



CRITERION VII
Institutional Values and Best Practices
KEY INDICATOR 7.1
METRIC 7.1.1

7.1.1: Institution has initiated the Gender Audit and measures for the promotion of gender equity during the last five years. Describe the gender equity & sensitization in curricular and co-curricular activities, facilities for women on campus etc

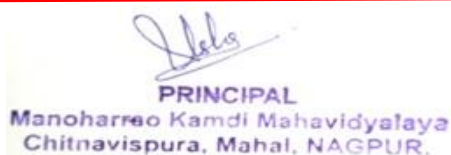
INDEX

Sr.No	Year	List of programmes For Promotion of Gender Equity for Five Years	You tube link
2018-19			
1	2018-19	Guest Lecture on Gender Sensitivity Awareness	
2		“Savitribai Phule Jayanti”	
3		Guest Lecture on the topic “Balanced Participation in Decision-Making”	
4		Guest lecture on “Savitribai Phule: Egalitarian towards Social Development”	
2019-20			
1	2019-20	Girls Felicitation Day	
2		Savitri Bai Phule Jayanti held under Women Development Cell.	
2020-21			
1	2020-21	Webinar on “Redefining Gender in Changing Times” on 10 th March 21	
2		Webinar on the topic “Students and Gender sensitization” on 9 th March 21	



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2021-22			
1	2021-22	Celebrated Savitri bai phule Jayanti.	
2		National Webinar on "Savitribai Phule: Egalitarian towards Women's Education"-03/01/22	
3		Girls Felicitation On Women's Day on 8 th March by ACharya Rajendra pachauri Of Banaras university.	
4		Webinar on Anaemia the Silent killer-9/03/22	
5		Webinar On The Topic "Gender Issues And Gender Sensitization Conducted Under Gender Sensitization Cell.-5/04/22	
6		Webinar On Domestic Violence and Pre wedding Counselling. 9/04/22	
2022-23			
1	2022-23	Women's Day Programme- Celebrated International Women's Day, a felicitation programme was organized for the girl students of the college to inspire and motivate them.	
2		conducted One Day Webinar on "Is Entrepreneurship a Viable Career for Women?"	
3		Celebrated Savitribai Phule Jayanti	
4		One Day Webinar on the topic "Trafficking of Women and Girls"	
5		Celebrated Savitri bai Phule Jayanti.	
6		One Day Workshop on "Sensitization Workshop for Employees on the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013"	





GENDER EQUITY & SENSITIZATION IN CURRICULAR AND CO-CURRICULAR ACTIVITIES

GENDER SENSITIZATION CELL



Concept Note

Women Empowerment and Gender Equality are the most important requirements for the upliftment and progress of our nation. In the effort to make Manoharrao Kamdi Mahavidyalaya a strong kernel of gender sensitization, the Women Development Cell was constituted in the year 2017 under the able convenor-ship of Dr.Usha Sakure. The Cell has both the Arts and Commerce faculty and students of the college as its members and works with an aim to create a gender sensitized community within campus as well as in the society. It has been organizing varied academic, technical, cultural, and social events for the upliftment of women and spread the real importance of gender equality in the society through college students.

Objectives

- Raising self-esteem and self-confidence of women.
- Elimination of discrimination and all forms of violence against women and girl child.
- Building and strengthening partnership with civil society particularly women's organizations.
- Enforcement of constitutional and legal provisions and safeguarding rights of women.
- Building a positive image of women in the society and recognizing their contributions in social, economic and political sphere.
- Developing ability among women to think critically.



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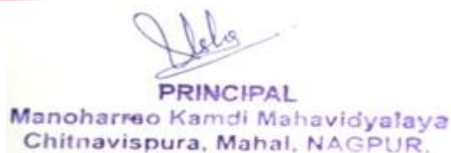
SSR-2018-19 to 2022-23

Vision:

- To achieve gender parity in the category of educational attainment, showing improvement in social participation as well as in health and survival segment to become a better human beings.

