



MADANAPALLE INSTITUTE OF TECHNOLOGY & SCIENCE

Madanapalle - 517325, Annamayya Dist., Andhra Pradesh, India.

MITS DEEMED TO BE UNIVERSITY

(Declared under section 3 of UGC Act, 1956 by Govt. of India - MoE)



Estd: 1998



**A Report on Awareness Program on
"Building Gender Sensitivity: Towards an inclusive Campus"**
Organized by
Women Empowerment Cell
in Collaboration with
Grievance Redressal Cell and Internal Complaints Committee
on 27th & 28th October 2025

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Building Gender Sensitivity: Towards an Inclusive Campus
Organized by
Women Empowerment Cell (WEC)
in Collaboration with
Internal Complaints Committee (ICC)

Date : 27-10-2025 **Time: 4-5 PM** **Venue : Auditorium**

Resource Persons

	Mrs U Vijaya Lakshmi Internal Relations Coordinator Students' Counsellor		Dr K Hemalatha Presiding Officer Internal Complaints Committee
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Chief Patron
Dr. N. Vijaya Bhaskar Choudary
Founder and Chancellor

Patrons
Mrs. Keerthi Nadella
Executive Director

Program Chair
Dr. C. Yuvaraj
Vice Chancellor

Convenor
Dr S Shanmuga Priya
Coordinator of WEC

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Report Submitted by: Ms. S. Kavi Priya, Assistant Professor, Department of Electronics & Communication Engineering.

Venue: Auditorium (MITS)

Mode of Conduct: Offline

Audience: I Year B. Tech. Students.

Introduction

On 27th and 28th October 2025, the Women Empowerment Cell (WEC) of MITS, in collaboration with the Grievance Redressal Cell (GRC) and the Internal Complaints Committee (ICC), organized a Two-Day Awareness Programme titled *“Building Gender Sensitivity: Towards an Inclusive Campus.”*

The programme aimed to educate first-year students on the importance of gender equality, respectful communication, and inclusiveness within the academic environment. Gender sensitivity is a vital aspect of both personal and institutional growth—it enables students to recognize and challenge gender biases, foster equality, and contribute to building a safe, respectful, and inclusive campus culture.

Objectives of the Programme

- To create awareness among students about gender equality and respectful communication.
- To educate students about laws and policies related to gender justice and workplace harassment.
- To promote a culture of empathy, mutual respect, and inclusiveness within the campus community.
- To familiarize students with the roles and responsibilities of Internal Complaints Committee.

Programme Highlights

The session commenced with Ms. Saniya (III B.Tech ECE) outlining the objectives of the event, followed by a welcome address by Dr. S. Shanmuga Priya, Coordinator of WEC, who emphasized the importance of creating a safe and respectful campus environment for all genders.

Mrs. Vijayalakshmi U. then led the session with an insightful presentation on various forms of gender discrimination and unconscious bias in academic and professional contexts. She discussed committee guidelines and preventive measures adopted on campus, and engaged students through real-life case studies and interactive activities to highlight the effects of gender stereotyping and the value of inclusiveness.

Dr. K. Hemalatha, Coordinator of the ICC, briefed students on the procedures for reporting and addressing harassment cases, stressing the importance of acting responsibly and empathetically. She urged students to uphold respect for all individuals—men, women, and transgender persons—and highlighted the need to recognize workplace and societal disparities. Referring to findings from a 2024 survey, she discussed the additional burdens faced by women and encouraged students to adopt a mindset of understanding and mutual support for collective growth.

Later, Dr. S. Shanmuga Priya, Coordinator of WEC, addressed the gathering, emphasizing that humanity and respect are fundamental to maintaining individual dignity and fostering a harmonious environment. She also motivated students to actively participate in technical events and skill development activities.

Ms. Kavi Priya S, Member of WEC, stressed the importance of discipline, awareness of university regulations, and developing a spirit of collaboration and learning. She encouraged students to report issues promptly to the concerned authorities for timely resolution.

The session concluded with a student pledge to uphold equality and nurture a culture of mutual respect and inclusivity on campus.

Outcomes of the Programme

- Students gained a clear understanding of gender sensitivity and equality.
- The sessions helped dispel misconceptions and stereotypes related to gender roles.
- Students were introduced to the functions and support mechanisms of WEC, GRC, and ICC.
- The programme fostered open communication, mutual respect, and inclusiveness among first-year students.



The event concluded with a Vote of Thanks delivered by Dr. S. Shanmuga Priya, Coordinator, WEC, who expressed gratitude to the speakers and participants for their valuable contributions. The programme served as a powerful reminder that every member of the campus community shares a collective responsibility to foster a respectful and discrimination-free environment.



The combined efforts of the Women Empowerment Cell, Grievance Redressal Cell, and Internal Complaints Committee exemplify MITS Deemed to be University's commitment to building a safe, inclusive, and equitable academic ecosystem for all.