



IQAC Cluster
Reg No. MAH/236/2021/PUNE

Internal Quality Assurance Cell Cluster

Gender Audit

CERTIFICATE

Being Awarded To

Date of issue
24 Dec 2021

Certificate ID: WI6361

Ashti Taluka Shikshan Prasarak Mandal's
Adv. B. D. Hambarde Mahavidyalaya Ashti

Tal. Ashti Dist. Beed

As per NAAC Gender equity and Sensitization guidelines the Gender Audit was administered by IQAC Clusters Gender Cell

FOR THE YEAR 2019-20 & 2020-21

Date of Visit: 13/11/2021

Valid Till: 24/12/2022

Dr. Ayub Shaikh
Co-ordinator, Audit Cell, IQAC Cluster



Mr. Peeyush Pahade
President, IQAC Cluster



Ashti Taluka Shikshan Prasarak Mandala's

Adv. B. D. Hambarde Mahavidyalaya,
Ashti Tal. Ashti Dist. Beed

Gender Audit Report

Let every side win

The Gender Audit aims to create a platform to analyze ourselves to check for our gender biases and to eliminate them for creation of a socially healthy community.



**GENDER
AUDIT**

Life beyond
Gender

**Audited by: IQAC Cluster
India**

Audit Key Steps

Proposal To the Management	06 /07/2021
Date of Acceptance	12/07/2021
Awareness about the Audit	4/08/2021
Surveys and interactions	14/10/2021
Analysis and Report Preparation	30/10/2021
Meeting with the Teachers and Principal for Final View, Draft report discussion	Saturday, 13th November, 2021.
Presenting the report to the management	24/11/2021

Audited by: IQAC Cluster India

Prepared by the Audit and Evaluation Team

Dr. Sushama Jaywant Takate.

(Chairperson, Gender Audit Team)

**New Arts, Commerce and Science College
Ahmednagar.**

and

Mr. Bharat Kangude

(Member, Gender Audit Team)

Anantrao Pawar College Pirangut, Pune

Acknowledgments:

WE are thankful to the management of Ashti Taluka Shikshan Prasarak Mandal's Adv.B.D.Hambarde Mahavidyalaya, Ashti, Dist.- Beed and Principal Dr. Sopan Nimbhore to conduct a Gender Audit and to promote the idea of gender equality by factually analyzing the campus.

1.0 Overview of the Audit:

Adv. B. D. Hambarde Mahavidyalaya, Ashti, Dist.- Beed is one of the leading institution of Beed district backed by the governance of the progressive management 'Ashti Taluka Shikshan Prasarak Mandal, Ashti, Dist.- Beed'

The organization has a strength of 1903 students. The college is located in the rural belt of Beed district, where farming is the main occupation. A slow shift from farming to some commercial services is on the rise.

The local community seems to have a lesser interest in girls' education.

The Auditing Agency is "IQAC Cluster India". It is a registered trust which works to promote quality in the HEI's. It is on the request of Adv. B. D. Hambarde Mahavidyalaya, Ashti, Dist.-Beed, IQAC Cluster India has conducted the audit. The report of which is being submitted to the organization.

2.0 Purpose of the Audit:

- To understand the exact gender situation of the organization.
- To facilitate the organization by getting methods to overcome gender issues and bring education into the mainstream.
- A third party such as IQAC Cluster India can help us "gender streaming" in a more purposeful manner.

3.0 Executive Summary

There was a continuous demand from the management to assess the status of gender on the campus. The management feels a safe campus promotes a happy learning and leads to special branding in the educational arena.

The purpose of the audit was to ensure that the practices followed in the campus are in accordance with the Gender Policy adopted by the institution. With this in mind, the specific objectives of the audit were to evaluate the adequacy of the management control framework as well as the degree to which the Departments comply with the applicable regulations, policies and standards.

During the initial planning of the audit, an analysis in order to identify, evaluate and prioritize the risks associated with Gender issues. The analysis is based upon an examination of the policies, manuals and standards that govern gender sustainability, on data analysis, and on the results of preliminary interviews with personnel. The criteria and methods used in the audit based on the identified risks.

The methodology used included physical inspection of the campus, review of the relevant documentation, and interviews.

3.1 Statement of Assurance

This audit was conducted in accordance with the *International Standards for the Professional Practice of Internal Auditing*.

In our professional judgement, sufficient and appropriate audit procedures were completed and evidence gathered to support the accuracy of the conclusions reached and contained in this report. The conclusions based on a comparison of the situations, as they existed at the time of the audit with the established criteria.

3.2 Gender Policy

Education is a vehicle of Development. The gender policy (non-documented) of ATSPM's Adv. B. D. Hambarde Mahavidyalaya, Ashti is gender unbiased and promotes the educational and social development of men and women to be better oriented to the community.

4.0 Objectives and Scope

The purpose of this audit was to ensure that the Gender Policy is followed, implemented on the campus, across all departments, administrative bodies and students.

5.0 Methodology

In order to meet its objectives, this audit combined physical inspection with a review of the relevant documentation and interviews with various stakeholders.

1. **Review of Gender policy and its mechanisms.**
2. **Review of the Documentation**
 - For the purpose of this audit is to create a “**functional and ethical Gender Policy**” of the institute.
 - Have proper documentation of the policies, processes and procedures about gender related issues.
 - Setting gender equity standards.
 - Other relevant documents of committees and overall working.
3. **Onsite Visit for assessment of infrastructure and provisions made.**
4. **Interviews of stakeholders.**
5. **Interaction with the management and related committees.**
6. **Review of grievances and redressal done.**

6.0 Summary of Findings

1. The main findings of the audit show that, in general, all the departments and students are aware about the need for gender sensitization at a general level. It also observed that a number of best practices such as, awareness programs etc. followed in the campus.
2. The college has not furnished a written policy document.
3. The sports department of the college encourages and supports the participation of girls in sports activities. It has resulted in good outcomes and branding of the institution.
4. However, on detailed review, that, as the college is implementing Gender equity over the years, many of the practices followed in the institution do not comply with the applicable standards.

7.0: Areas of auditing and methodology of Gender mainstreaming:


- Step I: Organizational Information on gender Aspects
- Step II: Gender Recruitment, Career Progression and Retention:
- Step III: How is the Gender dimension in curriculum?
- Step IV: (Gender Equality & Gender Perspective)
(Student/ Teacher/ Administrative staff/ non-teaching)

8.0: Areas of Risk factors: Lesser number of girl students in organization is affecting the student strength and the new programs introduced in the organization are at a risk.

9.0: Discrimination: No discrimination is observed in the organization however the number of female employees is much lesser than the male employees. There were no differences in the payscale or wages, working hours nor any harassment or abuse was sensed during the entire survey. The employees are happy and the management is kind. The Principal takes care of the social and mental health of the organization and ensures a safe workplace for all the employees.

Students however feel a more free approach needs to come in the classrooms where the interaction between the students becomes more free.

