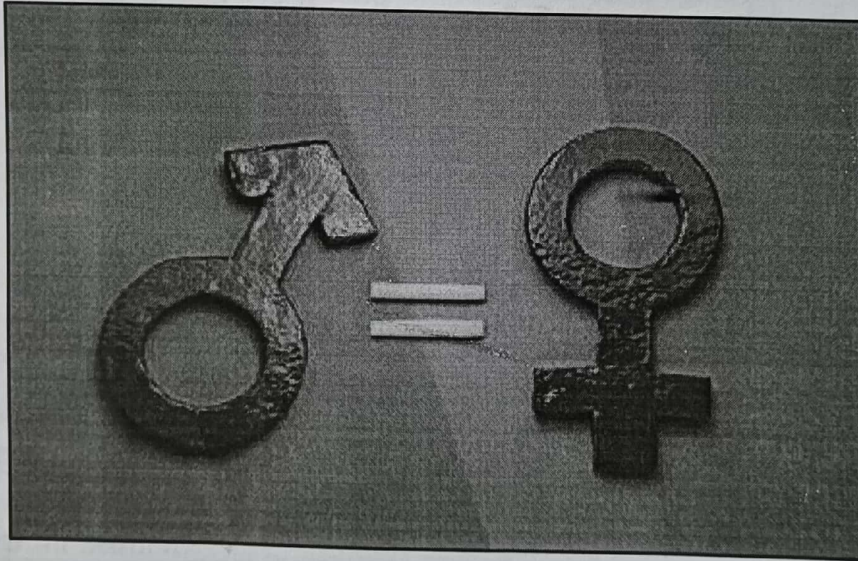


Shri Shivaji Maratha Society's

S.B.B, alias Appasaheb Jedhe Arts, Commerce & Science College
Shukrawar Peth, Pune, Pin - 411002

GENDER POLICY

Humanity has no Gender.....



GENDER EQUITY AND SENSITIZATION ACTION PLAN

Our college ensures equal concern for girls and boys in all the activities. Gender equality and Women's empowerment are one of the primary concerns of our college. We practice to bring a positive change in the attitude and support equity among genders within the College. Here are few programs that our college has conducted in last five years while working towards the cause.

Sr No	Name of activity	Time line
1	Showcased a film named <i>Mai Ladki Hoon</i>	26/12/2018
2	Lecture on <i>Mahila Sablikaran</i>	20/12/2018
3	Reading Biography of successful Women	08/03/2019
4	Poster presentation <i>Beti Bachao and Stree Bhrun Hatya</i>	19/09/2018
5	<i>Dya Mulina Shikshancha Adhaar</i> Lecture & Poster Presentation	08/03/2020
6	Women empowerment	08/03/2021
7	<i>Gavasani Kshitijala</i> (workshop)	15/02/22 to 18/02/22
8	<i>Yuvak Yuvati Unnatikaran</i>	23/02/22 to 01/03/2022
9	<i>Mahilanche Swasaunrakshan Kalachi Garaj</i> (Damini Pathak)	8/10/2022
10	PCOS/PCOD Awareness program	11/10/2022
11	Personality development sessions and menstrual hygiene awareness	18/10/2022
12	Gender Sensitivity Program under <i>Tarabai Shinde Vidhyarthini Manch</i>	28/03/2023 to 31/03/2023
13	<i>Aamhi Ranragini</i> -Women's Day Celebration	08/03/2023

In recognition of the significant gender diversity at our college, where females constitute 60% of the student population and hold prominent positions in leadership roles .

Promoting gender sensitization and equality is a critical endeavour for us. It is important that we work towards to creating a campus where everyone, regardless of their gender, feels respected, valued, and empowered. Our commitment to this cause is unwavering, and we are dedicated to create a culture of inclusivity, where gender bias and discrimination have no place. To translate this commitment into action, we have

developed a comprehensive action plan that includes education and training programs, policies that support gender equality, mentoring and support networks, and ongoing evaluation and adjustment to ensure we are continually making progress toward our goal

- **Assessment:**

To conduct a complete assessment of the current gender-related issues and attitudes within our college.

- **Formation of a Committee:**

To establish a Gender Sensitization Committee consisting of faculty, students, and staff to oversee the plan.

- **Policy Development:**

To develop a clear gender sensitization policy that outlines the college's commitment for a safe and inclusive environment. We're implementing PoSH (Prevention of sexual Harassment Act) at our work place . We'll be forming ICC (Internal Complaint Committee) .

- **Awareness and Training:**

To organize workshops, seminars, and training sessions on gender sensitivity for all members of the college.

