



**Maratha Vidya Prasarak Samaj's**  
**Smt. Vimlaben Khimji Tejookaya**  
**Arts, Science & Commerce College,**  
**Deolali Camp, Nashik**

# **GENDER AUDIT REPORT**

**(2014-15 to 2018-19)**



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## ACKNOWLEDGEMENTS

I acknowledge my deepest gratitude to the management of Maratha Vidya Prasarak Samaj and Smt. Vimlaben Khimji Tejookaya Arts, Science & Commerce College, Deolali. Camp, Nashik.

I express my special thanks to our Principal, Dr.V.J.Medhane and IQAC Co-ordinator Mr.A.S. Kale for their valuable suggestions and guidance for preparing this 'GENDER AUDIT REPORT'

I also express my special gratitude to those faculties and non-teaching staff of our college, who helped me to prepare this document.

I also acknowledge my great indebtedness to members of gender audit committee for collection of the data.

The entire work is an inculcation of eventual execution into constructive work.

Place: Deolali. Camp, Nashik.

Date: 15<sup>th</sup> July 2019



**Dr. Ms. J.P.Jadhav**  
Convener  
Gender Audit  
S.V.K.T. College, Deolali.  
Camp, Nashik.

## □ INTRODUCTION

Founder of our Maratha Vidhya Prasarak Samaj Nashik established Smt. Vimlaben Khimji Tejookaya Arts, Science & Commerce College, at Deolali. Camp, Nashik on June 1984 to open the doors of higher education for the youth from rural and army background as well as from industrial town This College is affiliated to Savitribai Phule University, Pune. The mission is to educate the youth & make them reliable to take active participation in development of India. Our college is accredited by NAAC in January 2012& awarded 'A' grade with CGPA 3.10.

The Gender Audit is an attempt to study good gender balance. Similarly to study whether the college follows all the University rules, policies & action because it forms a constituent part of the University. This Gender Audit tries to check the impact of its current & proposed policies on Gender equality.

The college always concentrates on the overall personality development of all students. Observing the Gender equality, the girls are provided various facilities and special attention. As per the direction from D.G. NCC 33% of new admission seats are reserved for girl cadets, therefore, girl cadets are enrolled from 2017-18. The NSS unit has 300 intake capacity out of which about 70 % are girls. The unit always motivates the students for their social responsibilities and their empowerment. For safety, separate entrance, stair case, two-wheeler parking, cycle stand and study room are provided to girls. To make the girls aware of their rights and to impart knowledge of bylaws, counseling through lectures by legal advisers is arranged. These lectures are arranged every year by Sexual Harassment at Workplace [Prevention, Prohibition and Redressal] committee & Anti-Ragging Committee .In the department of cultural activities & sports, girls achieved grand success. Their active participation in Youth Festival and various competitions shows their ability and achievements.

□ **OBJECTIVES OF GENDERAUDIT:**

Gender Audit of Smt. Vimlaben Khimji Tejookaya Arts, Commerce & Science College Deolali Camp, Nashik has the following objectives:

1. To find out the gender balance existence in different areas and factors behind gender balance.
2. To examine the policies of the college rules/actions towards needs and interest of both male and female.
3. To take steps towards establishment of good gender balance in decision making processes in all areas of the college activities.
4. To suggest measures for bridging the gender gap if any.
5. To promote growth of gender equality in all aspects.
6. To look after the work and capacity for prevention and prohibition of sexual harassment at workplace.



□ **GENDER SENSITIVE FEATURES IN S.V.K.T. College Deolali Camp, Nashik**

In every corner of system gender sensitive features are carefully observed. Gender equality is kept update by forming various committees like Anti-ragging, Internal Women Complaint Committee, Sexual Harassment (Prevention, Prohibition and Redressal) of women at work place and providing adequate facilities for girls.

1) **Earn and Learn Scheme**: - For the uplift and empowerment of students, our college provides student oriented schemes like Earn and Learn scheme. The students are selected on the basis of economic status and their needs. The college takes every initiative to ensure that both male and female students get equal opportunity to work under the said scheme. The selection is made through proper procedure stepwise: Applications—scrutiny— interviews keeping gender equality in view. The payment is given as per clock hour basis.

**Table no. 1:** Year wise enrolled candidates in Earn and Learn Scheme

Year	Male	Female	Total	Percentage %	
				M	F
2014-15	05	20	25	20	80
2015-16	6	22	28	21	79
2016-17	8	35	43	19	81
2017-18	12	22	34	35	65
2018-19	5	27	32	19	81

Above table shows that there is maximum percentage of girls enrolled in Earn and Learn Scheme, the reason for this could be that the college is known for safety for girls.



Table No. 2. Category wise Analysis of Earn and Learn Scheme

Year	OPEN		OBC		SC		ST		TOTAL	
	M	F	M	F	M	F	M	F	M	F
2014-15	2	12	2	7	1	1	0	0	5	20
2015-16	3	10	3	10	0	2	0	0	6	22
2016-17	3	20	4	12	1	2	0	1	8	35
2017-18	7	10	7	11	0	1	1	0	12	22
2018-19	2	13	1	7	2	5	0	2	5	27

## **2) Other Facilities:**

**A) Entrance:** For safety measures of girls and to avoid chaotic situation during college hours a separate entrance is made available for girls and boys

**B) Parking facility:** A well observed separate parking for two wheelers and bicycles for girls is one of the disciplines in our college.

**C) Study Room:** Independent study room for girl students in the library leads to excellent performance of girls.

**D) Separate book issuing Window:** Separate book issuing window marks discipline and convenience.

**E) Ladies Room and Wash Room:** Ladies Room provision is made for girls for resting. A notice board is also placed in Ladies Room. Wash Rooms are there with ample water supply with daily cleaning. Women faculty members take care of girls wherever necessary. Automatic sanitary napkin vending machine and an incinerator has been installed in the wash room of girls to ensure hygiene and health. A separate wash room is provided to women faculty members.

**F) Drinking Water:** A separate drinking Water facility is there for girls

**G) Health Camp:** Every year Health camps & Blood donation and hemoglobin checkup camps are arranged by NSS & NCC departments and diet plans are given accordingly. Department of Microbiology has organized camp to check hemoglobin of girls.

Table showing hemoglobin percentage of girls before and after giving diet plan  
In 2018-19

Name	Age	Hb in gm% Before diet plan	Hb in gm% After diet plan
1.Mayuri Shinde	20	11	12
2.Roshni Zombad	19	12	12.6
3.Susmita Bhutada	20	11.5	12
4.Rashmi Ahir	20	13	15
5.Jayshree Bhivsane	20	13	15
6.Arati Jaware	20	10	11
7.Rohini Gadhawe	20	12	12.5
8.Shital Gadhawe P	20	9	10
9.Shital Gadhawe J	20	10	10.5
10.Jayshri Borade	21	11	11.6
11.Nikita Nikam	20	13	14
12.Priya Kapse	20	12	12.6
13.Vedika Gangurde	20	11	12
14.Rupali Pendhar	20	9	11.0
15.Pooja Muthal	20	11	12.6
16.Pooja Borade	20	11	11.6
17.Priyanka Dhangar	19	12	12.7
18.Sakshi Gavli	18	10	11
19.Pranali Zombad	16	10	11.5
20.Snehal Balkavde	18	10	10.5
21.Maya Ghorpade	18	13	14
22.Akansha Sonawane	18	13	14
23.Snehal Palde	21	10	10.6
24.Mohini Gavande	18	13	14.1
25.Rajashri Mhaisdhune	18	13.5	14
26.Sakshi M	18	12.5	12.7
27.Prachi Hagwane	18	13	14
28.Anuja Godse	18	8.5	9
29.Sunita Bendkoli	18	9	10
30.Shital Godse	18	10.7	11

3) **Anti-Ragging and Discipline Committee**:- As our college is affiliated to Savitribai Phule Pune University, Pune, it follows all the rules and regulations governed by SPPU,Pune and Government of Maharashtra. As per the University guidelines the college has sought Anti-Ragging as well as Discipline Committee for its smooth functioning. The college publishes its regulations in prospectus and the same are floated on the official web site of the college. Ragging is a criminal offence and UGC has notified Regulations on curbing the menace of

Ragging in higher educational institutions in order to prohibit, prevent and eliminate the scourge of ragging.