Some Highlights of work done by organization on Genders: (representative one or two for each)

Sections	 Areas of work on Genders
Community:	The community seems to show a closed approach which possibly is inhibiting the girl students to attend college in more numbers. Or to take admission to newer programs especially post-graduation.
College:	The college conducts a variety of gender sensitization programs for students. A gender policy is reflective and is implemented in the organization.
Departments:	Gender sensitization programs and activities under the gender policy are visible. Participation of activities which involve the students, locals and parents is trying to bridge the gender gaps.
Individuals:	Teaching and Non-teaching members are seen to respect the students and their opinions. A more careful and precise approach can reduce the gender gaps.

10.0: Observations and Recommendations by the committee:

Audit facet	Observation	Recommendation
Male: Female Ratio	<p>The ratio of Male: Female students in 2018-19, 2019-20 and 2020-21 is about 45% .</p> <p>There is imbalance in the Male: Female ratio of staff among management members, teachers and Non teaching staff to a great extent</p> <p>Data of students with single parents was available</p>	<p>College needs to look into this matter and encourage Girl students to seek admission.</p> <p>This aspect needs attention and the authorities can bring about the necessary changes by adopting new employment policies.</p> <p>This data can be collected and analyzed in the next audit or during review.</p>
Gender Policy	<p>The college has an oral Gender Policy in place. The policy is based on standard guidelines and covers some necessary aspects.</p>	<p>The college is needed to prepare written and sanction policy documents. The students and staff members should be made aware of this policy.</p>
Statutory Committees/Cells	<p>Various committees such as The Internal Complaint committee, Cell for prevention of sexual Harassment and Anti ragging Committee have been constituted. Their roles have been well defined.</p>	<p>The minutes book of these committees is maintained up to the mark. The records of all meetings have to be kept systematically and made available for assessment as and when required.</p>
Gender related Programs	<p>Programs on Gender related issues have been organized.</p>	<p>The college should have an Annual gender sensitization action plan. The record of the number of male and female students participating in such programs should be maintained.</p>
Gender Survey	<p>A Gender survey was carried out by the college. The analysis of this survey was considered for the audit. A total of 128 responses were recorded. The general observations are as follows:</p> <ol style="list-style-type: none"> 1. The admission form clearly asks about the gender of the prospective student. The college conducts gender sensitization programs as a part of its curriculum. 2. The statutory committees are 	<p>Suggestions based on survey:</p> <ol style="list-style-type: none"> 1. The gender policy has to be clearly visible on the website and at important places. 2. Awareness has to be created among students about the gender policy, the statutory bodies related to the same and their role and the gender sensitization programs. The teaching staff can take a lead in this aspect. 3. Safety guards (Men & women)

	<p>constituted, but the students lack awareness about them and their roles in the institute.</p> <p>3. There are an adequate number of toilets on the campus for men and women. They are well maintained.</p>	<p>should be employed on the gate for security reasons.</p> <p>4. A health care section may be initiated. This should include a gender related counseling facility.</p> <p>5. Quite a few survey participants have suggested having mixed groups (boys and girls) for various curricular and co-curricular activities. This will help to develop a sense of gender equity among the stakeholders.</p>
<p>Interaction with stakeholders</p>	<p>An interaction with staff was organized. The girl students could not be called due to covid-19 protocol. The interaction revealed that in general, all departments and students are aware about the need for gender sensitization. It is also observed that awareness programs are organized by the college. The institution has provided several specific facilities for girl students and teaching staff. All the committees aim at solving the issues related to girl students. CCTV cameras are installed in all college premises. For Grievance Redressal a complaints drop box is available. Well maintained separate washrooms for the male and female teaching and non-teaching Staff are in place. There is Separate waiting corner for the visitors. Separate seating arrangements for ladies staff and Vending machines in washrooms have been provided.</p>	<p>However, standard operating practices should be designed for implementation of the gender policy, maintenance of records and Documentation related to gender sensitization.</p> <p>The various committees/cells should follow standard formats for maintaining minutes book and meeting records.</p> <p>The staff should make a special effort to connect to the students and create awareness about the gender policy and sensitization programs undertaken by the college.</p> <p>The special leave facility provided for female staff is as per rules and regulations of government and university.</p>

SWOC of the organization:

<p>Strengths</p> <p>An excellent infrastructure to promote either gender.</p> <p>A learned and Qualified staff to handle gender issues.</p> <p>A healthy atmosphere among the male-female staff members.</p>	<p>Weaknesses:</p> <p>The determination to fill gaps needs to be created by the authorities.</p> <p>Despite several new programs, the bridging of the gender gap is still evident.</p> <p>Since the college is in a rural area, the societal approach towards girls education is non-progressive.</p>
<p>Opportunities:</p> <p>Development of industry is opening avenues of openness of the society.</p> <p>A core focused approach can solve the gender divide issue effectively.</p>	<p>Challenges:</p> <p>The environment from which the students come does not support a fair gender policy.</p> <p>The ratio of female staff members to male will remain low because of institutional reasons.</p>


Recommendations

Based on survey:

1. The gender policy has to be a written document and clearly visible on the website and at prime locations on the campus.
2. Awareness has to be created among students about the gender policy, the statutory bodies related to the same and their role and the gender sensitization programs. The teaching staff can take a lead in this aspect.
3. A health care section may be initiated. This should include a gender related counseling facility.
4. Quite a few survey participants have suggested having mixed groups (boys and girls) for various curricular and co-curricular activities. This will help to develop a sense of gender equity among the stake.
5. A gender focused learning which involves group learning can help reduce the divide.
6. Ensure that all faculty members/employees are equipped to talk about and implement institutional commitments to gender equity.
7. Health care checkup camps and awareness workshops can be organized every year.
8. Strengthening the counseling center is required.
9. Workshops on cyber crimes and security can be organized.
10. More programmes on women empowerment can be organized.

Declaration:

I agree with all the recommendations and observations mentioned in this report.

Signed by: 

Dr. Sopan Nimbore
Principal

Report Prepared by: IQAC Cluster India



Prof. Bharat Kangude
(Member, Gender Audit Team)
PDEA's Anantrao Pawar College
Pirangut Pune



Dr. Mrs. Sushama Takate
(Chairman, Gender Audit Team)
New Arts, Commerce and Science College
Ahemdnagar

**Gender Audit
2019-20 and 2020-21**

Date: Saturday 13th November 2021



IQAC CLUSTER INDIA

FOR ATSPM Adv. B.D. Hambarde Mahavidyalaya Ashti



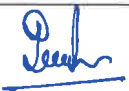

The Gender Audit Committee visited College on:

Day: Saturday	Date:13/11/2021	Time: 10:00 AM
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The External Peer committee members for Gender Audit appointed by IQAC Cluster India are:

Sr. No.	Name	Designation	Address	Signature
1.	Dr. Mrs. Sushama Takate	Chairman	New Arts, Commerce and Science College Ahemednagar	
2.	Prof. Bharat Kangude	Member	PDEA's Anantrao Pawar College Pirngut Pune	

Authorities of the organization who interacted with the Gender Audit team are:

Sr. No.	Name	Designation	Address	Signature
1.	Er. Kishor Banshidhar Hambarde	Management representative	At.Post Ashti Tal. Ashti Dist. Beed	
2.	Dr. Sopan Raosaheb Nimbore	Principal	Vinayaknagar, Murshdpur Ashti. Tal. Ashti Dist. Beed	
3.	Mr. Atul mansukhalal Meher	CDC member	At.Post Ashti Tal. Ashti Dist. Beed	
4.	Mr. Niwruutti Narayan Nanwate	IQAC In charge	Murshdpur Ashti. Tal. Ashti Dist. Beed	
5.	Smt. Saraswati Govindrao jadhav	Registrar or equivalent	Murshdpur Ashti. Tal. Ashti Dist. Beed	
6.	Dr. Abhay Balbhim Shinde	Teacher representative	At. Kada Ashti Tal. Ashti Dist. Beed	

The Gender Audit report has been submitted by IQAC Cluster India on: 13/11/2021



Committee Chairman



Principal

Basic Information of the College:

Ashti Taluka Shikshan Prasarak Mandal's Adv. B. D. Hambarde Mahavidyalaya is located in rural area at Ashti, Tal. Ashti, Dist. Beed. It is one of the most socio-economically, educationally backward and drought affected regions in Beed district of Marathwada region. Agriculture is the prime occupation of people in the locality. The financial capacity and per capita income of the people is remarkably low. Irregular and less rainfall renders the masses to migrate to sugar factories for sugarcane cutting.

College, as on today, has a good infrastructure, a grand administrative building, spacious class rooms, auditorium, Grand Library, spacious and well equipped science laboratories, Late B.D. Hambarde Stadium with 400 mtrs. Running track and various play grounds, Gymkhana with indoor and outdoor sports facilities, Ladies common room with toilet facility, Computer lab with 50 computers in LAN, Language Laboratory, Network resource center, virtual classroom, smart board and well-furnished departments. We also have internet and Wi Fi access to the staff and students.

The college offers 17 UG and 6 PG Programs in Arts, Commerce and Science faculties as B.A., B.Com. B.Sc., B.C.A., B.Voc. (Beauty and Wellness) and M.A. (Marathi, Hindi, History), M.Sc.(Organic Chemistry, Mathematics, Computer Science). We also have a study center of Yashwantrao Chavan Maharashtra Open University, Nashik for preparatory, B.A. and M.A. (Marathi, English). Under NSQF, we have diploma courses for skill development like Automobile technology, Accounting & Taxation, Web page designing & development, ICT, and Organic Farming. We run certificate courses like e-Commerce, Tourism and Spoken English. We conduct classes for Civil Service Exam preparation and arrange Campus interviews.

Our students are making new records in sports. Our student Bala Rafique Shaikh won the most prestigious Maharashtra Kesari Award in 2018. The college has been a winner of Handball tournaments at University level for three times, a Hat-trick. Our student Mr. Santosh Gaikwad is a winner of Maharashtra Kesari Award in wrestling and Mr. Atul Patil was also a runner up for Maharashtra Kesari Award. Mr. Sameer Shaikh was selected for T-20 International Cricket tournaments held in Nepal. Miss. Muskan Shaikh was selected for National Dodge ball tournaments held in Bhopal and inter-university handball tournaments held in Jaipur. Our college also organizes several inter-university tournaments on home ground. We provide Nutrient diet to deserving sports students.

Every year we organize a state level Elocution competition on 24th August, the death anniversary of Late B. D. Hambarde, a founder president and a state level comic poetry recitation competition on 22nd November, the death anniversary of Late M. Z. Meher, a former secretary to encourage our students. Every year we organize a blood donation camp as an extension activity on 11th November, the Birthday of Hon. K. B. Hambarde, the President. Every year on 1st January we organize poetry symposium to welcome New Year. We organize annual college gathering every year to promote our students improve their stage courage. A college magazine Yuvaspandan is published every year with student's articles, poems and write ups. We have a strong NSS unit and we focus on extension activities like tree plantation, Blood donation, Water harvesting, AIDS awareness and Anti-corruption. The college organized an NSS Camp in Kasewadi village where the volunteer students worked for sanitation, cleanliness and water conservation. As a result of which, Kasewadi village was declared as a winner of second prize of Rs. 5,00,000/- in water cup competitions organized by Pani Foundation, Nanajirao Deshmukh Gramvikas Pratishthan, Maharashtra Government. We facilitate our students with various scholarships and free ships. We strongly believe in academic excellence and try to make our college student oriented as well as society oriented.

We are awarded B⁺⁺ grade (2.78 CGPA) by NAAC Bangalore, in December 2016. Y.C.M.O.U. Study Center in our college gets Arank with 93% which adds to the existing glory of the entire academic environment. Our college is certified with ISO 9001:2015 and Green Audit which we get certified every year as a regular activity.

College at a glance:

Established: 1972

Affiliation: Dr. Babasaheb Ambedkar Marathwada University, Aurangabad

Accreditation: NAAC B⁺⁺ (2.78 CGPA), Dec. 2016

Certification:

- ISO 9001:2015 (Every Year, Since 2016),
- NIRF (Every Year, Since 2014),
- AISHE (Every Year, Since 2014),
- GREEN Audit (Every Year, Since 2016)

Vision: A strong free minded and capable youth with social bonding.

Mission: A Dynamic approach with firm belief in efficiency and hard work.

Motto: विद्या विनयेन शोभते (Knowledge Suits in Humility)

Courses: U.G. – B.A., B.Com. (Aided), B.Sc., B.C.A. (Unaided)

P.G. – M.A., M.Sc. (Unaided)

Diploma Courses, B. Voc. (UGC sponsored)

Study Center: Y.C.M.O.U. Nashik
Campus Area: 11.60 Acres
Infrastructure: Well-equipped Science Labs, Subject-wise Departments
IT Infrastructure: Computer Lab with 105 Computers, Language Lab with 50 Computers
Eco-friendly Environment:

- 300 Neem Trees,
- Farm Pond (4200000 Liters),
- Water Harvesting Project (Ground and Roof)

Students on Roll: 2960
Research Projects: 10 (Ongoing)
Extension Activity: Adopted Village, Kasewadi gets Prize in Water-Cup

Section I: Basic Details of the Organization:

I	Name of the Trust/ Society Address Phone no: E-mail Year of Establishment:	Ashti Taluka Shikshan Prasarak Mandal Jamkhed Road, Ashti Tal. Ashti Dist. Beed 02441282532 acca_123@rediffmail.com 1976
II	Name of the College/ Institute: Address: Year of Establishment	Adv. B.D. Hambarde Mahavidyalaya Ashti Jamkhed Road, Ashti Tal. Ashti Dist. Beed 1972
	Contact Details: 1. Telephone no with STD code 2. Fax no: 3. Mobile no of the organization 4. Organizational email: 5. Website address:	02441282532 - 9422930121 acca_123@rediffmail.com https://www.abdhmashti.org
III.	Institutional Status 1. Affiliating University: 2. Affiliation Status: 3. UGC Approval 4. Financial Status:	Dr. Babasaheb Ambedkar Marathwada University Aurangabad Permanent and Annual 2 F and 12 B Grant in Aid And Self Financing
IV.	Type of College:	a) Affiliated b) Co-ed College. c) Semi - Urban
V.	Type of Faculty/Programme	Multi faculty Arts/ Commerce/ Science/ B.Voc./ BCA/ Sports
VI.	Special status conferred UGC-Special Assistance Programme	Under NSQF Five Diploma Courses B. Voc. Programme approved by UGC



Gender Audit Format for College

Part I

Organization Information on gender Aspects

(Brief precise information needed. Please use charts/ bulletpoints/ in shorts for description.)