- **Support Systems:**

To Create a support systems for individuals facing gender-related issues, like counselling services.

- **Promote Women's Leadership:**

We encourage and support women's participation in leadership roles within the college.

- **Reporting Mechanism:**

To establish a confidential and accessible mechanism for reporting incidents of gender-based discrimination or harassment

- **Awareness Campaigns:**

We plan to conduct awareness campaigns through posters, newsletters, and social media to promote gender equality.

- **Inclusive Events:**

To ensure that college events and activities are inclusive and respect diverse gender identities.

- **Collaboration:**

To work towards collaboration with local organizations such as **Police Mitra**, NGOs, **Damini Pathak** and experts in the field of gender sensitivity for guidance and resources.

- **Regular Review:**

Periodically assess and review the effectiveness of our action plan and make necessary adjustments.

- **Sustainability:**

We Plan for the long-term sustainability of our gender sensitization efforts.

Saleem
Criteria VII head.

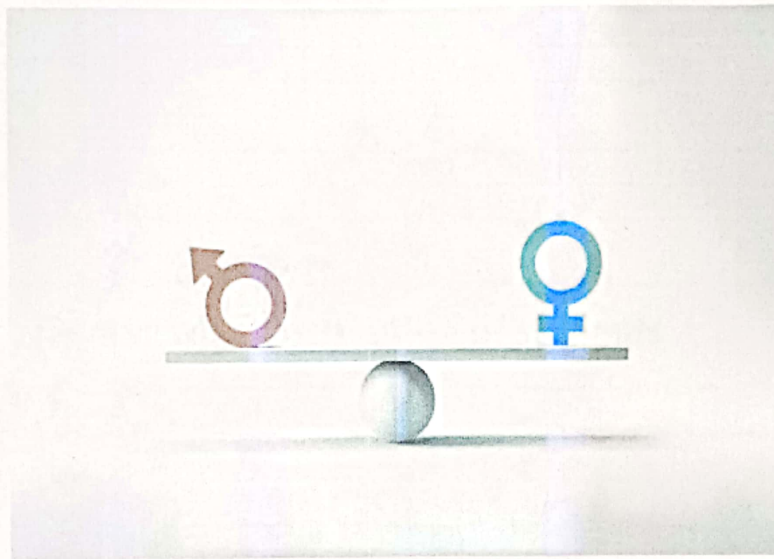
Dr. Patil
Prof. Dr Deepali patil
ACTING PRINCIPAL
Samaj Bhushan Baburao alias Appasaheb
Jedhe Arts, Commerce & Science College
Pune-411 002.

Shri Shivaji Maratha Society's

S.B.B, alias Appasaheb Jedhe Arts, Commerce & Science College
Shukrawar Peth, Pune, Pin – 411002



Gender Audit



PREFACE

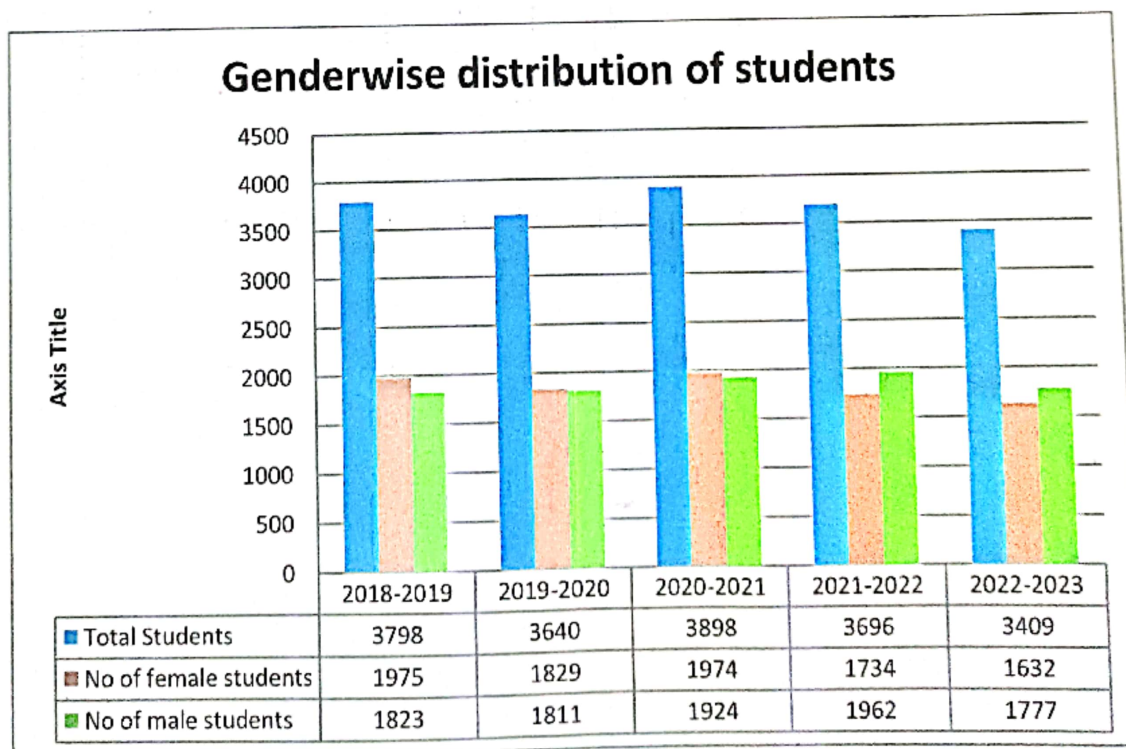
The Gender Audit is an attempt to study whether the college has good gender balance. It tries to see whether college follows government rules, policies and actions formulated for up-gradation of women in society. The Gender Audit tries to access the impact of its current and proposed policies on gender equality. The gender audit was conducted to identify means to make our college campus safer for girl-students/women and sharing the results with the authority of the college for implementation of the recommendations. As part of the Audit, we conducted an online survey through Google form specially designed for the girl-students, faculty and the non-teaching staff in order to collate the respondent's perception on the prevailing Gender sensitive practices /facilities in the campus