4) **NCC for girls**: As per the direction from D.G. NCC 33% of new admission seats are reserved for girl cadets, therefore, girl cadets are enrolled from 2017-18.

5) **NSS Unit**: There is one NSS unit in the college, granted by Savitribai Phule Pune University, Pune. The intake capacity of the unit is 250 volunteers out of which about 70% are girls. Some of the important achievements are as follows.

- 1) Miss. Thube Kaveri participated in the pre-selection camp of NSD/RSD held at Pune. (University level) in 2017-18
- 2) Miss. Thube Kaveri and Miss. Thube Kajal have participated in 'Avhan camp' at Aurangabad during 24<sup>th</sup> May to 30<sup>th</sup> June 2018.
- 3) Mr. Gojare Dnyaneshwar, Mr. Maniyar and program officer Prof. P.A. Pagare participated in the youth awareness program on 'Beti Bachao' conducted at M.S.W. College Gangapur road Nashik.

○ TABLES OF GENDER BALANCE 2013-14 TO 2018-19

A] GENDER BALANCE IN ENROLLMENT AT GRADUATION LEVEL

(2014-15 to 2018-19)

1] Year wise Gender Comparison

Year	Male	Female	Total	%Male	%Female
2014-15	909	942	1851	49.10	50.89
2015-16	650	748	1398	46.49	53.50
2016-17	542	738	1221	44.38	60.44
2017-18	815	923	1738	46.89	53.10
2018-19	862	1128	1990	43.31	56.68

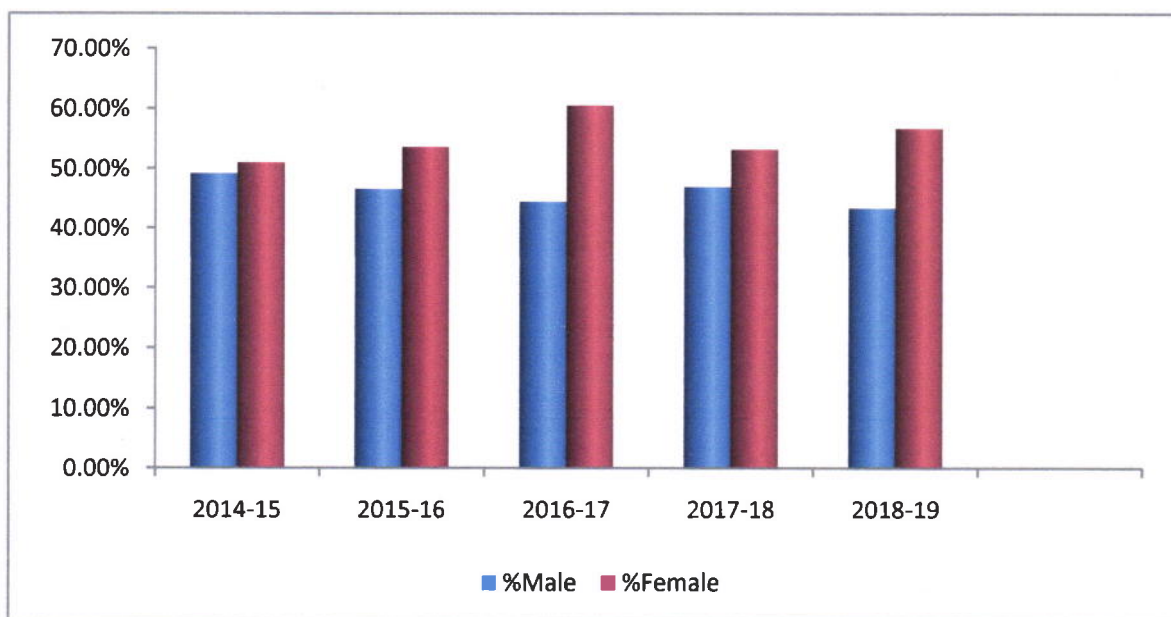


Fig-1. Year wise Gender Comparison

The table shows year wise gender comparison of male and female, percentage of students and total admissions in the college.

❖2014-15

Sr. No.	Category	Male	Female	Total	%Male	%Female
1	SC	117	171	288	40.62	59.37
2	ST	54	34	88	61.36	38.63
3	NT	29	28	57	50.87	49.12
4	SBC	02	-	02	100	-
5	OBC	305	229	534	57.11	42.88
6	X-JAVN	-	--	-	-	-
7	STC	-	-	-	-	-
8	PTC	-	-	-	-	-
9	OPEN	360	454	814	42.22	55.77

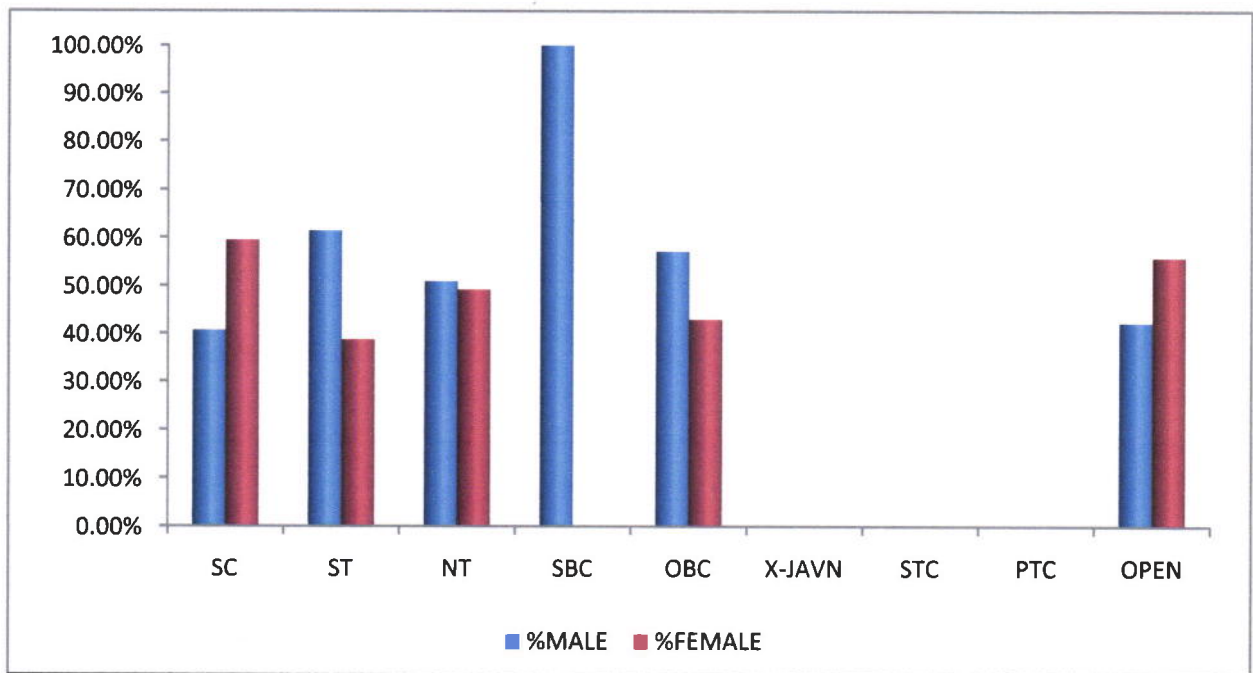


Fig-2. Gender comparison in social category 2014-15

The table shows gender comparison in various social categories in year 2014-15. It indicates higher percentage of female students from SC category, as compare to other categories.