Governance Bodies, Key Actors & Decision makers:

1. Gender Ratio & category wise data of students, teaching, nonteaching faculty. (Data of at least last three years).

	Teaching	Non-teaching	students	Total
2018 - 2019				
Male	51	06	1031	1088
Female	44	03	472	519
Others	-	-	-	-
2019 - 2020				
Male	52	08	1142	1202
Female	44	03	517	564
Others	-	-	-	-
2020 - 2021				
Male	56	08	1332	1396
Female	44	03	571	618
Others	-	-	-	-

2. Whether banners about respect of all genders are showcased on campus on website and in prospectus?

Yes.

Location of the banners/ boards	Prime location, notice board, library	
Viewership of the banners/ boards (possible % viewership each day)	No of banners with prime location (viewership 100%):	3
	No of Banners at other locations (viewership: 60 to 80%)	70
Year of posting the banners/ boards.	2017	
Banner link on college website	https://abdhamashti.org/	

3. Gender ratio of management staff (Principal/ Vice Principal/ In charges/ office in-charge and governing body).

	Governing / Apex body	Principal/ Vice Principals/ In charges/ Heads of Department/ IQAC in charge	Office/ Admin in charge/ Accounts head/ other office authority	Total
2018 - 2019				
Male	-	-	-	-
Female	-	-	01	01
Others	-	-	-	-
2019 - 2020				
Male	-	-	-	-
Female	-	-	01	01
Others	-	-	-	-
2020 - 2021				
Male	-	-	-	-
Female	-	-	01	01
Others	-	-	-	-

4. Student council representation Gender wise:

Year	Male	Female	Total
2018-19	08	12	20
2019-20	07	11	18
2020 -21	09	12	21

5. No of single parent children and their genders (details of the year of auditing to be given).

No of students with mother as single parent	257
No of students with father as single parent	190
No of students with neither parent	17
Students who have lost their one/ both parents in Covid-19.	4
Total number of such students	468

6. Gender Policy on website.

Gender Policy	<ul style="list-style-type: none"> ➤ To maintain the balance of genders. ➤ To provide maximum facilities to girl students and lady staff members. ➤ To promote gender sensitization programs.
Gender Policy Link	

7. Internal Complaints Committee & Vishakha committee (objectives and composition, meeting minutes).

- Number and nature of cases received (brief description) (names not expected)

File name, file no and ownership of file:	ICC
Link of the committee details on website:	

8. Sexual harassment act 2013 copy and UGC regulations for sexual harassment are available with the college for reference.

Sexual Harassment Act 2013 Copy	THE SEXUAL HARASSMENT OF WOMEN AT WORKPLACE (PREVENTION, PROHIBITION AND REDRESSAL) ACT, 2013 ACT NO. 14 OF 2013 [22nd April, 2013] An Act to provide protection against sexual harassment of women at workplace and for the prevention and redressal of complaints of sexual harassment and for matters connected therewith or incidental thereto. WHEREAS sexual harassment results in violation of the fundamental rights of a woman to equality under articles 14 and 15 of the Constitution of India and her right to life and to live with dignity under article 21 of the Constitution and right to practice any profession or to carry on any occupation, trade or business with includes a right to a safe environment free from sexual harassment; AND WHEREAS the protection against sexual harassment and the right to work with dignity are universally recognized human rights by international conventions and instruments such as Convention on the Elimination of all Forms of Discrimination against Women, which has been ratified on the 25th June, 1993 by the Government of India; AND WHEREAS it is expedient to make provisions for giving effect to the said Convention for protection of women against sexual harassment at workplace.
UGC Regulation	University Grants Commission (Prevention, prohibition and redressal of sexual harassment of women employees and students in higher education institutes) Regulation 2015
File name, file no and ownership of file:	Vishakha Committee
Link of the committee details on website:	

9. The grievance redressal cell has a time bound action program displayed on the website.

- File with details of authority name, position, phone numbers, grievance policy, minutes of the meetings.)
- Link of above details on the website.
- Grievance redressal policy on the website.

Part A: Standard grievances:Nil

Part B: Specific grievances and action taken (not to be showcased on the website).

10. Gender sensitization plan and nature of activities included as per the plan

No.	Name of Activity	Nature of the activity	Date, day & duration	Number of participants	Link of the report and photos
1	Girl Student Counseling by a lady Police Officer	Program	01 st Dec.2018	200	
2	Workshop on women's law	Workshop	13 th Oct.2018	304	
3	Birth Anniversary of Savitribai Phule	Program	03 rd Jan.2019	120	
4	Women's day	Program	08 th March 2019	140	

No.	Name of Activity	Nature of the activity	Date, day & duration	Number of participants	Link of the report and photos
1	Workshop on Digital literacy for women sponsored by MSCW Mumbai	Workshop	03 rd Jan. 2020	240	
2	National seminar on women empowerment through skill development sponsored by NCW New Delhi	Seminar	3 rd & 4 th Jan. 2020	275	
3	Health Check-up camp for support staff	Camp	02 nd Feb.2020	20	
4	International Women's Day	Program	08 th March 2020	100	

No.	Name of Activity	Nature of the activity	Date, day & duration	Number of participants	Link of the report and photos
1	Birth Anniversary of Savitribai Phule	Program	03 rd Jan. 2021	60	
2	Women's day	Program	08 th March 2021	40	

11. Facilities provided to genders:(at least 4)

- Rest rooms.
- Medical facilities.
- Gender counseling.
- Separate washrooms.
- Women's washrooms with sanitary pad dispensers and sanitary pad incinerators
- Separate dining spaces for women in canteen.

12. Safety features provided for genders.

- Discipline Committee
- CCTV cameras

13. Gender based participation in NSS/ Sports/ performing arts, etc.

No	Activity	Year	Male participants	Female participants
1	NSS	2020-2021	148	102
2	NSS	2019-2020	174	76
3	NSS	2018-2019	145	105
4	Sports	2020-2021	-	-
5	Sports	2019-2020	70	70
6	Sports	2018-2019	73	53
7	Performing arts	2020-2021	-	-
8	Performing arts	2019-2020	-----	-----
9	Performing arts	2018-2019	07	25

(Though only numbers has been mentioned here the file must showcase the details of students during the visit/ showcase it on the website. A three-year data for average necessary.)

14. Initiatives taken for genders (make a list):

Male:

Year 2018-19

- 1) Counseling by Police department
- 2) Code of conduct reading
- 3) Joint cultural program
- 4) Raksha Bandhan
- 5) Joint Rally
- 6) Special NSS Camp

Year 2019-20

- 1) Guidance by Police department
- 2) Camp for Legal awareness
- 3) Cultural programs
- 4) Special NSS camp

Year 2019-20

- 1) Online counseling by staff
- 2) Links of online programs shared

Female:

Year 2018-19

- 1) Counselling by Damini Pathak
- 2) Gender Sensitization Programs
- 3) Seminar on 'Womens laws' sponsored by MSCW
- 4) Day care centre started for needy girl students

Year 2019-20

- 1) Counseling program by Damini Pathak
- 2) Gender Sensitization Programs
- 3) Workshop on Digital Literacy for women sponsored by NCW
- 4) Celebration of international women's day on 8th March 2020

Year 2020-21

- 1) Online counseling by mentor
- 2) Links of online programs shared

Others:

15. The duties of the employer are available with the organization as per the UGC act 2013. Yes

16. Any other features to be added.

Though the report will be prepared for one year the data of at least three years is necessary for averages.