Mission:

- To foster women in decision-making and collective action.
- To enable women to make informed choices.
- To ensure women's participation in all walks of life.
- To provide information, knowledge, skills for self-employment
- To encourage female students to be self-reliant and economically independent.
- To instill positive self-esteem and confidence in the female students so that they can take the right decision in and for-their lives.
- Spreading awareness among the students about the social, legal and constitutional rights of women in order to prevent the exploitation based on gender.
- Making females cognizant about different kinds of violence: sexual, physical and mental and to further equip them with the knowledge and strength to fight against them.






Activities in the Academic Session 2018-19


28/04/2019

Guest Lecture on Gender Sensitivity Awareness

Gender sensitization of IQAC conducted guest Lecture on the topic “Gender Sensitivity Awareness” on 28th April 2019 at 10.00 a.m. in conference hall. Dr. Madhvi Moharil, Assistant Professor, Dept. of English, Rajkumar Kewalramani Kanya Mahaviyalaya, Nagpur was invited as a resource person. In her presentation, Dr. Madhvi Moharil gave a brief insight on the challenges of gender mainstreaming of women with reference to personal factors, psychological glass ceiling, social factors and structural factors. She further explained that the aim of gender sensitization is to make student aware and understand the power relations between men and women in society. She said that some factors like the Financial Management is also one of the causes of gender issues. The presentation was very informative and served fruitful to the students. Prof. Meenakshi Wasnik proposed the vote of thanks.



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SSR-2018-19 to 2022-23


03/1/2019

Report on “Savitribai Phule Jayanti”

The Person and Personality Development Cell of IQAC conducted Savitribai Phule Jayanti on 03/01/2018 at 11.00 a.m. in principal's chamber. The programme began with lighting the lamp and garlanding the photo of Savitribai Phule by the principal of the college. Dr. Y.R. Panchbhai gave the opening remarks of the programme. She enlightened the students by giving information about the great social reformer, Savitribai Phule who founded one of the first Indian girls' school in Pune, at Bhide Wada in 1848. She said that Savitribai worked hard to abolish the discrimination and unfair treatment of people based on caste and gender and is regarded as an important figure of the social reform movement in Maharashtra. Prof. Arvind Dhanvijay was the co-ordinator of the programme. The programme was well received and applauded by the participants. There was one act play performed by Ms. Priyanka Dhakate of the college. The act was performed in the role of Savitri bai Phule's struggle to open the school for women for women education. Overall the programme was very interactive. The program ended with the formal vote of thanks proposed by Dr. Usha Sakure.



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Activities in the Academic Session 2018-19


3/02/2019

Report on Guest Lecture on the topic “Balanced Participation in Decision-Making”

Gender equality belongs to the basic and universally recognized civil, cultural, economic, political and social rights. Infringement of such rights hinders societies from achieving the goals and benefits of development. To provide an integrated and interdisciplinary approach to the girl students to understand the social and cultural constructions of gender, the Gender Sensitivity Cell of IQAC conducted a guest lecture on the topic “Balanced participation in decision-making”. On this occasion, Dr. Renuka Roy, Assistant Professor, Dept. of English, S.K. Porwal College, Kamptee was invited as a resource person on 02/02/2019 at 10.00 a.m. in principal’s chamber. Prof. Meenakshi Wasnik introduced the resource person. Dr. Pradeep Wath gave the opening remarks of the programme. Dr. Renuka Roy enlightened the students on the topic of gender sensitivity by giving a brief insight on the information on gender awareness, the distinction between sex and gender and defining other gender-related terminology. She also focused on the gender aspect behind education, employment, the media, language, sport and the family. The presentation was very interactive and she explained the doubts and queries asked by the students. The presentation was full of content and very informative. Dr. Usha Sakure proposed the vote of thanks.


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Report on Guest lecture on “Savitribai Phule: Egalitarian towards Social Development”

IQAC under Social Development Cell organized guest lecture on 03/01/2019 at 11.00 a.m. in principal’s chamber. The guest lecture started with warm welcome to the resource person, Dr. Usha Sakure, Head Dept. of English, Manoharrao Kamdi Mahavidyalaya, Nagpur delivered the lecture on the topic “Savitribai Phule: Egalitarian towards Social Development” Dr. Meenakshi Wasnik was the co-ordinator of the programme. She gave introduction of the resource Person. Dr. Pradeep Wath, Officiating Principal gave opening remarks of the programme. In his opening remarks, he said that Savitribai Phule in current scenario is surely seen in every modern and rural women who play a multitasking roles in her life to empower themselves through education.