❖2015-16

Sr. No.	Category	Male	Female	Total	%Male	%Female
1	SC	98	152	250	39.2	60.8
2	ST	42	29	71	59.15	40.84
3	NT	30	35	65	46.15	53.84
4	SBC	01	01	02	50	50
5	OBC	215	206	421	51.06	48.93
6	X-JAVN	-	-	-	-	-
7	STC	-	-	-	-	-
8	PTC	-	-	-	-	-
9	OPEN	304	401	705	43.12	56.87

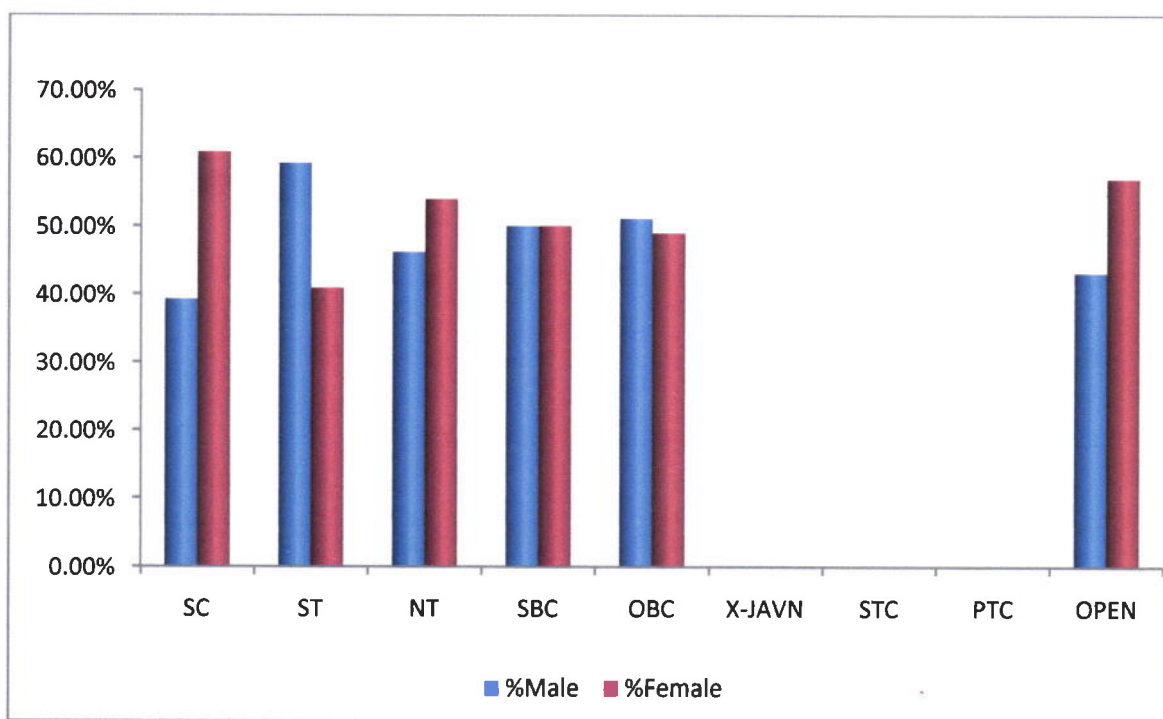


Fig-3. Gender comparison in social category 2015-16

The table shows gender comparison in various social categories in year 2015-16. There is higher percentage of girls from open category i.e. 56.87%, 60.8% from SC category and 53.84% from NT category as compare to male.

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2016-17

Sr. No.	Category	Male	Female	Total	%Male	%Female
1	SC	77	152	229	33.62	66.37
2	ST	36	29	65	55.38	44.61
3	NT	31	37	68	45.58	54.41
4	SBC	03	01	04	75	25
5	OBC	181	237	418	43.30	56.69
6	X-JAVN	-	-	-	-	-
7	STC	-	-	-	-	-
8	PTC	-	-	-	-	-
9	OPEN	250	374	624	40.06	59.93

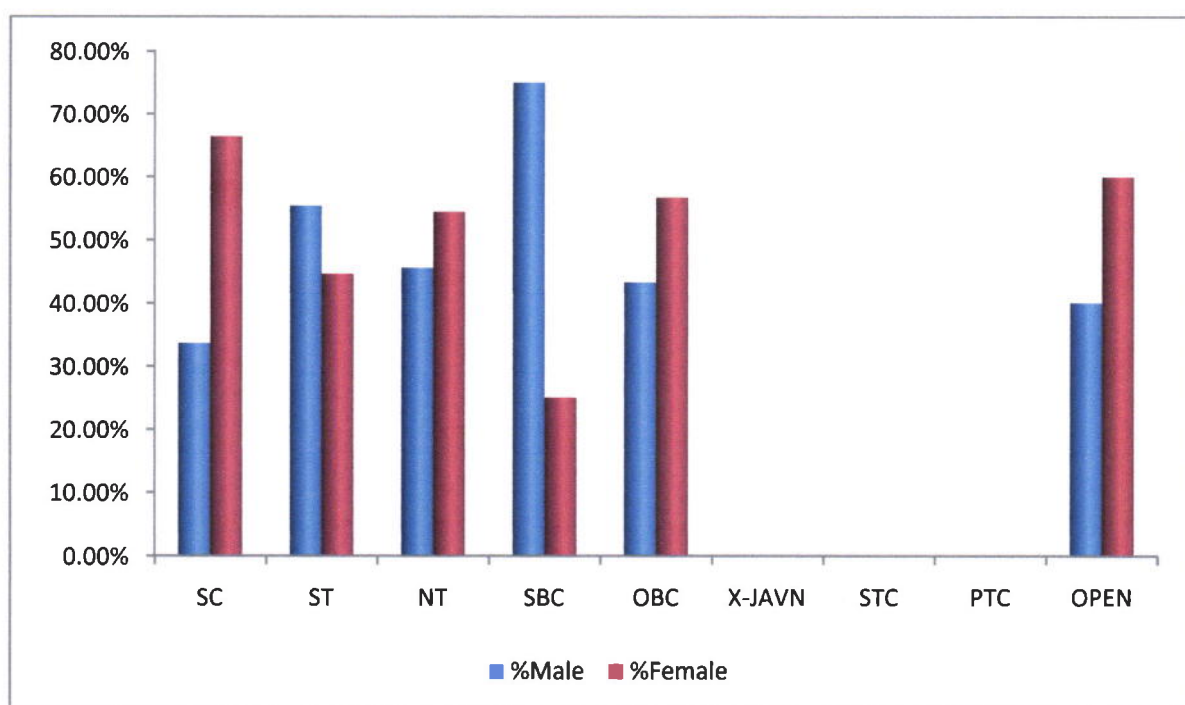


Fig-4. Gender comparison in social category 2016-17

The table shows gender comparison in various social categories in year 2016-17. It shows that number of girls students from SC, ST, NT, OBC and Open category is more than male students.

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□ 2017-18

Sr. No.	Category	Male	Female	Total	%Male	%Female
1	SC	116	162	278	41.72	58.27
2	ST	40	30	70	57.14	42.85
3	NT	54	51	105	51.42	48.57
4	SBC	01	01	02	50	50
5	OBC	262	264	526	49.80	50.19
6	X-JAVN	-	-	-	-	-
7	STC	-	-	-	-	-
8	PTC	-	-	-	-	-
9	OPEN	335	407	742	45.14	54.85

