THIAGARAJAR
SCHOOL OF MANAGEMENT
(Autonomous)
Madurai, Tamil Nadu
Accredited by NAAC with 'A' Grade

Pamban Swamy Nagar,
Thirupparankundram,
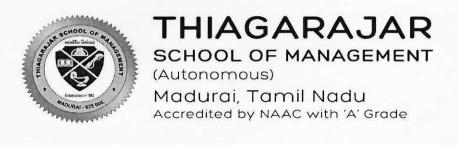Madurai - 625 005.
Tamil Nadu, India.
Tel : +91 452 248 4099
Tel : +91 452 248 6900
URL : www.tsm.ac.in

Annual Gender Sensitisation Action Plan

S.No.	Strategic Goal	Target Participants	Action Plan
1	Invited Gender Sensitization Lectures on Discrimination, Equality, Equity, and Gender Counseling	Students, Faculty and Staff	Interactions with invited experts to provide input on gender equality and equity. Women who have excelled in their fields of work inspire and motivate others. Highlight drug use, mobile addiction, Social Media Chats, and potential threats.
2	Promoting gender equity and inclusion in the appointment of women to various administrative positions	Management	TSM has made a concerted effort to promote gender equity and inclusiveness in the nomination of women to various administrative positions.
3	Health and Hygiene	Students	Interactive sessions with invited doctors on women's health issues and preventive measures for a healthy life, as well as general health awareness for women of all ages..
4	Gender-based Physical Fitness	Students	Training is provided for good physical fitness in a campus-provided gym in order to protect their health and overcome stress.
5	Women Rights and Gender equality	Students	Interactive sessions held by inviting lawyers and NGO's.
6	Entrepreneurship Opportunities	Students	Male and female students receive equal training to complete live projects and receive input from experts in the field of entrepreneurship
7	Gender equality in TSM's academic and administrative aspects	Faculty and Staff	Representation of Women : Board of Governors - 4 out of 15(27 %). Faculty Council - 9 out of 26(35%).
8	Infrastructure and supporting facilities for gender equality and security	Students	Separate Gym, Rest Rooms, Hostels

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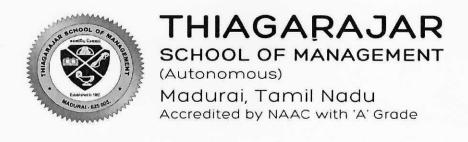## Madurai, Tamil Nadu
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9	Organize gender quality seminars and workshops for students. Analyze the programme in terms of Gender Sensitivity.	Students, Staff, Faculty	Programs organized giving importanceto Women
10	Celebrate the International Women's Day – the 8th of March	Students, Staff, Faculty	Women's Day is observed every year to raise gender awareness.
11	Anti-ragging/ women and student grievances redressed	Students	Regular meetings are held to instill gender sensitivity and to address grievances.
12	Continue to use gender-sensitive language in course plans and other documents.	Faculty, Deans, Principal, Director	Gender sensitive language is used throughout the institution's documents and the course plan.
13	Gender equality is addressed in institutional policies (programmes and strategies).	Principal	The policies are presented in the form of handbooks, with a strong emphasis on gender equality.
14	Provide maternity leave to female employees in accordance with existing State/Central Government regulations.	Management	Maternity Leave is provided to both academic and non-academic staff, as per Government rules.
15	Admission of female students is encouraged.	Students	Students are admitted without regard to gender (around 50%). To promote gender equality among students, a weighted age has been assigned to female candidates in the merit-based admission procedure.

ISO 9001
BUREAU VERITAS
Certification

U K A S
MANAGEMENT
SYSTEMS

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16	Program on Prevention of Sexual Harassment	Students	Experts have been invited to raise awareness about sexual harassment..
17	Counseling	Students	TSM Mentors provide counselling and guidance to students with gender equity to help the students to overcome problems and become more gender aware, as TSM is a fully residential programme.

Dr. Denisia S P

IOAC Coordinator