

Marathwada Mitra Mandal's  
**College of Architecture**

ID No. : PU/PN/ARCH/065/(1985)  
Affiliated to Savitribai Phule Pune University  
Recognised by COA, AICTE, New Delhi



“येथे बहुतांचे हित”

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### Annual Gender Sensitization Plan

Marathwada Mitra Mandal's College of Architecture faculty, staff and students will annually look into the following:

- Promoting communication with respect for human dignity and social responsibility.
- Allow the recognition of multidimensional representations of women and men.
- Promote communications that represent unbiased representations of gender equity.
- Conduct seminars that promote diversity and gender-sensitive communication for students, faculty and staff.
- Class Coordinator for each class to whom students can reach out in matters of need related to gender-related communication.
- In classes, faculty members promote working together, fair representations for leadership roles, facilitate impartial participation, gender balance in team projects, 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.
- Balanced gender quota in various committees.
- Have regular meetings of anti-ragging/ women and student grievances redressal committees (ICC) for monitoring and evaluation of gender equality in the Institution.
- Celebrate the International Women's Day – 8th of March.
- Encourage participation of girls in annual sports and cultural programmes.
- Provide maternity leave for women staff members as per the policy of Marathwada Mitra Mandal's Management.

*Ujjwala*

Dr. Ujjwala Palsuley  
Principal