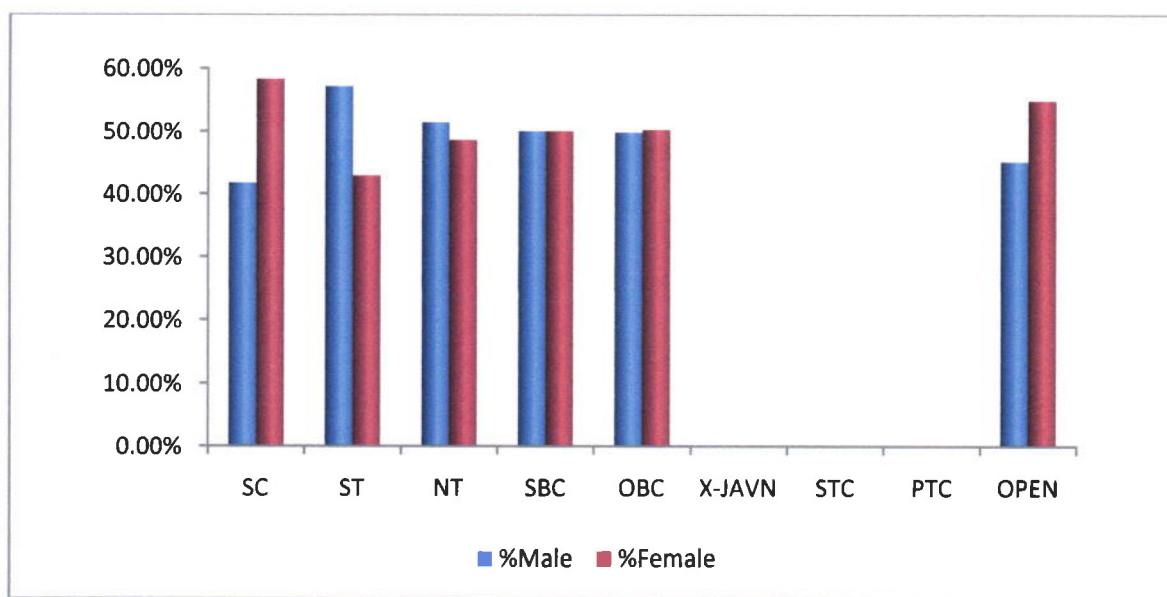


Fig : 5 Gender comparison in social category 2017-18

In the above figure percentage of girls student from SC, OBC, and open category is more than male students



□ 2018-19

Sr. No.	Category	Male	Female	Total	%Male	%Female
1	SC	123	202	325	37.84	62.15
2	ST	53	41	94	56.38	43.61
3	NT	21	29	50	42	58
4	SBC	02	03	05	40	60
5	OBC	295	341	636	46.38	53.61
6	X-JAVN	-	-	-		
7	STC	-	-	-		
8	PTC	-	-	-		
9	OPEN	334	469	803	41.59	58.40

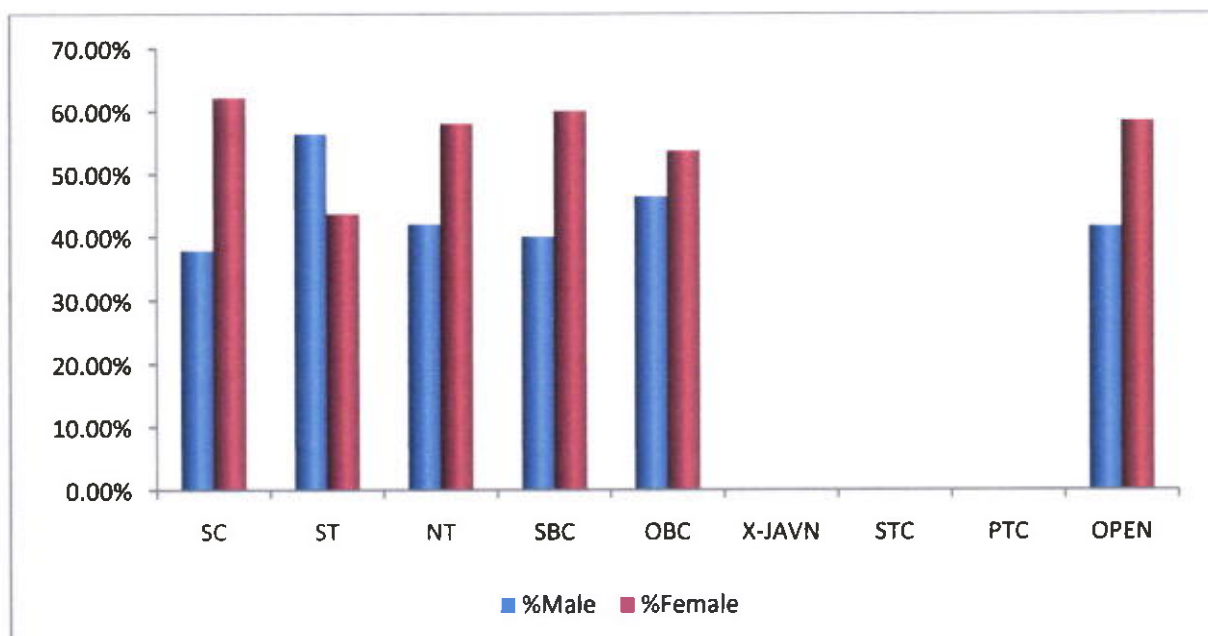


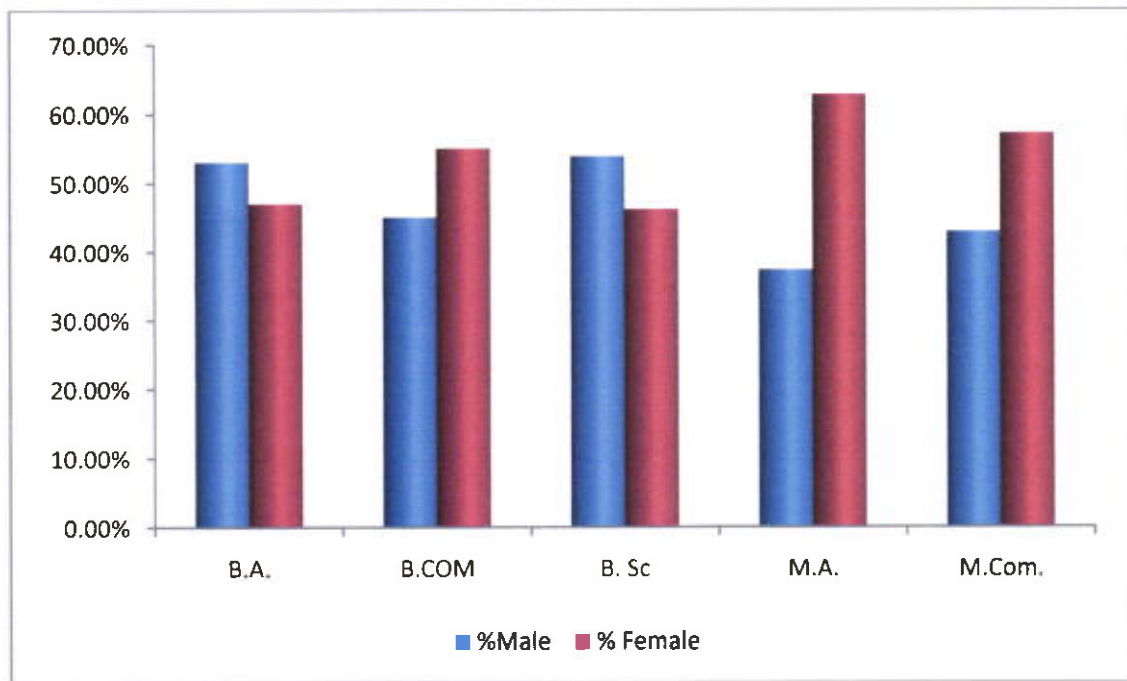
Fig-6. Gender comparison in social category 2018-19

The table shows gender comparison in various social categories in year 2018-19. It indicates 62.15% girls are from SC category, 58% from NT category, 60% from SBC category, 53.61% from OBC and 58.40% from open category.

## Faculty Wise Gender Comparison

2014-15

Faculty	Male	Female	Total	%Male	% Female
B.A.	366	324	690	53.04	46.95
B.COM	309	378	687	44.97	55.02
B. Sc	167	143	310	53.87	46.12
M.A.	22	37	59	37.28	62.71
M.Com.	45	60	105	42.85	57.14



**Fig-7. Faculty wise gender comparison 2014-15**

Above table informs the gender wise percentage. It indicates higher percentage of female in M.A.