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Activities in the Academic Session 2019-20

REPORT ON GIRLS FELICITATION DAY

NSS of Manoharrao Kamdi Mahavidyalaya celebrated the National Girl Child Day on 24.01.2020 at 11.00 a.m. at Principal's chamber. On this occasion, Dr. Yamuna Rewatkar, District Level Sport Champion was felicitated with a trophy and a certificate of Merit by Dr. Sujata Randhir, Head Department of Commerce and Dr. G.B. Patil, Co-ordinator of NSS of our college. Dr. Rewatkar was a district champion in Kabaddi and Kho- kho. In her speech, she gave importance of sports in girl's life and said that sports activity in women's life make one physically and mentally fit and confident in dealing with all the situation of life. The program was well received by students and all teaching staff of the college. Dr. Nayana Dewani conducted the program and proposed vote of thanks.

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Latitude: 21.139921
Longitude: 79.11346
Elevation: 268.79m
Accuracy: 6.5m
Time: 24-01-2020 10:50
Note: Save Girl Child Program on Felicitation of Yamuna Rewatkar, District Level Sports Champion, NSS DEPARTMENT



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SSR-2018-19 to 2022-23

Name of the programme: Savitri Bai Phule Jayanti
Date: 3/01/2020


3/01/2020

Report on Savitri Bai Phule Jayanti held under Women Development Cell.

A program on Savitri Bai Phule Jayanti held under National Personality and Development Cell at Principal's chamber on 3rd January 2020 at 10.00a.m. This program was held under the supervision of Dr. Sujata Randhir and Dr. Meenakshi V. Wasnik., members of Women Development Cell. The Officiating Principal Dr. Usha Sakure was the President of the program. The girl student were felicitated for their outstanding performance in the academic year. The program began with lightening of lamp and garland to the photo of Savitri Bai Phule. Dr. Usha Sakure in her Presidential speech gave a deep insight on unwavering contributions of Savitri Bai Phule in women education. She also emphasized on the women empowerment as a need of the hour. The program was compered by Prof. Kavita Lute. The Vote of thanks was given by Prof. Arvind Dhanvijay. All the faculties and students were actively present in the program.


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Activities in the Academic Session 2020-21

11/03/2021

Name of the programme : Webinar on “Redefining Gender in Changing Times”

Name of Resource Person: Dr. Shubhashree Mukherjee,

Date: 10/03/2021

No. of Participants: 92

REPORT ON WEBINAR CONDUCTED BY THE GENDER SENSITIZATION CELL UNDER IQAC

For providing comprehensive gender-sensitivity awareness focussing on the objectives of gender equality so as to create an unbiased society, The Gender Sensitization Cell of Manoharrao Kamdi Mahavidyalaya, Nagpur in collaboration with Ravindranath Tagore College, Nagpur, Dayanand Arya Kanya Mahavidyalaya, Nagpur and Arts and Commerce Night College, Nagpur conducted Webinar on a very crucial topic “Redefining Gender in Changing Times” on 10th March 2021 at three pm to 5.00 pm. Dr. Shubhashree Mukherjee, Professor, Kamla Nehru Mahavidyalaya, Nagpur was invited as a resource Person. Dr. Usha Sakure, Principal, Manoharrao Kamdi Mahavidyalaya gave the opening remarks of the Webinar. Dr. Meenakshi Wasnik was the co-ordinator of the Webinar.

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For providing Comprehensive Gender-Sensitivity Awareness, linked to Sustainable Development for students to focus on the objectives of Gender Equality to create an Unbiased Society
“Women Development Cell”
of
Manoharrao Kamdi Mahavidyalaya, Nagpur
in collaboration with
Ravindranath Tagore College, Nagpur.
Dayanand Arya Kanya Mahavidyalaya, Nagpur &
Arts and Commerce Night College, Nagpur.
is jointly organizing One Day Webinar

Topic:
“Redefining Gender
in Changing Times”

On
10th March 2021 at
4.00 pm. to 5.00
p.m.

