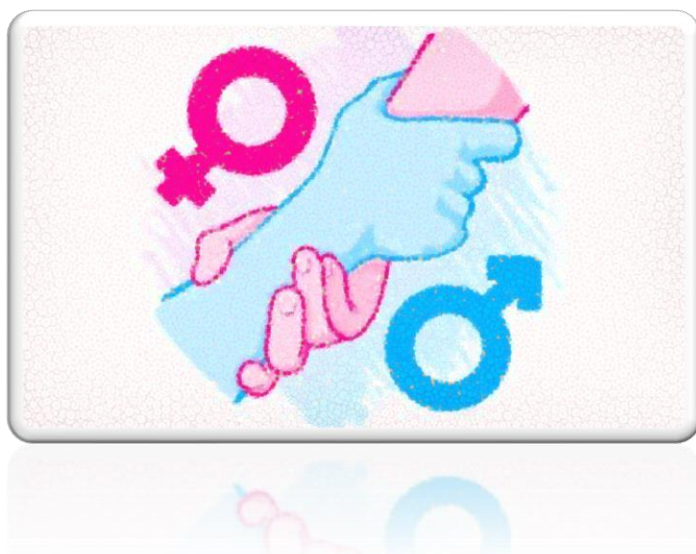


UNIVERSITY OF LUCKNOW



ANNUAL GENDER SENSITIZATION PLAN

In addition to creating a center for women's empowerment and gender equality, gender equality policies are one of the University of Lucknow priorities across the entire university and enable specific achievements with the action from all areas. We share certain values and principles, such as equality, inclusion, respect for human dignity, fairness and justice for all, acknowledge the support for a diversity of talent, renew our commitment in teaching future generations and being a role model. We also commit to counteract to any existing inequalities.



Through its Gender Sensitization Action plan, the GENSEN Cell aims to disseminate information through workshops, on gender awareness, bringing forward the distinction between sex and gender whilst defining other gender related terminology. The module reflects upon the ways in which gender and other gender related terminology are socially constructed and the important

role that education can play in sensitizing the people to change their mindset. The National Commission for Women also opines that in order to have a better understanding of the concepts of equality and non-discrimination, the two fundamental aspects of our constitution, there is a need to understand the basic concepts like difference between sex and gender, gender roles, gender stereotypes, gender division of labour, gender discrimination, gender based violence, masculinity, patriarchy, gender equality and so on. These concepts are necessary to understand because “the gender question is not just about women and men and how they interact but understanding these concepts would help in sensitizing people about curbing the gender biases prevailing in the society and would help in empowering girls and women to achieve their goals.

In this way we at University of Lucknow believe that with understanding comes ability to bring about attitudinal changes towards Gender based violence.



University of Lucknow, through its proactive faculty, staff and student programs, will annually look into the following:

1. Promoting communication with respect for human dignity and social responsibility.
2. Allow the recognition of multidimensional representations of women and men.
3. Promote communications that represent unbiased representations of gender equity.
4. Conduct workshops that promote diversity and gender-sensitive communication for members and employees
5. A senior role in every campus whom faculty and students can reach out in matters of need related to gender-related communication.
6. Conducting regular awareness-raising activities among students and staff.
7. In classes, faculty members promote working together, fair representations for leadership roles, facilitate impartial participation, gender balance in team projects when possible, promote students meeting with faculty, having open and closed sessions with faculty members of the appropriate gender for related scenarios, complaints and counseling during class hours and at hostels.
8. A network of gender equality advisers facilitated by our Gender Sensitisation Cell.

Plan for the academic Session 2020-2021

1. Circular to be issued to all the departments to conduct one workshop on Gender sensitization.
2. Release of book “Silent Voices” which would include real life stories of faculty and students associated with University of Lucknow about their struggles and victories.
3. A workshop to be conducted by GenSen Cell related on gender issues.
4. To sensitize students about gender roles and gender stereotypes through theatre.