



MAR IVANIOS COLLEGE OF ARTS & SCIENCE

(Affiliated to University of Kerala)

A Self Financing College, Managed by Malankara Catholic Educational Society Catholic Diocese of Mavelikara
Kallumala PO, Mavelikara, Alappuzha, Kerala India , PIN - 690 110

Annual Gender Sensitisation Action Plan

Mar Ivanios College of Arts and Science, Mavelikara, is ensuring equal concern for girls and boys in the institution in all curricular, co-curricular and extracurricular activities. MICAS through its proactive faculty members, staff and students, following programmes are implemented:

Sl. No.	Action	Responsibility /Action By	Timeline
1.	Provide staff advisor level/ psychologist counseling for students or faculty members.	Staff Advisors/ HoDs/ Principal	Continuous process
2	Have anti-ragging/ women and student grievances redressal committees for monitoring and evaluation of gender equality in the institution.	IQAC Coordinator and conveners of the committee	Continuous process
3.	Encourage women students and faculty members to start their startups and thus promote women's entrepreneurship.	ED club Coordinator	Monthly 2020
4.	Continue and strengthen the use of gender-sensitive language in institutional documents, course plans, and other documents.	Principal/HoDs/AO	beginning of every Semester
5.	The development and implementation of all institutional policies (programs and strategies) include a segment of gender equality.	Principal/HoDs.	Beginning of every semester.
6	Celebrate the International Women's Day – the 8th of March	Women's club convenor and members	Every year
7	Provide cultural/sports competitions on gender basis during annual sports meet/Arts fest	Principal/Physical education department/ Administrator	Every year
8	Provide maternity leave for women staff members as per the existing State/Central Government rules.	Management	–
9	Encouraging girl students applying for scholarship schemes and funds especially for women provided through various Central/State Government schemes.	Principal/Staff Advisors	–



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Ref. No.

Date. 13/12/2021

This is to certify that Mar Ivanios College of Arts and Science, Mavelikara takes special care in promoting gender equity through various programmes keeping in mind the gender sensitization action plan.

- Provide staff advisor level mentoring and counselling for students.
- Anti-ragging/ women and student Grievance Redressal Committee for monitoring and evaluation of gender equality in the institution.
- Encourage women students and faculty members to start their start-ups and thus promote women's entrepreneurship.
- The development and implementation of all institutional policies include a segment of gender equality.
- Celebrate International Women's Day on the 8th of March.
- Provide cultural/sports competitions on gender basis during annual sports meet/Arts fest.
- Provide maternity leave for women staff members as per the existing State/Central Government rules.
- Girl students are encouraged to apply for scholarship schemes and funds.



Demalho

Principal