Resource person:
Dr. Shubhashree Mukherjee
Associate Professor, Head Dept. of English,
Kamla Nehru Mahavidyalaya, Nagpur.

Co-ordinators:
Dr. Usha Sakure Principal, Manoharrao Kamdi Mahavidyalaya, Nagpur
Dr. Jayant Gangreddiwar, Principal, Ravindranath Tagore College, Nagpur.
Dr. Naidu, Principal, Dayanand Arya Kanya Mahavidyalaya, Nagpur.
Dr. Jagdish Hatwar, Principal, Arts and Commerce Night College, Nagpur.

Co-ordinator:
Dr. Meenakshi Wasnik

Registration Link: <https://forms.gle/CPB8x2hte7moAB4Y2>
Whatsapp Group link : <https://chat.whatsapp.com/EpiKqNWv9ZLSG5v8N6NKKQ>



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SSR-2018-19 to 2022-23

10/03/2021

Name of the programme: "Students and Gender sensitization"

Name of resource Person: Dr. Farzana Ali,

Date: 09/03/2021

No. of Participants: 52

REPORT ON WEBINAR CONDUCTED BY STUDENT DEVELOPMENT CELL

UNDER IQAC

To showcase how gender shape the role of students in society including their role in development and how it affects relations between them, the Student Development Cell of Manoharrao Kamdi Mahavidyalaya, Nagpur In Collaboration with Ravindranath Tagore College, Nagpur. Yashwantrao Gudadhe (Patil) Memorial College of Arts, Commerce and Science, Nagpur and Arts and Commerce Night College, Nagpur conducted Webinar on the topic "Students and Gender sensitization" on 9th March 2021 at three pm to 5.00 pm. Dr. Farzana Ali, Retired Associate Professor and HOD English, Dr. Panjabrao Deshmukh Arts/Com College Nagpur was invited as a resource Person.

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To showcase how gender shapes the role of students in society including their role in development and how it affects relations between them
Gender Sensitization Cell under IQAC
of
Manoharrao Kamdi Mahavidyalaya, Nagpur
In Collaboration with
Ravindranath Tagore College, Nagpur
Yashwantrao Gudadhe (Patil) Memorial College of Arts, Commerce and Science, Nagpur
Arts and Commerce Night College, Nagpur
is jointly organizing One Day Webinar



Topic
"Student and Gender
Sensitization"



On
9th March 2021 at
4.00 pm. to 5.00
p.m.

Resource Person
Dr. Farzana Ali
Retd. H.O.D. in English,
Panjabrao Deshmukh Night College.

Convenors:

Dr. Usha Sakure Principal, Manoharrao Kamdi Mahavidyalaya, Nagpur

Dr. Jayant Gangreddiwar, Principal, Ravindranath Tagore College, Nagpur.

Dr. Bhushan R. Band, Principal, Yashwantrao Gudadhe (Patil) Memorial College of Arts, Commerce and Science, Nagpur.

Dr. Jagdish Hatwar, Principal, Arts and Commerce Night College, Nagpur.

Co-ordinators:

Dr. Meenakshi Wasnik

Dr. Nitin Gohad

Registration Link: <https://forms.gle/nhCGz1SKXRvpk9q98>

Whatsapp Group link : <https://chat.whatsapp.com/laW1pX64Bk8BjLmm1HC65f>



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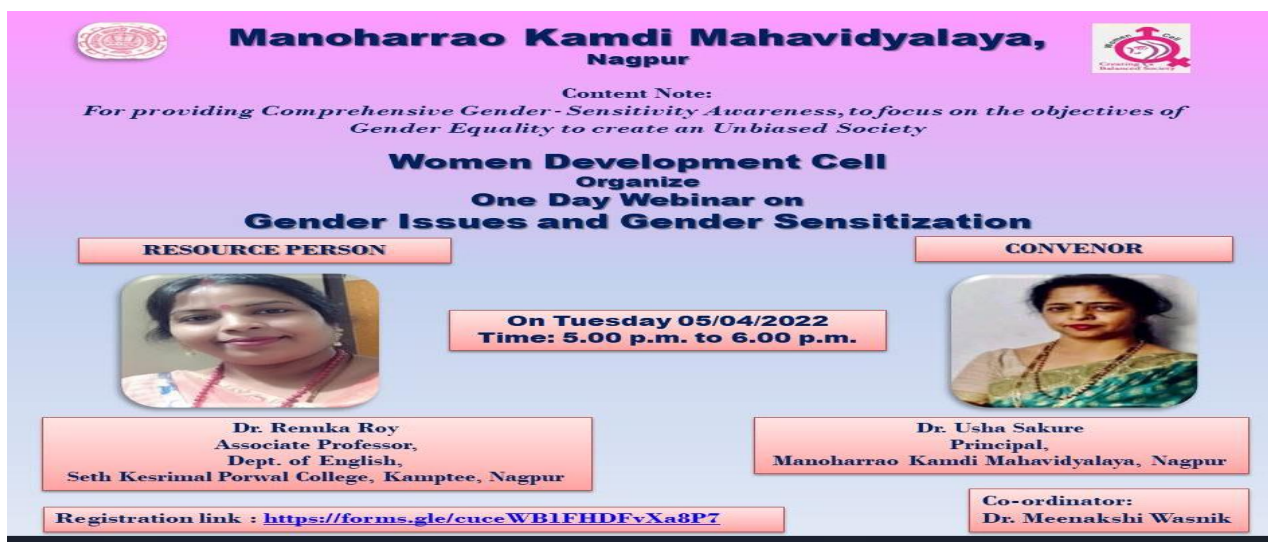
Activities in the Academic Session 2021-22

04/01/2022

REPORT ON WEBINAR ON THE TOPIC “GENDER ISSUES AND GENDER SENSITIZATION” CONDUCTED UNDER GENEER SENSITIZATION CELL.

Gender sensitization of IQAC conducted one day webinar on the topic “Gender issues and gender sensitization” on 5th April 2022 at 5.00 p.m. Dr. Renuka Roy, Associate Professor, Dept. of English, S.K. Porwal College, Kamptee, Nagpur was invited as a resource person. IN her presentation, Dr. Renuka Roy very brilliantly focused on the problems of female foeticide that still prevail in the society. She came up with the suggestion that education can only solve this kind of problem. She has also talked about the post prostitution which is very seldom discussed in the women development platforms. She gave opinion that the young girls should be cautious while posting their photos in social Medias to avoid the problems like post prostitutions. She also said that Financial Management is also one of the cause of gender issues.


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Manoharrao Kamdi Mahavidyalaya, Nagpur

Content Note:
For providing Comprehensive Gender- Sensitivity Awareness, to focus on the objectives of Gender Equality to create an Unbiased Society


Women Development Cell
Organize
One Day Webinar on
Gender Issues and Gender Sensitization

RESOURCE PERSON



On Tuesday 05/04/2022
Time: 5.00 p.m. to 6.00 p.m.

CONVENOR



Dr. Renuka Roy
Associate Professor,
Dept. of English,
Seth Kesrimal Porwal College, Kamptee, Nagpur

Dr. Usha Sakure
Principal,
Manoharrao Kamdi Mahavidyalaya, Nagpur

Registration link : <https://forms.gle/cuceWB1FHDFvXa8P7>

Co-ordinator:
Dr. Meenakshi Wasnik




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SSR-2018-19 to 2022-23

04/01/2022

Report on National Webinar on “Savitribai Phule: Egalitarian towards Women’s Education”

National Personalities and Celebrities Cell of IQAC & Dept. of Political Science of Manoharrao Kamdi Mahavidyalaya organized one day National Webinar on the topic “Savitribai Phule: Egalitarian towards Women’s Education” on 03/01/2022 at 12.00 noon. through Youtube live. The Webinar started with warm welcome to the resource person, Dr. Farida Khan, Assistant Professor, Dept. of Social Work, Dr. Babasahed Ambedkar College of Social Work, Morane, Dhule. Dr. Usha Sakure, Principal, Manoharrao Kamdi Mahavidyalaya, was the convenor the program. Mr. Sachin Chapke, Assistant Professor, Dept. of Political Science was the Organizing Secretary of the Webinar. Online registration was done by 46 participants. Dr. Yamuna Rewatkar compered the Webinar. Mr. Sachin Chapke gave introduction of the resource Person. Dr. Usha Sakure gave opening remarks of the programme.