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2015-16

Faculty	Male	Female	Total	%Male	% Female
B.A.	295	305	599	49.08%	50.91%
B.COM	248	316	564	43.97%	56.02%
B. Sc	108	127	235	45.95%	54.04%
M.A.	15	37	52	28.84%	71.15%
M.Com.	44	57	101	43.56%	56.43%

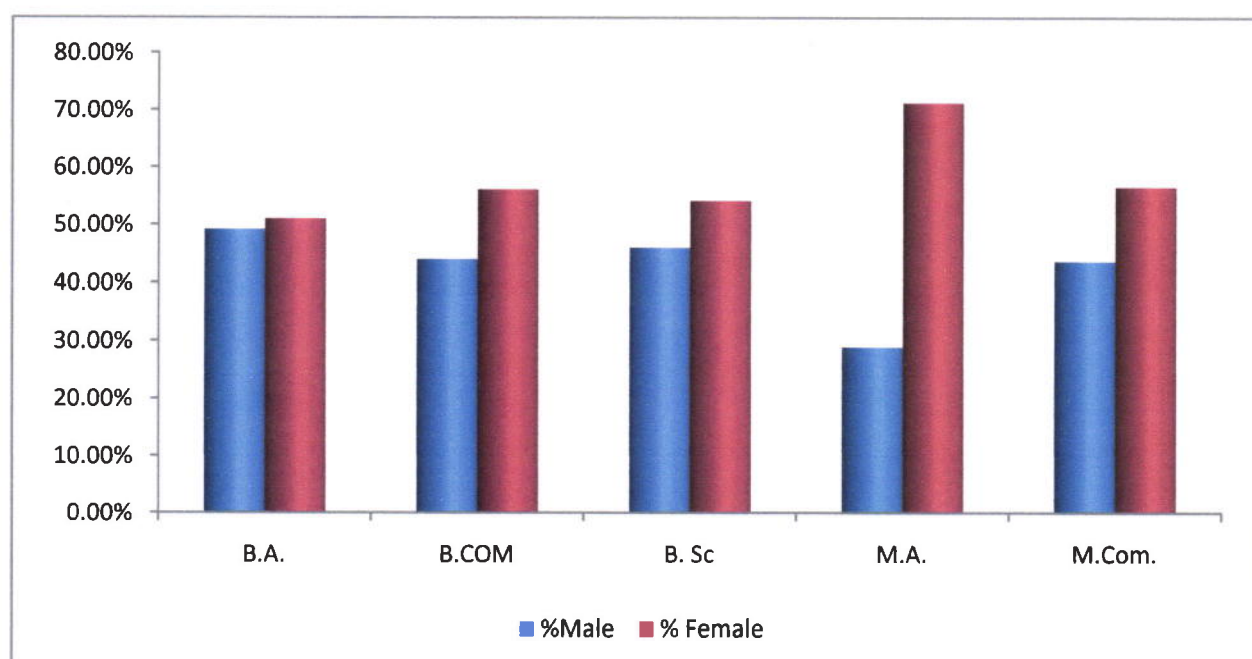
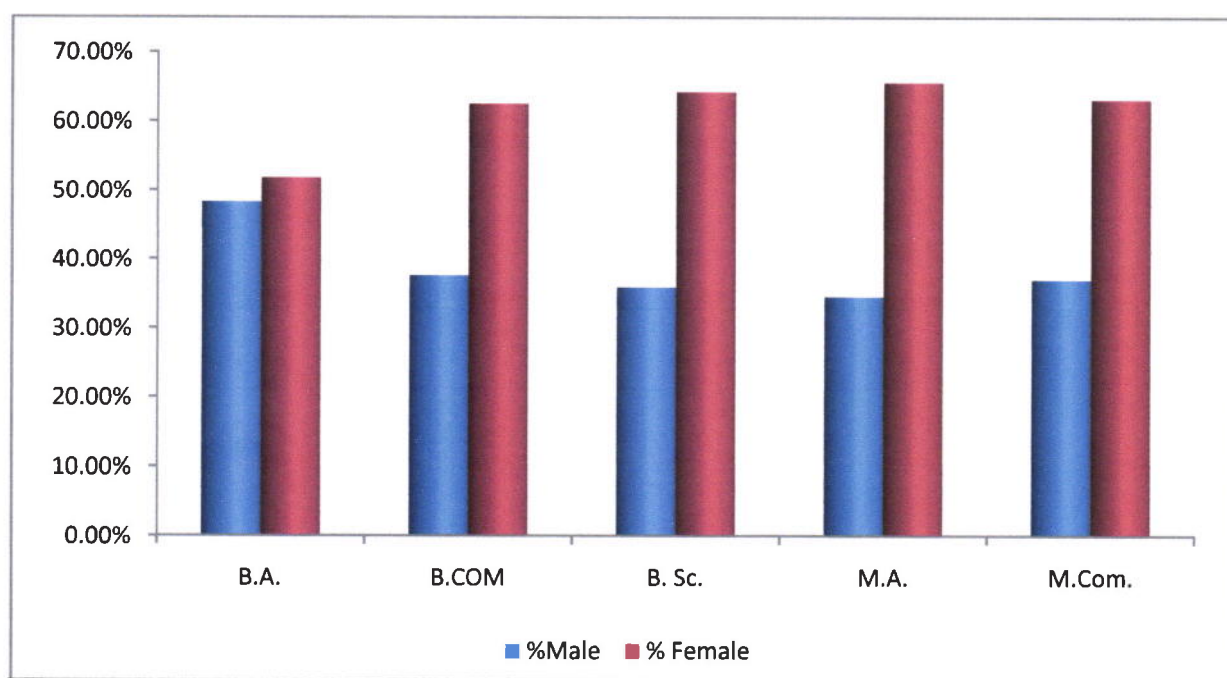


Fig-8. Faculty wise gender comparison 2015-16

Above table gives information about gender wise percentage. It indicates that the higher percentage of female in M.A.

□ 2016-17

Faculty	Male	Female	Total	%Male	% Female
B.A.	248	266	514	48.24	51.75
B.COM	199	331	530	37.54	62.45
B. Sc.	95	170	265	35.84	64.15
M.A.	10	19	29	34.48	65.51
M.Com.	34	58	92	36.95	63.04



**Fig-9. Faculty wise gender comparison 2016-17**

Above table gives information about higher percentage of female in MA followed by B.Sc.

□ 2017-18

Faculty	Male	Female	Total	%Male	% Female
B.A.	344	265	609	56.48	43.51
B.COM	251	369	620	40.48	59.51
B. Sc	186	209	395	47.08	52.91
M.A.	04	16	20	20	80
M.Com.	30	64	94	31.91	68.08

