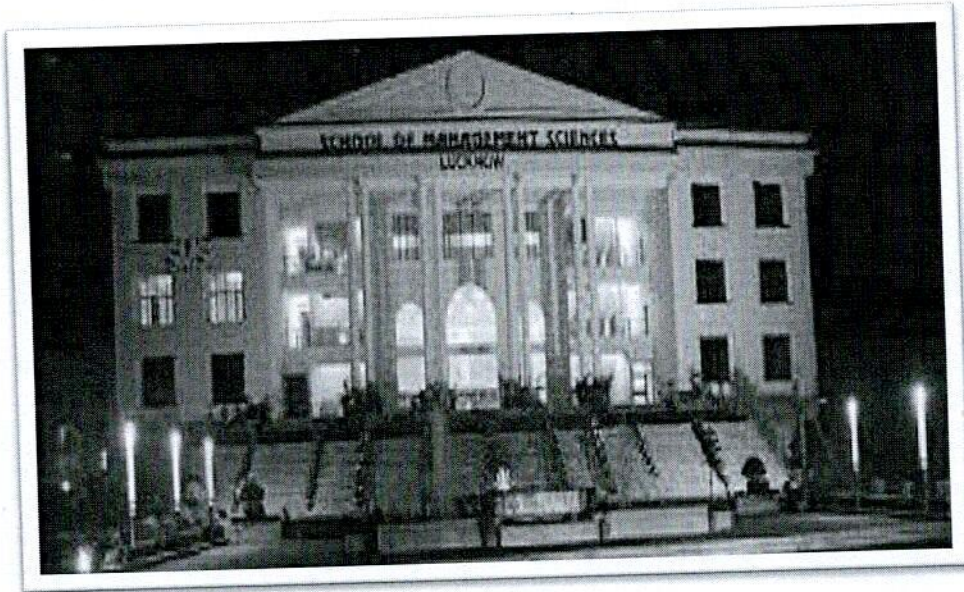
5#

BUS NO. 3A & 3B ARE DEDICATED TO PLY THE  
GIRLS TO AND FROM THE GIRLS HOSTEL IN  
SAFETY

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### CRITERIA 7.1.1

**MEASURES INITIATED BY THE INSTITUTION  
FOR THE PROMOTION OF GENDER EQUITY**

**2023-2024**

*[Signature]*  
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**ACTION PLAN FOR PROMOTION OF GENDER  
EQUITY AT SMS LUCKNOW**

**2023-2024**

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**ACTIVITIES CONDUCTED TO  
IMPLEMENT THE ACTION PLAN  
FOR GENDER SENSITIZATION**

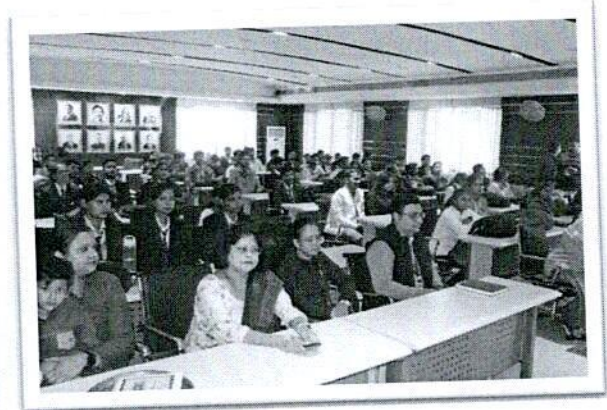
**2023-2024**

  
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S. NO.	NAME OF THE ACTIVITY	DATE
1	Posh Workshop	16 <sup>th</sup> Dec 2023
2.	Career Counselling quiz	23 <sup>rd</sup> Jan 2024
3.	International Women's Day at Girls Hostel	8 <sup>th</sup> March, 2024

  
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### Gender Sensitization Initiative- Posh Workshop



School of Management Sciences, Lucknow conducted a workshop on POSH on 16<sup>th</sup> Dec 2023 as a part of its initiative for gender sensitization. The workshop was graced by The Director, SMS and attended by all the members of the Women's Anti-Harassment Cell.

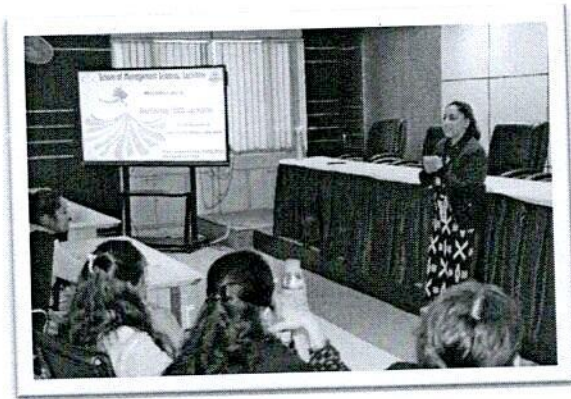
### Green Quest Quiz for Career Counseling



Written quiz for Career Counseling at Krishna Devi inter college LDA colony Alambagh 23<sup>rd</sup> Jan 2024

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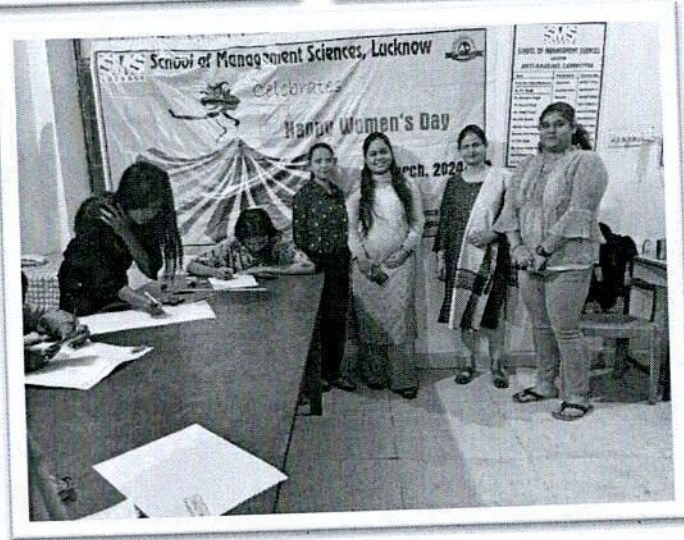
## International Women's Day



On the occasion of International Women's Day on 8<sup>th</sup> March, 2024 all-female faculty and staff members of SMS, Lucknow participated in SheShine@SMSLucknow event.

*Zone*  
Director  
School of Management Sciences  
Lucknow

## International Women's Day at Girls Hostel



SMS Lucknow celebrated International Women's Day at Girls Hostel premises. Two events were organized on this occasion Poster Making and Poetry Recital. Two Alumni of MBA batch of 2021-2023 also joined the celebrations. The alumni Ms. Astha Srivastava and Ms. Riddhi Mishra adjudged the events. The winner of Poster Making was Ms. Avanshika Tiwari BBA - III<sup>rd</sup> year and the winner of Poetry Recital was Ms. Sadaf Parveen of B.Com-Hon - I<sup>st</sup> year.

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