



AL-AMEEN INSTITUTE OF MANAGEMENT STUDIES

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Annual Gender Sensitization Action Plan

Al-Ameen has a policy that every one of us is equal in dignity and deserves to be treated equally. It is absolutely essential for the security, safety, health, economic soundness, competent, reliable and well-being of women and girls in our nation and around the globe. We are centering equity in our recovery and response efforts, but we still have work to do to ensure equal opportunity for all people, regardless of gender. We believe that by cultivating values in today's youth, we have an unprecedented opportunity to chart a course for a future in which gender equity and equality are instilled in every part of our country, and—to advance the rights and opportunities of women and girls across the world. This is a great responsibility that the institution shoulders with greater authority & as a moral imperative that will advance prosperity, safety, security and stability.

Gender responsiveness caters to the practice of active and engaged strategies and responses to issues relating to gender in Educational planning and policies. Gender-responsive programming promotes greater equity by :

- (1) Ensuring that the overall needs and interests of both boys and girls are met,
- (2) Effectively incorporating life skills-based strategies for preparing the next generation to make “life-career” decisions,
- (3) Closing potential achievement gaps between the sexes
- (4) Ensuring readiness & access to higher education.

This further facilitates in achieving & promoting gender equality in the process of learning-teaching and in the education outcomes. There is a dire need for a “gender-

perspective” that addresses equity and equality for both sexes in the context of delivering these quality counseling and guidance programmes.

In general, Gender-Responsiveness requires analysis of Role Expectations for Boys and Girls in the communities; examination of gender parity indices; and qualitative delve into the student perceptions of success, parental and teacher beliefs about gender and gender-based practices that can support or hinder the achievement of goals and the success level of boys and girls.

Across the world, education remains the most powerful tool for improving the lives of women and girls. Important advances have been made in gender and education equality in the last several decades, but millions of girls continue to live without access to Quality Education and Opportunities to develop. Hence, gender sensitivity plays an important role in “Nation-Building,” and great responsibility for any institution to imbibe & address upon this vital and burning issue.

We include techniques such as role playing and psycho-drama, which can explicitly focus on gender issues; providing adjunct classroom support to teachers for common discussion groups,

Integrating gender sensitivity into academic curricula can serve as delivery points for information concerning sexual health, drugs, HIV/AIDS; to increase advocacy for effective transition from college-to-work; to provide a platform for engagement in life skills-based educational activities; and provides insight through classroom activities and engaged discussions.

Further, we have a Sexual Harassment Committee and Anti-ragging Committee in place. Counseling intervention is provided to all the students. The parameters set are on emotional, mental and psychological preferences among the students and counseling is carried out on a one-to-one basis. Any emotional baggages are addressed and resolved.

At Al-Ameen Institute of Management Studies, there is no discrimination whatsoever. There are equal representation of men & women in the faculty, staff and student community. We conduct several Gender Equality Sensitization programmes to all our faculty, administrative staff and students on :

- a) Women Empowerment
- b) Gender Equality at workplace
- c) Gender Diversity & its benefits
- d) Legal Consequences of Sexual Harassment, Eve Teasing & Ragging.
- e) Women's Day Celebrations to demonstrate the achievements of women and to recognize women achievers.
- f) Grounding your Purpose – what are the social identities and how to navigate them. We engage in an open discussion to empower our students & staff to act in social-effective & just ways, while advancing ones purpose and leadership skills to ensure the safety and security of one and all.
- g) Gender Advocacy – by visiting orphanages and helping them, we renew our commitment to ensuring a bright future for both the girls and boys.

Thus our institution makes sure that Gender Equality & Equal Opportunity persists in terms of :

- Access to employment and skills;
- Entrepreneurship
- Financial inclusion for both staff & students;
- Access to, and usage of, infrastructure and utilities;
- Decision-making by including them in various committees;
- Women's leadership and public participation;

These measures create awareness & instill respect for women by the men folk, ensuring women's full and effective participation and equal opportunities for leadership at all levels of decision-making be it students or staff. This can be witnessed in the support provided and the performance outcomes at our institution. The best indicator of Al-Ameen Institute of Management Studies providing an Ecosystem of Gender Equality & Equal Opportunity could be going by the "Zero" number of cases of Sexual Harassment and Ragging at Al-Ameen Institute of Management Studies and also from the increasing percentage of girl students being enrolled for BBA & MBA courses.

