



Maratha Vidya Prasarak Samaj's
Karmaveer Shantarambapu Kondaji Wavare
Arts, Science & Commerce College, Uttamnagar, CIDCO, Nashik-422008.
Phone No.:(0253)2391110 Fax:(0253)2372210 Email: cidcocollegenashik@rediffmail.com
Website:www.cidcocollegenashik.ac.in
NAAC Reaccredited A grade
Affiliated to Savitribai Phule Pune University
Id.No.PU/NS/ASC/047/1993



7.1.1 Measures initiated by the Institution for the promotion of gender equity during the year

Additional Information:

institute is a co-education institute. Students study here in a common classroom. The institute maintains the gender equity. The institute ensures that there is fair and impartial treatment with students. All the students get equal opportunities in all the activities of the institute. The institute is careful about maintaining and promoting the gender equity. The institute takes care about the safety and security of all the students. There are Vishakha (Internal Complaint Committee), Anti-sexual harassment committees in the institute functioning for the development of all the students of the institute. As per recommendation of Internal and external Audit committee action plan is prepared. The atmosphere in the institute helps students to complete their education in a very friendly and safe manner. Keeping in mind the special hygiene needs of girls and female staff, a sanitary napkin vending machine is made available.

link for Gender Audit:

https://www.cidcocollegenashik.ac.in/wp-content/uploads/2022/10/Gender-Audit-Report-2021-22_30_9_22-1.pdf

Annual Gender Sensitization action plan:

Our institute is ensuring equal concern for girls and boys in the institution in all curricular, co-curricular and extracurricular activities, through its proactive faculty, staff and student programs will look into the following:

Sr. No.	Action	Organized by	Tentative Date
1	Planning about Activities of the institute Gender sensitization Cell	IQAC	Week 1- July 2021
2	Provide staff advisor level-psychologist counselling for students or faculty members	Staff Advisors- HoDs- Principal	Continuous process
3	Have regular meetings of anti-ragging- women and student grievances redressal committees for monitoring and evaluation of gender equality in the institution.	IQAC Coordinator and conveners of the committee	Minimum Two Meeting per Semester
4	Organize seminars and workshops for students on gender quality	Coordinator Woman Empowerment and Redressal cell	December 2021
5	Organize a public awareness campaign through NSS unit, about anti-discrimination statute and mechanisms of protection against gender-based discrimination	NSS Programme Officers	December 2021
6	Increased knowledge about the human rights of women and gender equality.	Principal	December 2021
7	Organize training about gender equality, preventing all forms of violence	Coordinator Woman empowerment and Redressal cell	January 2022
8	The development and implementation of all institutional	Principal	February 2022

	policies (programs and strategies) include a segment of gender equality.		
9	Provide cultural-sports competitions on gender basis during annual sports meet-Arts fest	Principal	February 2022
10	Celebrate the International Women's Day – the 8 th of March	IQAC Coordinator and conveners of the committee	March 2022
11	Provide maternity leave for women staff members as per the existing State-Central Government rules.	Management	--
12	Encouraging girl students applying for scholarship schemes and funds especially for women provided through various Central-State Government schemes.	Staff Advisor	--

II. Specific Facility provided for Women in terms of

a. Safety Measures

- (i) The Institute provides **CCTV surveillance** throughout the campus for safety and security purpose.
- (ii) Safety of girls is taken care throughout the campus. The Institute campus is gated and entry is regulated through verification of **Identity cards**.
- (iii) **Anti-Sexual Harassment cell** is formed in the Institute to address the complaints filed by the Girl students. Its members are all ladies teacher. Their mobile number is written on the Notice-board and Institute-website. Any girl can register her complaint at any-time
- (iv) The institute arranges **medical camps** for students every year
- (v) **NCC wing** is established **for girls**, which also give awareness in its program.
- (vi) **NSS unit** is functional and active. One of the **program officers is women-teacher**.
She aware girl about her safety and security in the program organized by NSS
- (vii) Security Awareness Training Programs like **Swayam Siddha** is conducted by Physical Education and Sport Department.



CCTV At First floor of New Building



CCTV In The Staff Room

b. Counselling:

- I) **Psychology IQ testing and counseling** is conducted by Psychology department to help the students to know himself/herself for better his/her interest, abilities, aptitudes, opportunities and develop special abilities and right attitudes, Mental Health Day raising awareness of mental health issues around the world and mobilizing efforts in support of mental health. During Lockdown Period Psychology Department conducted online survey and free telephonic counseling.
- II) **Women Empowerment cell** is always ready and available to solve her problems. The Institute has a mechanism of counselling students to address both personal and career related issues. Departments are also mandated to have regular student-faculty interaction meetings to take stock of problems/issues and resolve them. Every Faculty in the Institute allotted Students to monitor their personal, academic and psychological wellbeing by having interaction with them. Seminars, talks by experts and interactions with renowned counsellors help to create awareness among the students about gender related issues

Gender equality

- Gender sensitization workshops
- Street play against female feticide.
- Faculty Placement Cells and Alumni Placement Assistance Cell

Activities Undertaken by Counselling Centre (2021 - 22)

Sr. No	Name of The Test	Male	Female	Total
1.	World Mental Health Day	40	44	84
2.	IQ Test	13	10	23
3.	Marriage Attitude Scale	17	18	35
4.	Introversion- Extraversion Scale	10	14	24
5.	Alzheimer's Awareness Quiz	125	216	341
6.	Yoga for Mental Health	48	150	198
7.	Need of Yoga Nidra for relaxation	48	150	198
8.	Benefits of regular aura energy cleansing	48	150	198

- III) **Mentor-mentee** has Mentor-Mentee system for slow as well as advanced learner.