Objectives of Gender Audit:

- To identify gaps where gender imbalance exists and the causes behind them.
- To suggest measures for bridging the gap.
- To maintain good gender balance in decision making processes in all the college activities.
- To analyze the efforts and capacity for prevention of sexual harassment in the college.
- To strengthen the working capacity of Women's Cell/ Prevention of Sexual Harassment Cell/ICC and Grievance Redresses cell of the college.

Data Analysis: The tables (1) shows gender classification of male and female strength of students and the total number of admissions to the college

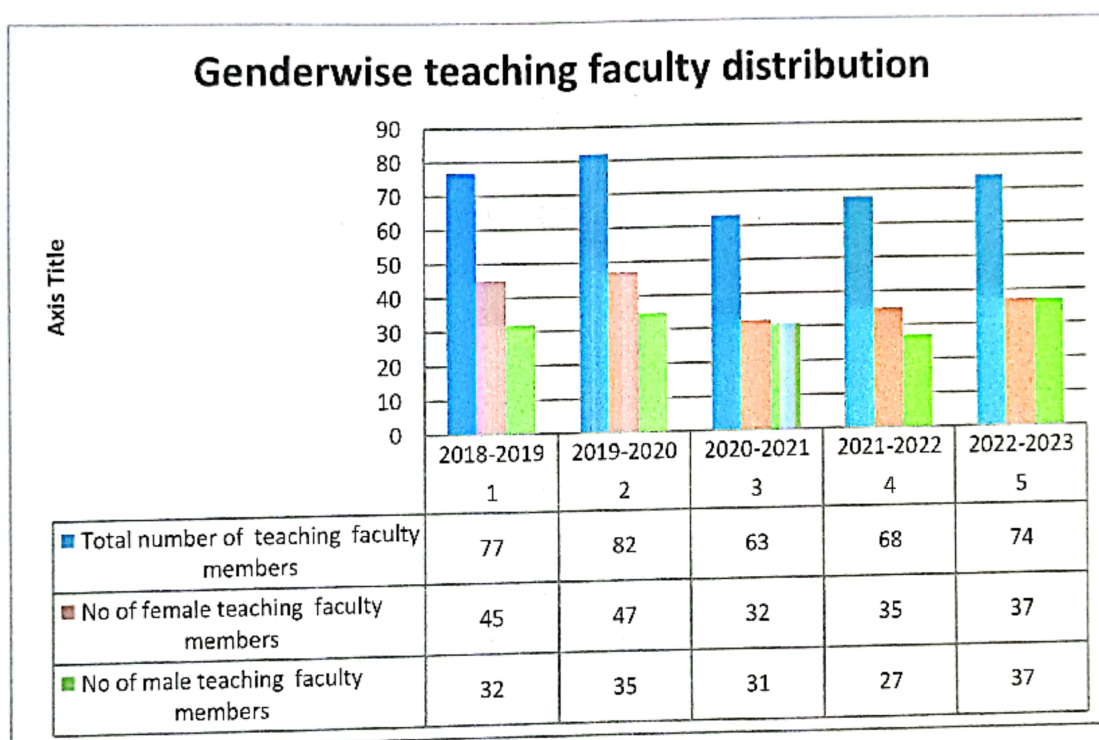
Sr No	Year	Total Students	No of female students	No of male students
1	2018-2019	3798	1975	1823
2	2019-2020	3640	1829	1811
3	2020-2021	3898	1974	1924
4	2021-2022	3696	1734	1962
5	2022-2023	3409	1632	1777



