



**Swami Rama Himalayan University**  
**Himalayan Institute of Medical Sciences**  
**Department of Clinical Research**  
**Session report on Gender Sensitization**

**Date:** 6<sup>th</sup> August 2025

**Venue:** Sushruta Lecture Theatre-II, Himalayan Institute of Medical Sciences

**Resource Person:** Mrs. Ekta Rao, Assistant professor, School of Management Studies, Swami Rama Himalayan University

**Organized by:** Himalayan Institute of Medical Sciences, Swami Rama Himalayan University

**No. of Participants:** 35

### **Introduction**

The session on *Gender Sensitization* was organized to raise awareness about gender equality, challenge stereotypes, and foster a culture of respect and inclusivity. The resource person emphasized that gender sensitization is essential in academic, professional, and social contexts to ensure that individuals of all genders are treated fairly and with dignity.

### **Objectives of the Session**

- To understand the concept of gender sensitization and its importance.
- To identify and address gender-based stereotypes and biases.
- To promote equality, respect, and sensitivity in behaviour and communication.
- To familiarize participants with legal provisions and institutional mechanisms for gender justice.

### **Key Points Discussed**

#### **1. Understanding Gender vs. Sex**

- Distinction between biological sex and socially constructed gender roles.
- How cultural and societal norms influence gender perceptions.

#### **2. Need for Gender Sensitization**

- Breaking stereotypes and ensuring equal opportunities.
- Preventing discrimination, harassment, and marginalization.

#### **3. Challenges & Issues**

- Gender bias in education, workplace, and community.
- Unconscious bias and its impact on decision-making.

#### **4. Legal and Institutional Framework**

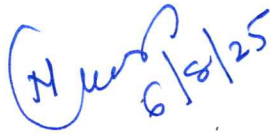
- Laws related to workplace equality (POSH Act, Equal Remuneration Act, etc.).
- Role of Internal Complaints Committees (ICC) and grievance redressal.

#### **5. Best Practices**

- Inclusive communication and non-discriminatory language.
- Equal participation in decision-making and leadership.
- Encouraging safe spaces for discussion and reporting grievances.

## Conclusion

The session concluded with the understanding that gender sensitization is a continuous process requiring collective effort. The resource person encouraged participants to be proactive in promoting equality and creating an environment where everyone feels valued and respected, regardless of gender.

6/8/25

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