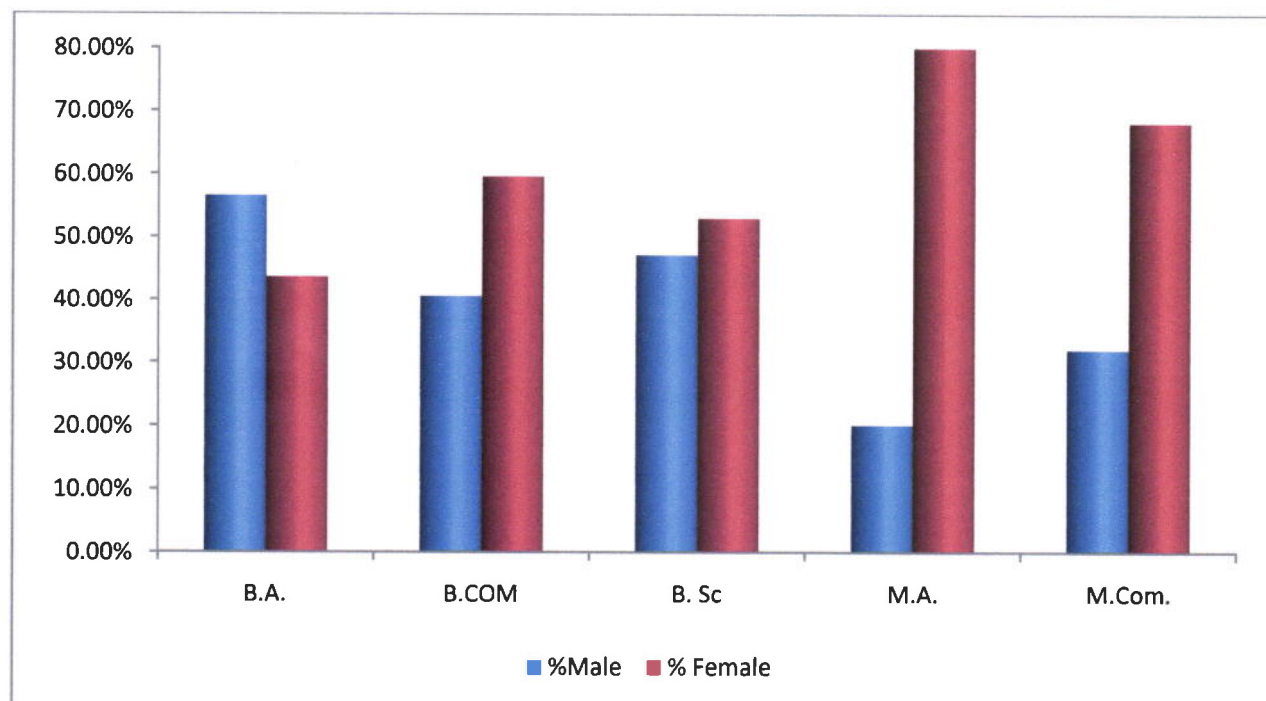
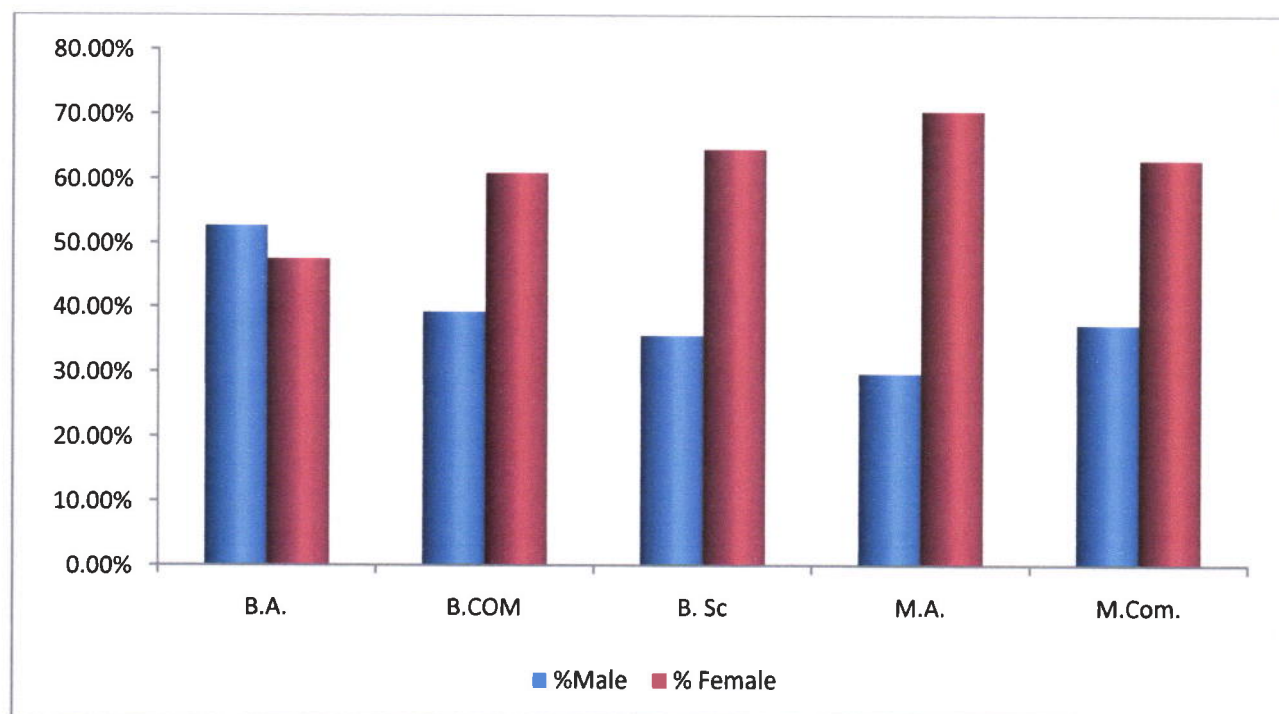


Fig-10. Faculty wise gender comparison 2017-18

Above table gives information about higher percentage of female in MA followed by M.Com.

□ 2018-19

Faculty	Male	Female	Total	%Male	% Female
B.A.	398	359	757	52.57	47.42
B.COM	273	424	697	39.16	60.83
B. Sc	143	260	403	35.48	64.51
M.A.	08	19	27	29.62	70.37
M.Com.	39	66	105	37.14	62.85



**Fig-11. Faculty wise gender comparison 2018-19**

Above table gives information about gender percentage. It indicates higher percentage of female in M.A., B. Sc.

□ Gender wise classification in enrollment of NSS Volunteers:

Year	Male	Female	Total	Male	Female
2014-15	65	205	270	24.07%	75.92%
2015-16	101	203	304	33.22%	66.72%
2016-17	88	216	304	28.94%	71.05%
2017-18	90	215	304	29.60%	70.72%
2018-19	89	211	300	29.66%	70.33%

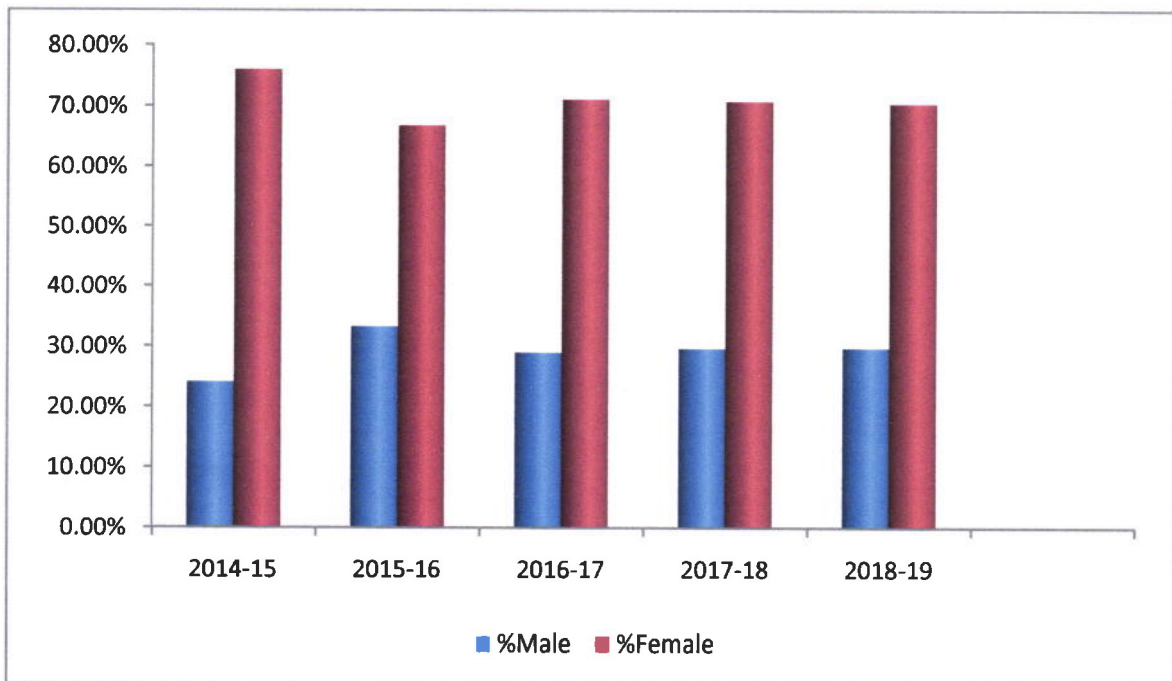
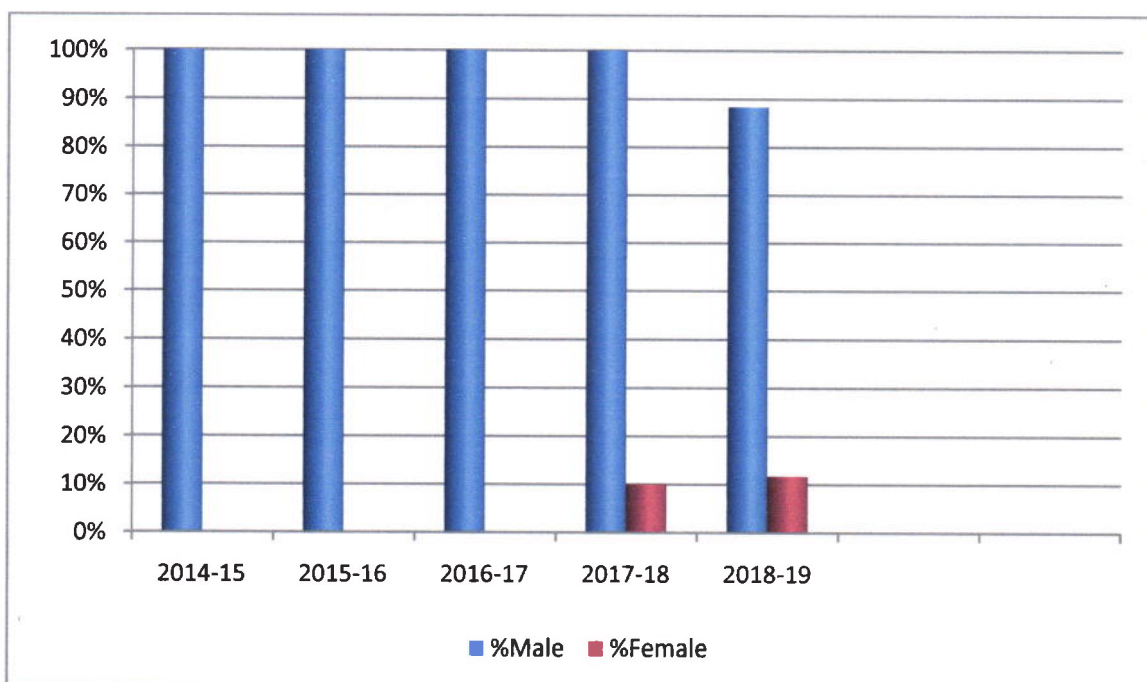