Part II

Gender Recruitment, Career Progression and Retention:

Total recruitments done in last three years (2018-19):

Year	Existing number	Teaching	Administration	Non-teaching	total
2018 - 2019		43			43
2019 - 2020		44			44
2020 - 2021		44			44

(Details to be available in the file)

Student recruitments (gender wise in last three years)

Year	Male	Female	Total
2018 - 2019	64	30	94
2019 - 2020	72	28	100
2020 - 2021	67	33	100

Career progressions gender wise:

Year	Male	Female	Total
2018- 2019	20	05	25
2019 - 2020	19	03	22
2020 - 2021	05	01	06



Part III: How is the Gender dimension in curriculum?

1. Literary pieces in Marathi, Hindi and English showing gender equality, gender sensitization as reflected in the curriculum of Parent University.
2. Problems of inequality as reflected in curriculum of sociology.
3. Human Population Dynamics, Sex ratio, female feticide and family welfare programs in the curriculum of sociology.
4. Concept of feminism as reflected in the curriculum of Political Science.
5. Reservation policy for women and constitutional rights as reflected in the curriculum of Political Science.



Part IV

Survey (Gender Equality & Gender Perspective)

(Student/ Teacher/ Administrative staff/ non-teaching)

No	Question	Agree	Disagree
1.	The institution has a gender policy and is clearly visible on the website and at important places.		
2.	The admission form clearly asks about the gender of the prospective student.		
3.	The college conducts gender sensitization programs as a part of its curriculum.		
4.	The college conducts gender awareness program each year.		
5.	You are aware of the Internal Complaints Committee and Vishakha Samiti is present in the college.		
6.	The women empowerment committee is setup in the college and displayed on the college website.		
7.	Lady faculty members are appointed in the women empowerment committee		
8.	The organization takes initiatives to work out on gender related issues proactively.		
9.	The organization has a sexual harassment cell.		
10.	The organization has a grievance redressal cell. Its working is time bound.		
11.	The college has adequate security personnel and technological support/ surveillance.		
12.	Safety guards employed on the gate also have women guards		
13.	The remote areas on the campus are well protected and safe.		
14.	There is a mechanism to assess the entry of strangers on the campus.		
15.	There are adequate number of toilets on the campus for men and women.		
16.	The toilets are hygienic, clean, and well maintained.		
17.	The women's toilets have sanitary pad vending machines at convenient places.		
18.	Sanitary incinerating machinery is available in the women's washrooms. .		
19.	The classrooms / Library offers equal opportunities to all genders.		
20.	Common rooms are available to boys and girls.		
21.	Healthcare section of the organization takes special care in gender related illnesses.		

22.	The University/ College has an insurance for the students in case of death/ emergency?		
23.	Gender related counseling facility exists in the organization.		
24.	Transportation by the organization is safe and efficient		
25.	Three suggestions by students on gender related issues of the campus: 1. 2. 3.		







Survey (Gender Equality & Gender Perspective)(Student/ Teacher/ Administrative staff/ non-teaching)

128 responses

[Publish analytics](#)

Name

128 responses

Jeve adika kakasaheb

Randhave jyoti dadasaheb

श्री.नवले ज्ञानेश्वर विश्वनाथ

Harshada Krishana shinde

Nita laxman avsare

Takale Pavankumar Gautam

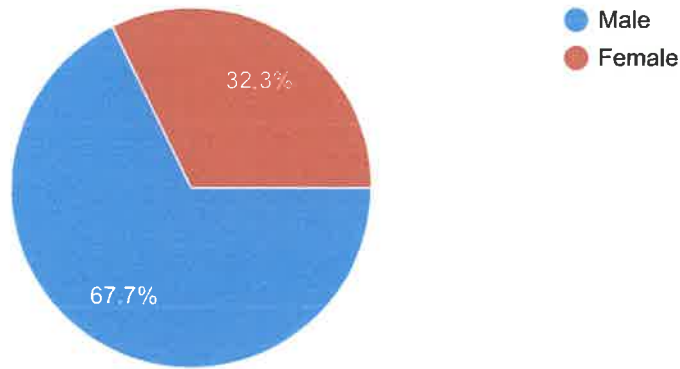
Arekar Vinod Vitthal

Kakade sonu banshi

SAGAR YUVRAJ MOHALKAR

Gender

127 responses



Mobile No

127 responses

9890103063

7038464486

7821950709

9423785027

8010015210

8369780764

9588400043

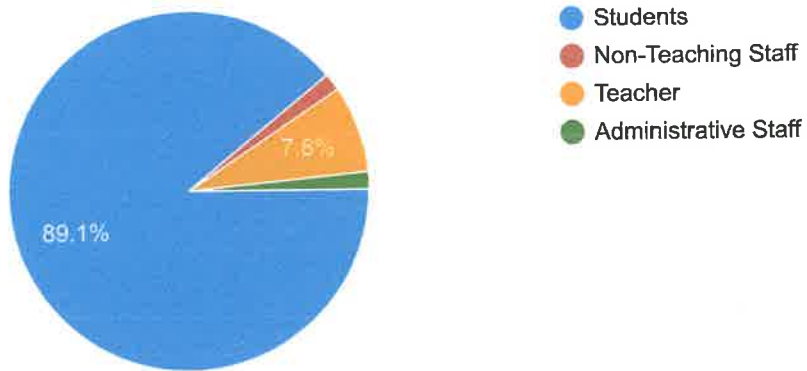
9423203981,8669163932

7098999696



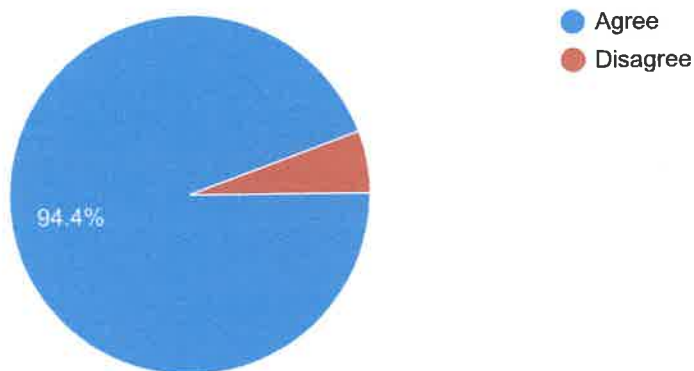
Stakeholder

128 responses



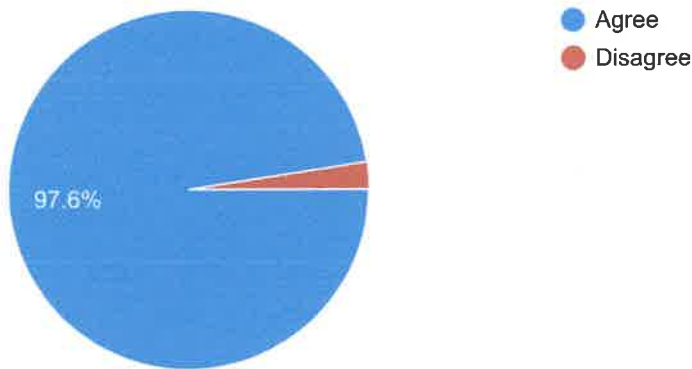
The institution has a gender policy and is clearly visible on the website and at important places.