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Mahatma Bahuddeshiya Shikshan Sanstha's
Manoharrao Kamdi Mahavidyalaya
Chitanvispura, Mahal, Nagpur
Accredited by NAAC

"The lack of learning is nothing but gross bestiality. It is through the acquisition of knowledge that (he) loses his lower status and achieves the higher one."
-By Savitribai Phule

January 3rd marks as the Birth Anniversary of Savitribai Phule, known for her contribution in the field of women's Education. On this Occasion

Department of Political Science
Organizes
National Webinar
On
"Savitribai Phule: Egalitarian towards Women Education"
Under
National Personalities and Celebrities Cell
On 3rd January 2022 at 12.00 noon.

Convenor

Dr. Usha Sakure
Principal,
Manoharrao Kamdi Mahavidyalaya,
Nagpur

Resource Person

Dr. Farida Khan
Assistant Professor,
Dept. of Social Work,
Dr. Babasahed Ambedkar College of Social Work,
Morane, Dhule.

Organizing Secretary

Mr. Sachin Chapke
Assistant Professor
Dept. of Political Science
Manoharrao Kamdi Mahavidyalaya
Nagpur. Mob: 9423621942

You Tube live: <https://youtu.be/Yda6263mWUo>

* For Registration Form link
https://docs.google.com/forms/d/1EALbQI5gZz6TU_1BkESP_QaASEm_3R_BIKDQd5P5N1EYZZA05wede3vca0am2oapqg2a4

* Whatsapp link - <https://chat.whatsapp.com/1rITGVnnLyy1w1EG4DR177KN>

*E-Certificates will be generated after the webinar.



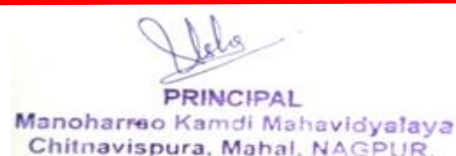
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GIRLS FELICITATION ON WOMEN'S DAY

To Celebrate International Women's Day, a felicitation programme was organized by the Women Development Cell of the college on 8th March 2022 at 11.00 a.m. On this occasion, girl students were felicitated by the chief guest for the invaluable contribution in participation and winning in various Inter-collegiate Competitions held throughout the year. Shri Acharya Rajendra Prasad Pachori from Banaras University was invited as a Chief Guest. Dr. Jayant Gangrediwar was the President of the Programme. Dr. Usha Sakure gave her key note address on this occasion.






Activities in the Academic Session 2022-23

Report on Women's Day Programme


9/3/2023

IQAC under Women Development Cell Celebrated International Women's Day in college premises on 8th March 2023 at 11.00 a.m. On this occasion Dr. Meenakshi Wasnik gave a brief insight the concept of Gender, its characteristics in which women, men, girls and boys that are socially constructed. She talked on various norms, behaviors and roles associated with being a woman, man, girl or boy, as well as relationships with each other and said that a social construct, gender varies from society to society and can change over time. Dr. Yamuna Rewatkar expressed her views on aesthetic beauty of women created by nature where a physical appearance and beauty seem to rule over many inner features and virtues like generosity, altruism, forgiveness. Mrs. Seema Patil gave a tribute on Women's day by emphasizing the important of the Indian Constitution that gave privilege for women against right to education. Prof. Surekha Manohar gave her views that a women today is self-reliant due to the dedication and devotion of great social reformers like Savitri Bai Phule and Mahatma Jyotiba Phule who

egalitiated the society with women's liberation and women empowerment.


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MANOHARRAO KAMDII MAHAVIDYALAYA MAHAL NAGPUR

SSR-2018-19 to 2022-23

10/03/2023

Report on One Day Webinar on "Is Entrepreneurship a Viable Career For Women?"


