



NMIMS University as an institution of work and study aims to be free from gender based discrimination and harassment. We seek to continually build a secure campus space for all employees and students to develop and flourish to their full potential, without constraints of gender based inequity.

OBJECTIVES:

- To create an organizational climate of gender inclusivity and equity thereby facilitating a healthy work and educational environment, where all stakeholders are secured.
- To initiate and foster dialogue on questions related to gender awareness, emotional and practical challenges faced by women/gender minorities.
- To provide an effective and prompt complaint management machinery to attend to grievances in the domain of gender based discrimination, sexual harassment or violence.

Gender Sensitization Action Plan

Awareness programs, workshops, training sessions and panel discussions by industry /subject matter experts, in order to further the objectives mentioned.

1	Campus Conversations: A panel discussion on gender appropriate code of conduct, need for gender parity and sharing of concerns by stakeholders.
2	Annual Health Checkup and educational session on women's health by invited medical experts.
3	Seminar on Financial Planning and Tax management to promote financial literacy and independence amongst female employees and students.
4	Session on Good Touch and Bad Touch for children of faculty and staff as a tool to prevent sexual abuse of children and initiate dialogue on the same.
5	Awareness program on Cyber Safety and Harassment in order to address the concerns of cyber crime, ensuring online safety of all women on campus.
6	Interactive workshop on Creating And Sustaining Effective Work Life Balance.
7	Session on combating domestic violence and abuse: Understanding legal policies, provisions and accessing resources for aid.
8	Self Defense Training session for female employees and students.
9	The Vipassana Meditation Technique - Session on Vipassana mindfulness for lifestyle management.
10	Awareness session for employees and students on the grievance redressal mechanisms and committees present within the University to facilitate accesses to the available resources when needed.

11	Understanding toxic relationships and identifying relationship abuse for students of the university to educate and empower them at an early stage.
12	Awareness drive on the importance of diversity, use of gender sensitive language and inclusion of all gender minorities via role plays, art expression and poster presentations by students.
13	Session on Healing through Sound Therapy: Innovative ways for stress management.
14	Workshop on self confidence, assertiveness training and boundary setting.
15	Career enhancement and entrepreneurship development training by industry experts to encourage women in business.

Committees:

The following committees have been constituted by NMIMS University to ensure physical and emotional safety of women of campus. They comprise of members of Management, HODs and Senior Faculty who are appropriately trained and sensitized in matters of concern.

1	Student Grievance Redressal Committees
2	Sexual Harassment Internal Complaints Committee
3	Women Grievance Redressal Committees
4	Anti - Ragging Committees

To ensure gender based safety NMIMS counseling team, comprised of psychologists, is also available on campus to provide psychological intervention to the individuals referred by the committees. If any instance of sexual/ gender-based harassment is disclosed to the psychologists, they are guided to the appropriate committee for intervention. The party is provided Counselling using research-based therapies and interventions such as RE-CBT, Person-Centered therapy and trauma counseling.