Graph 1 : Gender wise details of total number of students in the college

The tables (2) shows gender classification of male and female strength of teaching staff

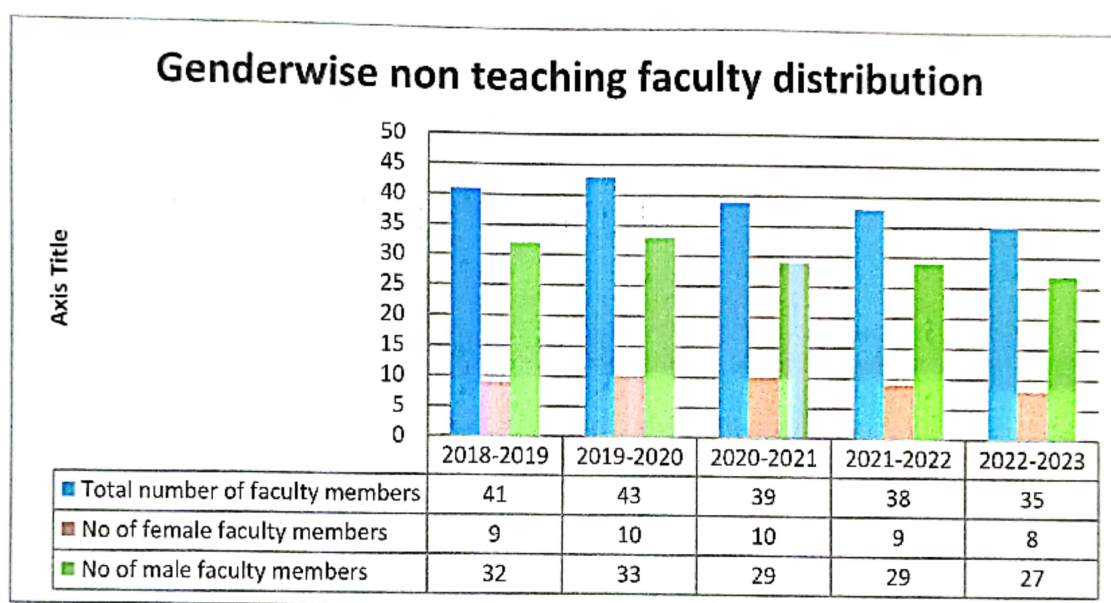
Sr No	Year	Total number of teaching faculty members	No of female teaching faculty members	No of male teaching faculty members
1	2018-2019	77	45	32
2	2019-2020	82	47	35
3	2020-2021	63	32	31
4	2021-2022	68	35	27
5	2022-2023	74	37	37



Graph 2 : Gender wise details of total teaching faculty in the college

The tables (3) shows gender classification of male and female strength of non teaching staff I