To Celebrate the International Women's Day with an aim to encourage, enable and facilitate women in becoming economically Empowered and to set role models in Women Entrepreneurship to influence the younger generations, IQACs under Women Development Cell of Manoharrao Kamdi Mahavidyalaya, Nagpur, Rajkumar Kewalramani Kanya Mahavidylaya, Nagpur and Anjuman Girls Degree College, Nagpur organized One Day Webinar on "Is Entrepreneurship a Viable Career For Women?" on Thursday, 9th March 2023 at 10.00 a.m. to 11.00 a.m. through Youtube Platform. Dr. Usha Sakure, Principal, Manoharrao Kamdi Mahavidyalaya, Nagpur, Dr. Urmila Dabir, Principal, Rajkumar Kewalramani Kanya Mahavidylaya, Nagpur and Dr. Anjumara Khan, Principal, Anjuman Girls Degree College, Nagpur were the organizing secretaries of the Webinar Mrs. Manisha Bawankar, Past President, Vidarbha Industries Association & Proprietor of MASK, A Life Style Store, Nagpur was invited as a resource Person to deliver her presentation on the topic "Is Entrepreneurship a Viable Career For Women?"


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The poster features three logos at the top: Manoharrao Kamdi Mahavidyalaya, Anjuman Girls Degree College, and IQAC. Below the logos is the text "Concept Note" followed by the purpose of the webinar: "To Encourage, Enable and Facilitate Women in Becoming Economically Empowered. To Set Role Models in Women Entrepreneurship to Influence the Younger Generations." The organizing institutions are listed: Manoharrao Kamdi Mahavidyalaya, Nagpur; Rajkumar Kewalramani Kanya Mahavidylaya, Nagpur; and Anjuman Girls Degree College, Nagpur. The IQAC, Women Development Cell is noted as the organizer. The webinar title is "Is Entrepreneurship a Viable Career For Women?". A box on the left provides the date (3rd March 2023) and time (10.00 a.m. to 11.00 a.m.), along with a "YouTube Live" logo. A photograph of Dr. Usha Sakure is shown on the right.




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MANOHARRAO KAMDI MAHAVIDYALAYA MAHAL NAGPUR SSR-2018-19 to 2022-23

04/01/2023

Report on Savitribai Phule Jayanti

Person and Personalities Cell of IQAC conducted Savitribai Phule Jayanti on 3rd January 2023 at 10.0 a.m. in Principal's Chamber. Dr. Usha Sakure addressed the students about the great social activists Savitribai Phule's role in education girl child and her egalitarian movement. In influential address, Dr. Usha Sakure gave information about Savitribai Phule who was a Maharashtrian poet, educator, and social reformer and how she significantly contributed to the advancement of women's rights in Maharashtra and in India. She told that Savitribai Phule was credited with founding the feminist movement in India. Through her speech, Student's come to know about the great Social women activist and her contribution in women education.

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Manoharrao Kamdi Mahavidyalaya
Chitnavispura, Mahal, NAGPUR.



Person And Personality Develop
Savitribai Phule Jayanti
03.01.2023 11:03
21.13992, 79.11352
1257A, Shivaji Nagar, Mangalwari, Mahal, Nagpur, Maharashtra
440032



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MANOHARRAO KAMDI MAHAVIDYALAYA MAHAL NAGPUR

SSR-2018-19 to 2022-23

13/01/2023

Report on One Day Webinar on the topic “Trafficking of Women and Girls”

Trafficking in human beings is abhorrent phenomenon. It puts human being in a condition akin to slavery. In reality it is “modern days slavery” and as such it is absolute rejection of human rights of individual. To conduct National Human Trafficking Awareness day, IQAC UNDER Social Awareness Cell organized one day Webinar on “Trafficking of Women and Girls” on 13th January 2023 at 10.00 a.m. to 11.00 a.m. through YouTube Live. Dr.Jyoti Selukar, Professor, Head Department of Sociology, Bar Sheshrao Wankhede College of Arts and Commerce, Khaperkheda was invited as a Resource Person to deliver the lecture on the topic “Trafficking of Women and Girls. Dr. Jyoti Selukar enlightened the students on

various aspects of women and girls trafficking.