126 responses



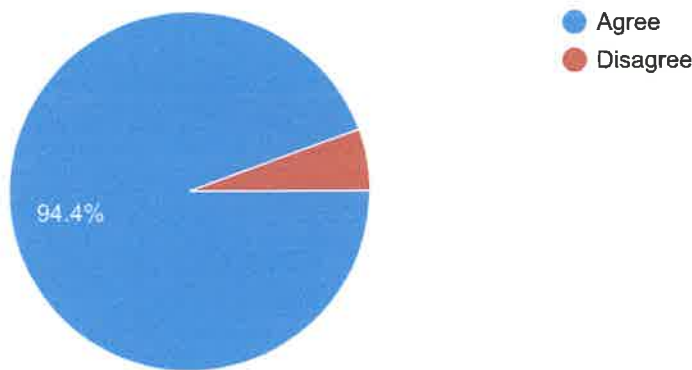
The admission form clearly asks about the gender of the prospective student.

124 responses



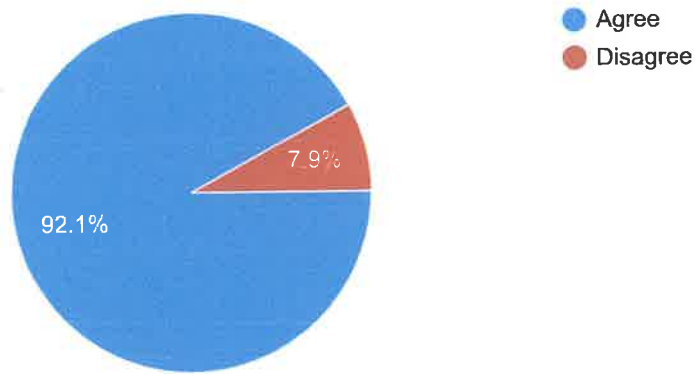
The college conducts gender sensitization programs as a part of its curriculum.

126 responses



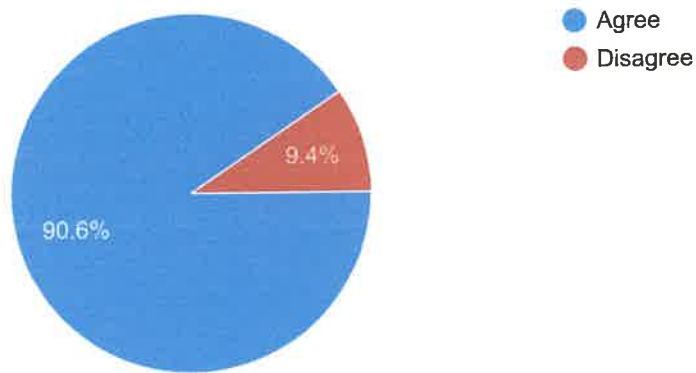
The college conducts gender awareness program each year.

126 responses



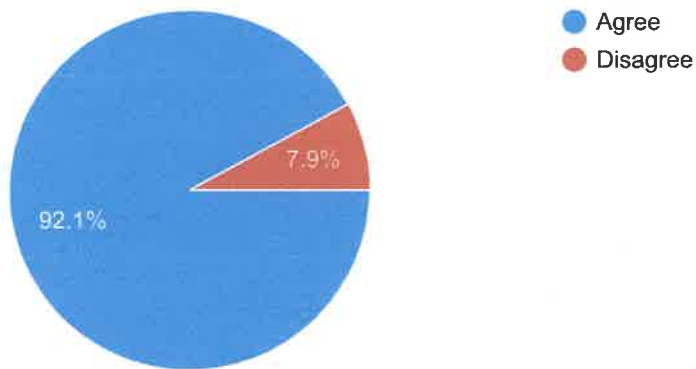
You are aware of the Internal Complaints Committee and Vishakha Samiti is present in the college.

127 responses



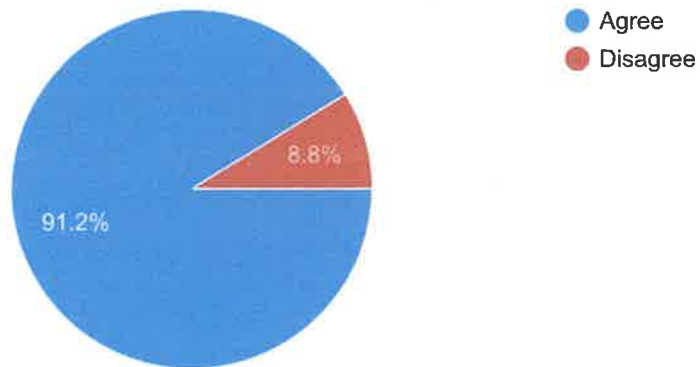
The women empowerment committee is setup in the college and displayed on the college website.

126 responses



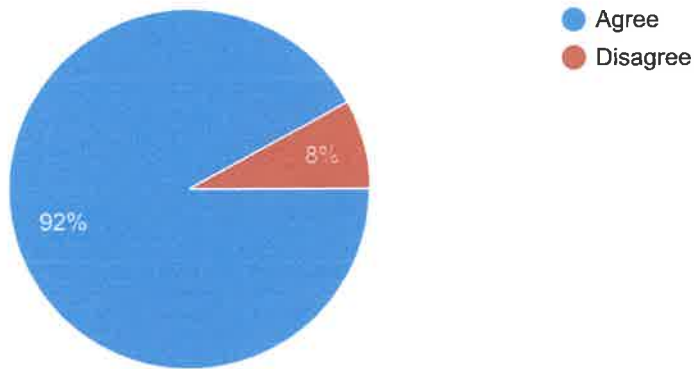
Lady faculty members are appointed in the women empowerment committee

125 responses



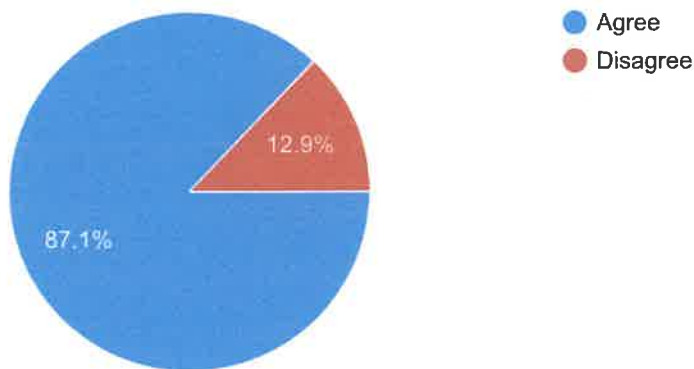
The organization takes initiatives to work out on gender related issues proactively.