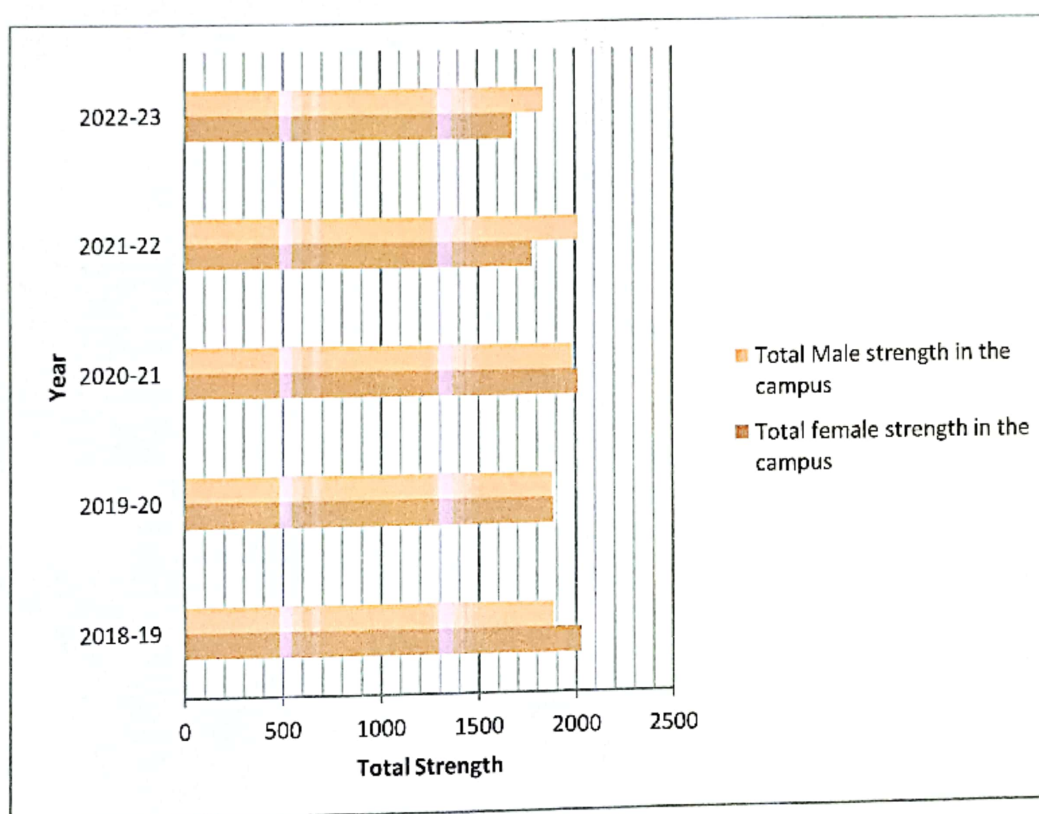
Sr No	Year	Total number of non teaching faculty members	No of female non Teaching faculty members	No of male non teaching faculty members
1	2018-2019	41	9	32
2	2019-2020	43	10	33
3	2020-2021	39	10	29
4	2021-2022	38	9	29
5	2022-2023	35	8	27



Graph 3 : Gender wise details of total non teaching faculty in the college

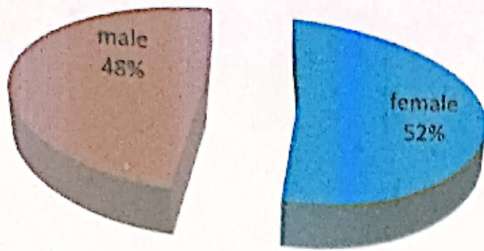
The tables (4) shows total gender classification of male and female strength in our college during given year

Sr.No	Year	Total Strength in the campus	Total female strength in the campus	Total Male strength in the campus
1	2018-19	3916	2029	1887
2	2019-20	3765	1886	1879
3	2020-21	4000	2016	1984
4	2021-22	3802	1778	2018
5	2022-23	3518	1677	1841

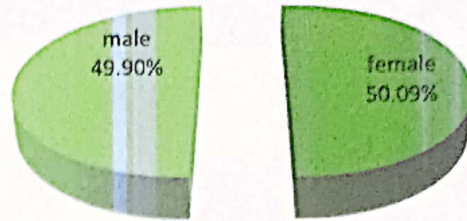


The Graph (4) shows total gender classification of male and female strength in our college during given year

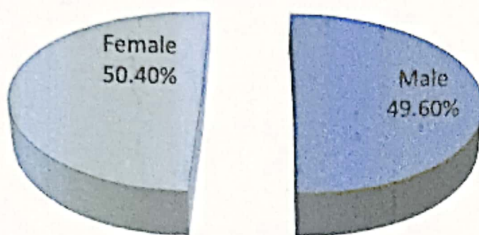
2018-19



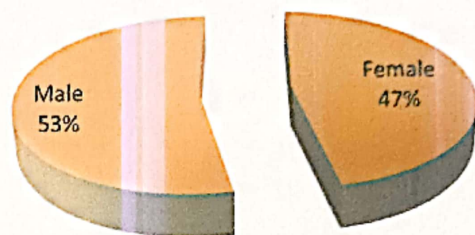
2019-20



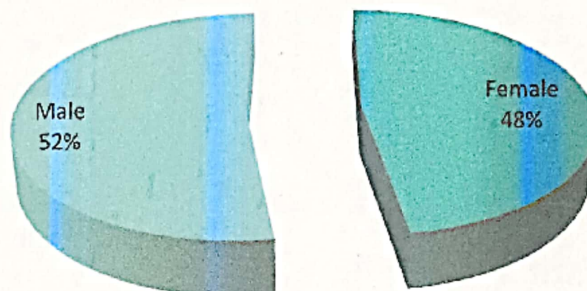
2020-21



2021-22



2022-23



The Pie charts(1) shows total gender classification of male and female strength in our college during given year



Dr B.G Chaugule
Principal

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