

Cochin University of Science and Technology

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Gender Sensitization Plan

(Prepared by: Women's Studies Centre, Cochin University of Science and Technology)

Cochin University of Science and Technology, striving for excellence in all that we do, recognizes the impact that our Gender Policies and gender sensitization strategies that may have on the safety and contentment of our employees and students. Gender equality and equity has always been an integral part of our planning and decision making. We are committed to establishing Gender Justice by correcting gender imbalances in educational policies, institutional systems and everyday practices; Ensuring Zero Tolerance against gender based violence by continually investigating, analyzing and preventing sexist actions and practices; Promoting Gender Sensitization so as to ensure safety, security and to develop care and compassion among individuals in a comprehensive level; Complying with all applicable legal requirements and guidelines as proposed by the State.

Cochin University of Science and Technology, with our proactive faculty, staff and student programs, will annually look into the following:

- The Gender Policy of the university to be linked with service rules and Internal Complaints Committee (ICC).
- To take up Gender and STEM as a focus area for academic and outreach activities, and to transform the University into a hub of research and action in the field of Gender and STEM.
- To take up measures to include student representatives in the ICC who could be nominated or elected along with the student union representatives.
- A network of gender equality advisors to be facilitated by the Women's Studies Centre.
- Women's Studies Centre has been instructed to take up gender issues in general and have planned to conduct regular open discussions about sexualities and talks about sexual orientation for avoiding/reducing stigma around different genders and sexualities including LGBTQ+

- Women/transgender students/scholars should have the provision to avail period leave which is to be considered and thus providing separate attendance cut off percentage for them.
- To facilitate well-lit roads, installation of CCTV cameras to ensure the safety and security of the pupils, crèche facilities and separate waiting rooms, sick rooms and prayer rooms inside the university campus.
- To provide counseling services for students, scholars and staff along with cyber bullying assistance to be provided.
- To ensure that all communications within the university to be unbiased about any specific gender.