125 responses



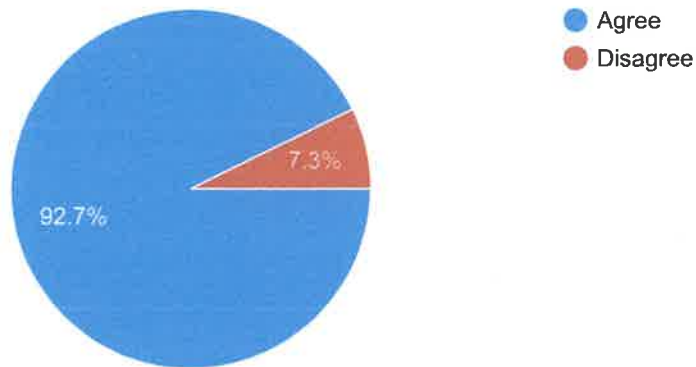
The organization has a sexual harassment cell.

124 responses



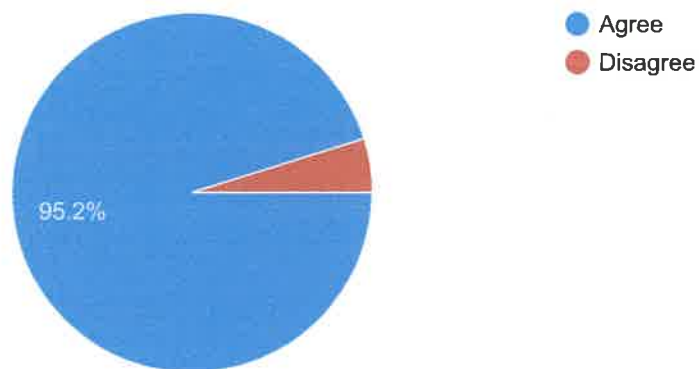
The organization has a grievance redressal cell. Its working is time bound.

124 responses



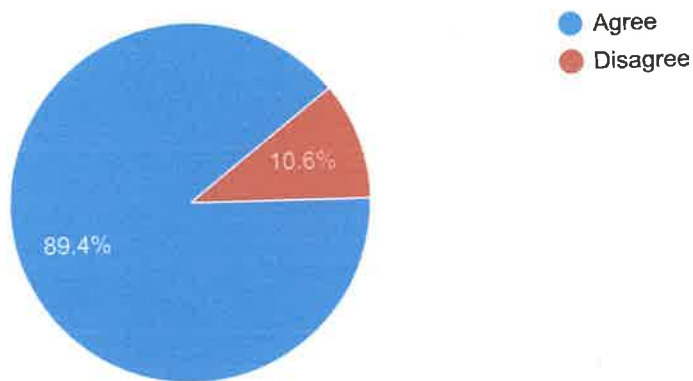
The college has adequate security personnel and technological support/ surveillance.

124 responses



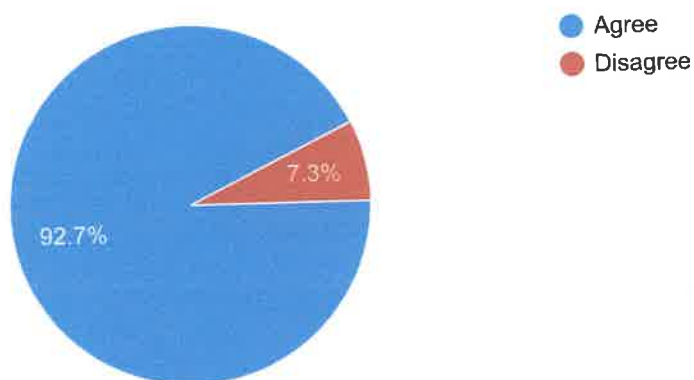
Safety guards employed on the gate also have women guards

123 responses



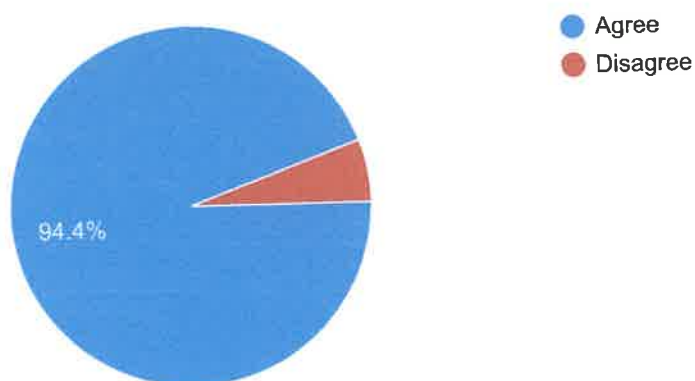
The remote areas on the campus are well protected and safe.

124 responses



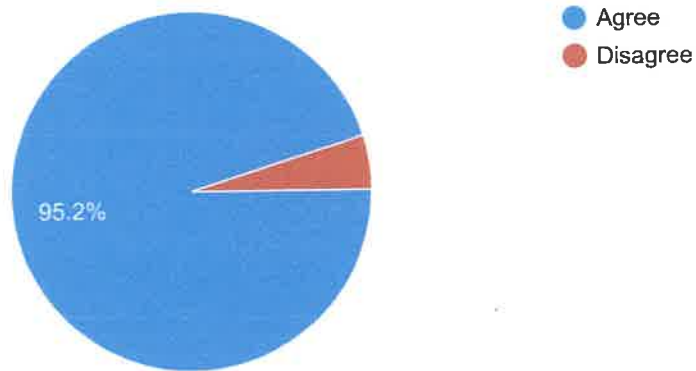
There is a mechanism to assess the entry of strangers on the campus.

125 responses



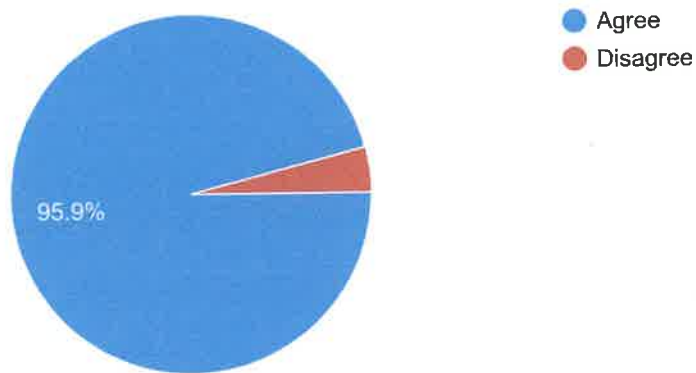
There are adequate number of toilets on the campus for men and women.

124 responses



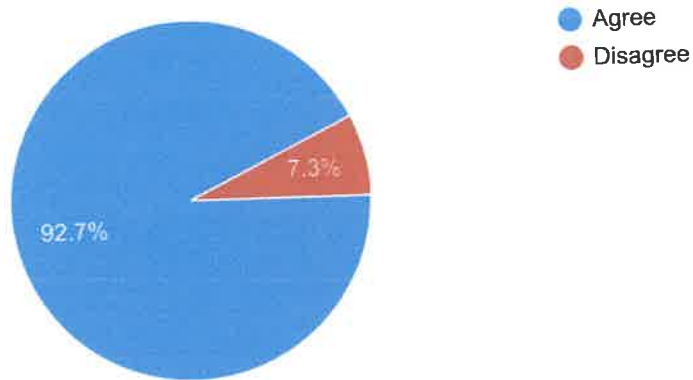
The toilets are hygienic, clean, and well maintained.