Counselling Room at Psychology Department

c. Common Rooms:

Common room is available for girls in the campus. These rooms are well-ventilated. The students utilize these for having lunch and also for common discussions. They may rest, relax and refresh there. The purpose of common room facility for girls is to create a stress-free environment.



Common Room

e. Any other relevant information:

Initiative for Transgender:

Our institution organizes different programme for Transgender every year. In this academic year we have organized beautician course and Hair style competition for them in collaboration with 'Janshikshan Sansthan'. A total of all 20 participants benefited from this training programme. It can be contributed to their skill development and self-respect because they can start their own business with the help of this training.



Participants with their certificate

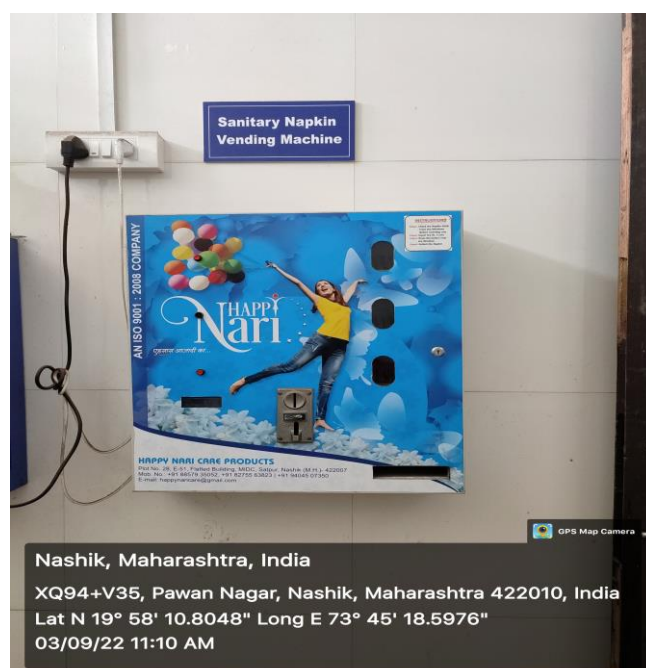


Hair style competition

• **National Cadet Corps Unit for Girls:**

The institute has NCC unit only for girls. It provides a suitable environment for taking up a career in the armed forces. The girls are trained and motivated for leadership in all walks of life. They are made to serve the nation. Apart from regular parades and camps, cadets participated in social activities like Blood Donation Camp, AIDS Rally, Blood Donation Rally, Common Tree Plantation and Pulse Polio Campaign. Some adventurous activities are also organized by NCC Battalion of the institute, like Mini Treks- Cycle Expedition, Water Activities, Rope Climbing, Rock Climbing in order to develop team spirit and confidence among the cadets. The total strength of girl cadet is 50. The training officer provides training to NCC cadets throughout the year. In last two years cadets participated in different activities are shown in the following table.

- ***Sanitary Napkin Vending Machine*** Keeping in mind the special hygiene needs of girl students and female staff, a sanitary napkin vending machine is provided. Different facilities are available for all students. These are helpful not only for educational development but also social, psychological, physical development of all students.



Gender Equality-

Title of the programme	Period		Participants		
	from	to	Female	Male	Third Gender
Gender Audit of the institute	15-06-2021	14-06-2022	1809	1380	-
Annual magazine on 'Aai samajun ghetana'	15-06-2021	14-06-2022	1478	1137	-
Focus on the work of Albert Bandura	18-08-2021	18-08-2021	33	27	
International webinar on Application & Modern Trends in Psychology	05-05-2022	06-05-2022	21	12	
IQ Test	22-10-2021	22-10-2021	13	10	
Marriage Attitude Scale	22-10-2021	22-10-2021	17	18	
Introversion – Extraversion Scale	21-09-2021	21-09-2021	10	14	
Beautician course of special group of disadvantage community (Transgender) and Hair style competition	20-11-2021	20-11-2021	-	-	20
Providing Sari Cloth for tailoring training at Anurakshan Grih Nashik	22-02-2022	22-02-2022	20	-	
Grooming session to develop your personality	30-11-2021	30-11-2021	-	74	
National Webinar on "Sociocultural Issues in Indian Fiction"	11-04-2022	11-04-2022	44	49	
Gender Sensitization	15-02-2022	15-02-2022	42	08	
COVID-19 vaccination survey	29-01-2022	29-01-2022	106	126	
Nirbhay Kanya Abhiyan	23-02-2022	23-02-2022	35	-	
Mankarnika Sanman Sohala	10-03-2022	10-03-2022	137	30	
Smart Use of Social Media	22-03-2022	22-03-2022	71	33	
Nanhi kali Program for girls	10-05-2022	20-05-2022	60	-	



Dr. M. S. Patil
Criterion-VII Coordinator



Dr.D.N. Pawar
IQAC, Coordinator




Dr. J.D. Sonkhaskar
Principal