Fig-12. Gender classification enrollment of NSS Volunteers

Above table shows gender classification of NSS volunteers from 2014-15 to 2018-19. It shows participation of female volunteers are more than male.

□ Gender wise classification in enrollment of NCC Cadets:

Year	Male	Female	Total	%Male	%Female
2014-15	57	-	57	100%	-
2015-16	42	-	42	100%	-
2016-17	60	-	60	100%	-
2017-18	60	08	60	100%	10%
2018-19	53	07	60	88.33%	11.66%



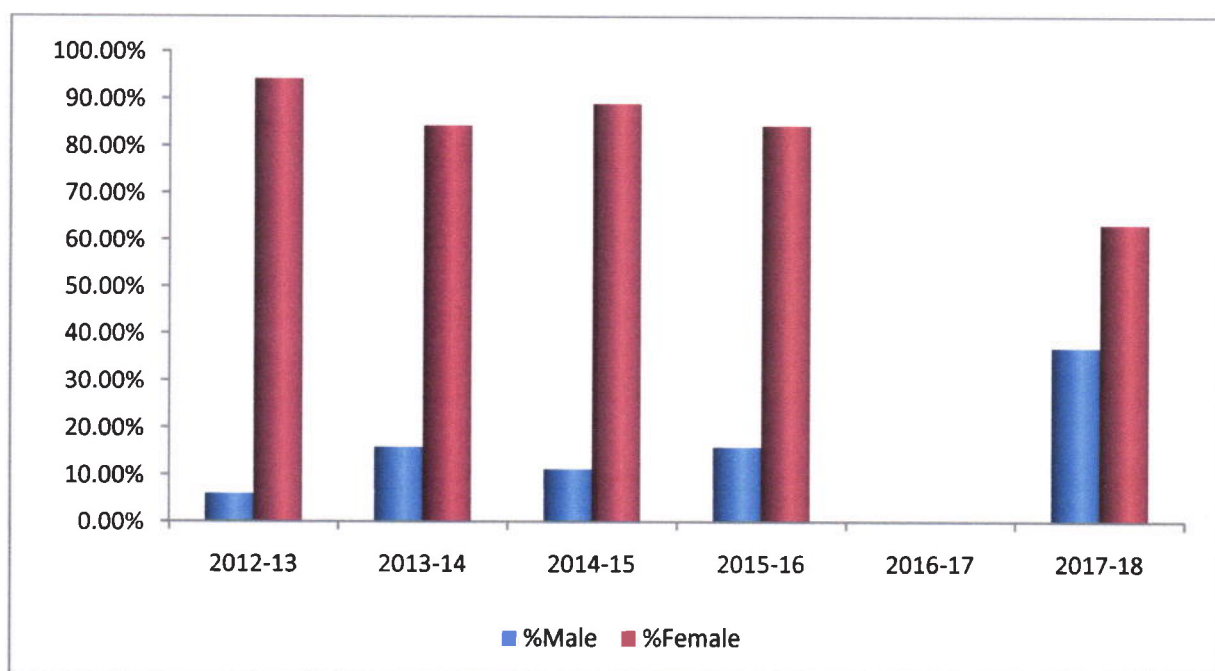
**Fig-13. Gender classification enrollment of NCC Cadet**

Above table shows that the college had no girls NCC unit till 2016-17.



□ Gender wise classification in Student council

Year	Male	Female	Total	%Male	%Female
2014-15	02	16	18	11.11%	88.88%
2015-16	03	16	19	15.78%	84.21%
2016-17	No election conducted				
2017-18	07	12	19	36.84%	63.15%
2018-19	No election conducted				



**Note:** Election was not conducted by the university. During the Year 2016-17.and 2018-19

Fig-14. Gender wise representation in Student Council

Above table indicates that the female percentage is always higher. Since the class representatives are selected on merit basis in student council, ultimately it shows that girl students are meritorious.

□ Gender representation in Savitribai Phule Pune University Rank / Merit Holders

Year	Male	Female	Total	%Male	%Female
2014-15	--	--	--	--	--
2015-16	--	--	--	--	--
2016-17	--	01	01	--	100%
2017-18	--	--	--	--	--

Fig-15. Gender difference in Rank and Merit holders

□ Gender classification of Teaching Faculty and Non-teaching staff

➤ Gender classification of permanent teaching faculty with qualification:

Year	Male	Ph.D.	M.Phil	NET/SET	Female	Ph.D.	M.Phil	NET/SET	Total
2014-15	25	06	02	03	08	06	01	-	33
2015-16	22	04	04	03	11	06	01	-	33
2016-17	25	05	04	04	07	03	01	01	32
2017-18	25	06	03	04	07	03	01	01	32
2018-19	25	06	03	04	07	03	01	01	32

◦ Gender wise classification of permanent teaching faculty:

Year	Male	Female	Total	Male	Female
2014-15	25	08	33	75.75%	24.24%
2015-16	22	11	33	66.66%	33.33%
2016-17	25	07	32	78.12%	21.87%
2017-18	25	07	32	78.12%	21.87%
2018-19	25	07	32	78.12%	21.87%



**Gender wise classification of teaching faculty on C.H.B**

Year	Male	Female	Total	Male	Female
2014-15	02	02	04	50%	50%
2015-16	01	06	07	14.28%	85.71%
2016-17	03	07	10	30%	70%
2017-18	04	07	11	36.36%	63.63%
2018-19	04	08	12	33.33%	66.67%

**Gender wise classification of Non-teaching staff :**

Year	Male	Female	Total	%Male	%Female
2014-15	28	-	28	100%	-
2015-16	27	-	27	100%	-
2016-17	24	-	24	100%	-
2017-18	28	02	30	93.33%	-
2018-19	25	03	28	96.15%	3.84%