123 responses



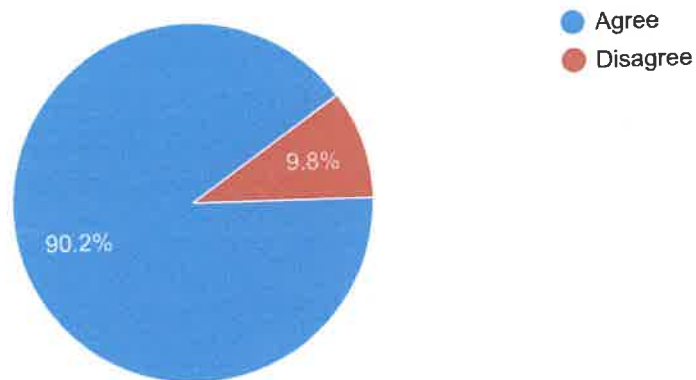
The women's toilets have sanitary pad vending machines at convenient places.

123 responses



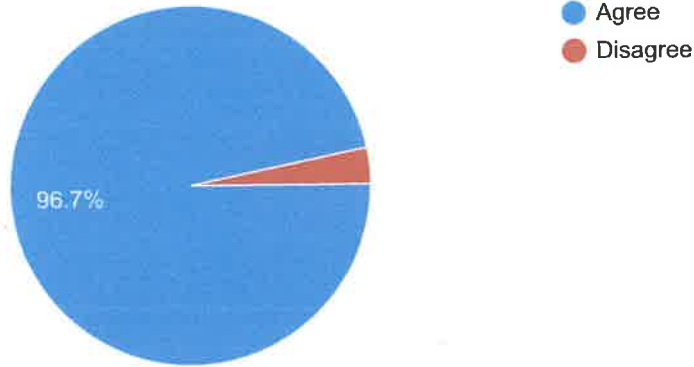
Sanitary incinerating machinery is available in the women's washrooms. .

123 responses



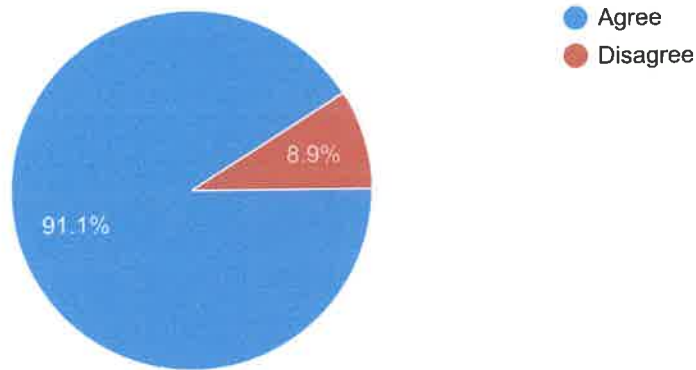
The classrooms / Library offers equal opportunities to all genders.

123 responses



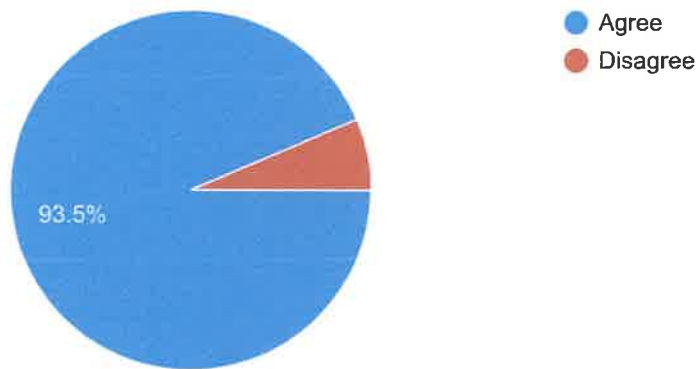
Common rooms are available to boys and girls.

123 responses



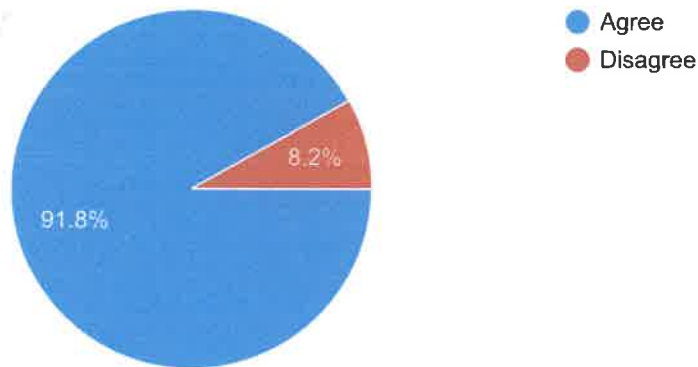
Healthcare section of the organization takes special care in gender related illnesses.

124 responses



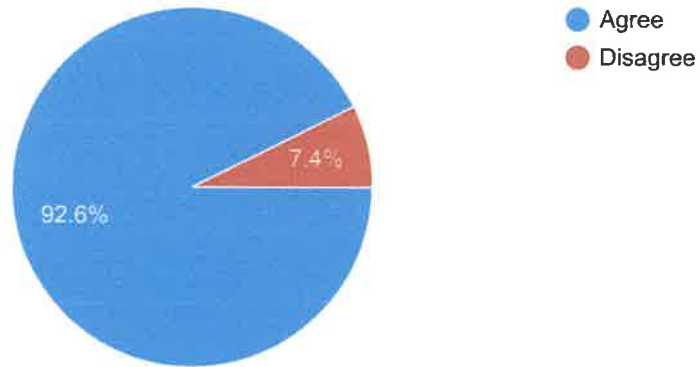
The University/ College has an insurance for the students in case of death/ emergency?

122 responses



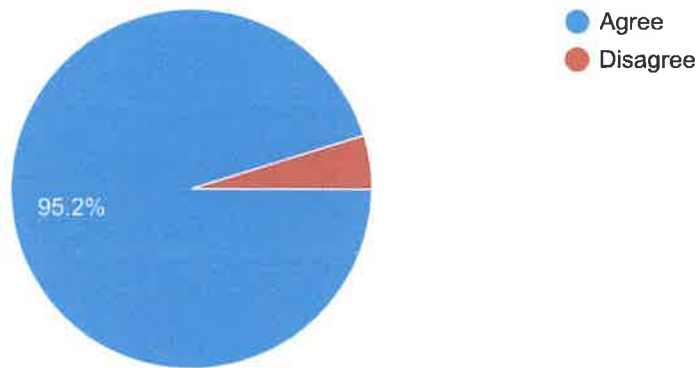
Gender related counselling facility exists in the organization.

122 responses



Transportation by the organization is safe and efficient

124 responses



Three suggestions by students on gender related issues of the campus:

60 responses

No

Nothing

Good

Yes

No issues

Ok

NA

No

College Campus is very beautiful

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