**Gender wise classification of Non-teaching staff ( Designation wise)**

Designation	2014-15			2015-16			2016-17			2017-18			2018-19		
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T
Registrar	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
O.S.	01	-	01	01	-	01	01	-	01	1	-	1	1	-	1
Steno	01	-	01	01	-	01	01	-	01	01	-	01	01	-	01
H. Clark	01	-	01	01	-	01	01	-	01	01	-	01	01	-	01
Sr. Clark	-	-	-	-	-	-	01	-	01	01	-	01	01	-	01
Jr. Clark	04	-	04	03	-	03	03	-	03	03	-	03	03	-	03
Lib.Assistant	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Lib. Clark	01	-	01	01	-	01	01	-	01	01	-	01	01	-	01
Lab. Assistant	01	-	01	01	-	01	01	-	01	01	-	01	01	-	01
Lab. Attedent	07	-	07	06	-	06	09	-	09	07	-	07	06	-	06
Lib. Attedent	06	-	06	06	-	06	06	-	06	06	-	06	06	-	06
Peon	04	-	04	04	-	04	04	-	04	04	-	04	04	-	04
<b>Total</b>	<b>26</b>	<b>-</b>	<b>26</b>	<b>24</b>	<b>-</b>	<b>24</b>	<b>28</b>	<b>-</b>	<b>28</b>	<b>26</b>	<b>-</b>	<b>26</b>	<b>24</b>	<b>-</b>	<b>24</b>

➤ **Prevention of Sexual Harassment:**

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 there with or incidental there to. 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 any occupation, trade or business which includes a right to a safe environment free from sexual harassment. 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 25<sup>th</sup> June 1993 by the Government of India.

The same act of parliament received the assent of the President on 22<sup>nd</sup> April, 2013 and is hereby published for general information.

-THE SEXUAL HARASSMENT OF WOMEN AT WORK PLACE (PREVENTION, PROHIBITION AND REDRESSAL) ACT, 2013(No.14 of 2013)

As per the rules and regulations, the Internal Complaint Redressal Committee is formed to solve the problems of girl students and women at work place under the title-The Sexual Harassment of Women at Work Place(Prevention, Prohibition and Redressal)under the guidance of President Mrs. Prabodhini M. Patil and legal advisor Advt. Dilshad Mujawar. The work of committee includes counseling, research and extension. The committee conducts various programs such as counseling on self-defense, yoga, pre-marriage precautions, women empowerment, gender sensitization etc.

The committee does receive some complaints from girl students in an informal way which is resolved by the Counseling Cell of the college. No police



complaint as such lodged till date. The information about the person who makes complaint is kept confidential. The process of inquiry follows the rules and regulations of violation of the article 5(d) of the Sexual Harassment of Women at Work place (prevention, prohibition and redressal) Act 2013.

**Table:- Number of Gender Sensitization Programs Organized**

Srno.	Title of the Programme	Date	No. of Participant
1	Special camp on personality development for girl students	29-12-2014	65
2	Workshop on Nirbhaya Kanya Abhiyan	08-01-2014	50
3	Special camp on personality development for girl students	22-01-2015	102
4	Camp on personality development for girl students	19-09-2015	158
5	Special camp on personality development for girl students	11-02-2016	209
6	Workshop on Nirbhaya Kanya Abhiyan	12-02-2016	138
7	District Level camp on Nirbhaya Kanya	13-02-2016	148
8	Personality development camp for girl student	12-02-2017	131
9	Nirbhaya Kanya Abhiyan (Self defense traing and Practical)	25-09-2017	121
10	Personality development camp for girl student	20-01-2018	137
11	Nirbhaya Kanya Abhiyan (Personality development)	21-01-2019	121
12	Nirbhaya Kanya Abhiyan (Save girl child)	21-01-2019	200

Apart from the programs mentioned above, in order to create awareness about gender sensitization the college conducts various activities such as :

- Jagar Janiwancha Abhiyan
- Sangharsha Kanya Puraskar
- Beti Bachao Beti Padhao Abhiyan
- Celebration of Krantijyoti Savitribai Phule Jayanti
- Celebration of International Womens Day
- Hirkani Award
- Kali Umaltana





❖ **OBSRVATIONS AND RECOMMENDATION:**

□ **Observations:**

- ✓ It is found that the S.V.K.T. College Deolali Camp, Nashik, attained a good gender balance in its system as far as admissions and other facilities are concerned
- ✓ Gender balance in student enrollment is good in general category and there is a scope for improvement as far as reserved categories are concerned
- ✓ Gender balance in ranking and merit scholarships is inclined towards female resulting into greater number of girl students in Student Council
- ✓ A well balanced participation of male and female students has been observed in Cultural and Sports events
- ✓ Internal Complaint Committee aims at fostering an environment in which unlawful discrimination and harassment is not tolerated.
- ✓ The college fosters an atmosphere where intolerance on gender ground is prohibited
- ✓ The college committees allow resources for student activities on a gender-neutral basis
- ✓ The college faculty members and staff members are encouraged to undertake training and professional development throughout their carrier
- ✓ Responses of students, faculty, staff members, parent and visitors are regularly sought in formal and informal ways and the same are audited for gender balance and issues raised in the areas are reported to the administration



❖ **RECOMMENDATIONS FOR MAKING S.V.K.T.COLLEGE AS A GENDER SENSITIVE COLLEGE:**

- ✓ There is a need to increase number of female staff members in both teaching as well as non-teaching category
- ✓ The Sexual Harassment of Women at Work Place [Prevention, Prohibition and Redressal] Committee should include one lady police officer
- ✓ The college must start Women Study Centre on college campus
- ✓ There is a need to conduct programs for male student about gender sensitization
- ✓ The college may start special Wall Paper activity for girl students
- ✓ Students must be encouraged to write for local news papers about gender related issues

**Signatures**

Sr. no.	Name with Designation	Sign and Stamp
1	<b>Ms. Hemlata B. Patwardhan</b> President , Mahila Hakka Sanrakshan Samiti, Nashik	<i>Hema Patwardhan</i> अध्यक्ष महिला हक्क संरक्षण समिती जुनी महानगरपालिका इमारत, नवीन पंडीत कॉलनी, नाशिक फोन २३६३-२३९०३९
2	<b>Dr. Nivedita Pawar</b> Gynecologist (Nivedita Hospital) Nashik	<i>Nivedita Pawar</i> <b>Dr. Nivedita A. Pawar (Bhaware)</b> M.D. (Gynaecologist & Obstetrician) Reg. No. 54371, Hos. Reg. No. 1490 Nivedita Maternity Home, (IVF & Endoscopy) M.V.P. Samej's Law College, Nashik-02
3	<b>Advocate Ms. Charushila Kahirnar</b> Asso. Professor and Vice Principal MVP Law College, Nashik	<i>Charushila Kahirnar</i> Advocate

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**GLOSSARY:**

**Gender Audit Committee**

<b>Dr. Vijay Medhane</b>	<b>Chairperson</b>
<b>Mr. A.S.Kale</b>	<b>Coordinator , IQAC</b>
<b>Mr. V.V.Kapadi</b>	<b>Faculty In charge (Arts)</b>
<b>Mr. S.L.Bhoj</b>	<b>Faculty In charge (Commerce)</b>
<b>Mr. D.S. Shinde</b>	<b>Faculty In charge (Science)</b>
<b>Dr. Ms. J.P. Jadhav</b>	<b>Convener</b>
<b>Dr. Ms.M.A. Nikumbh</b>	<b>Member</b>
<b>Dr.Ms. L.D. Jadhav</b>	<b>Member</b>
<b>Ms. S.M. Mengane</b>	<b>Member</b>
<b>Ms. Mulane Mangla</b>	<b>Social Worker</b>
<b>Ms. Sunita Adke</b>	<b>Parent Representative</b>

**Sexual Harassment of Women at Work Place [Prevention, Prohibition and Redressal] Committee**

<b>Dr. Vijay Medhane</b>	<b>Chairperson</b>
<b>Dr. Ms. J.P.Jadhav</b>	<b>Convener</b>
<b>Dr. Ms.M.A. Nikumbh</b>	<b>Member</b>
<b>Dr.Ms. L.D. Jadhav</b>	<b>Member</b>
<b>Ms. S.M. Mengane</b>	<b>Member</b>
<b>Ms. Mulane Mangla</b>	<b>Social Worker</b>
<b>Ms. Sunita Adke</b>	<b>Parent Representative</b>