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Mahatma Bahuuddeshiya Shikshan Sanstha's
MANOHARRAO KAMDI MAHAVIDYALAYA
Chitanvispura, Mahal, Nagpur



ONE DAY WEBINAR
On
National Human Trafficking Awareness Day
TRAFFICKING OF WOMEN AND GIRLS
Organized by IQAC Under Social Awareness Cell



Dr. Jyoti Selukar
Professor,
Head Dept. of Sociology,
Bar. Sheshrao Wankhede College of
Arts and Commerce, Khaperkheda

13 January, 2023
TIME: 10.00 AM -11.00 AM

YouTube Live


IQAC Co-ordinator,
DR. MEENAKSHI WASNIK
Programme Co-ordinator
Prof. Seema Patil



Dr. Usha Sakure
Principal
Manoharrao Kamdi
Mahavidyalaya, Nagpur

Registration Link: <https://forms.gle/zvLFZD9pM7EujMbZ9>
Youtube Link: <https://www.youtube.com/live/0JL5XoDXr5Q?feature=share>




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MANOHARRAO KAMDI MAHAVIDYALAYA MAHAL NAGPUR

SSR-2018-19 to 2022-23

10/12/2022

Report on One Day Workshop on "Sensitization Workshop for Employees on the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013"

Sexual Harassment at Workplace (Prevention, Prohibition and Redressal) Act, 2013 and the subsequent rules have been framed and put to operations on 9th December, 2013. However, the effective use of this legislation is possible only through awareness generations among the masses. A large chunk of Government work force is still in the dark about the provisions and effectiveness of the statute. With an objective to equip the government officers with knowledge on the subject to prevent sexual harassment and develop in them professional competence for implementation of the statute Le, the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, Manoharrao Kamdi Mahavidyalaya, Nagpur organized One Day Workshop on "Sensitization Workshop for Employees on the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013" organized by IQAC Under Gender Sensitivity Cell on 9th December 2022 through youtube live. Dr. Usha Sakure was the Chairperson of this workshop. She addressed her opening remarks on this occasion. In the opening address, Dr. Usha Sakure highlighted on the universal problem of gender sensitivity in developed and developing nation. She said that the atrocities and cruelties against women is common everywhere. Dr. Advocate Rekha Barhate was invited as a Guest Speaker on this workshop. Prof. Seema Patil gave introduction of the speaker. Dr. Rekha Barhate gave a brief insight on the serious problem in the workplace, as it receives a lot of negative attention.


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Mahatma Bahuuddeshiya Shikshan Sanstha's
MANOHARRAO KAMDI MAHAVIDYALAYA
Chitanvispura, Mahal, Nagpur

ONE DAY NATIONAL WORKSHOP
On
"Sensitization Workshop for Employees on the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013"
Organized by IQAC Under Gender Sensitivity Cell

Speaker



Advocate Rekha Barhate,
Practicing Lawyer, Family Court
Nagpur

09TH DECEMBER, 2022
TIME: 10.00 AM -11.00 AM



IQAC Co-ordinator,
DR. MEENAKSHI WASNIK

Programme Co-ordinator
Prof. Seema Patil


Chairman



Dr. Usha Sakure
Principal
Manoharrao Kamdi
Mahavidyalaya, Nagpur

Registration Link: <https://forms.gle/WHRZJHT7mBFRP9FdA>




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MANOHARRAO KAMDI MAHAVIDYALAYA MAHAL NAGPUR

SSR-2018-19 to 2022-23

Webinar on “Domestic Violence and Pre-Wedding Counselling”

09/04/2022

With the view of inculcating moral values in the mind of the students and making them socially aware of the difficulties and hardship of the society, the Social Awareness Cell of IQAC organized one day webinar on “Domestic Violence and Pre-Wedding Counselling” was conducted. Registration of the students was done through Google Forms. Advocate Poonam Soni was the invited as resource person to deliver topic on “Domestic Violence and Pre-Wedding Counselling” Dr. Usha Sakure, Principal of the college gave her opening remarks. In her opening remarks, she said that Domestic violence abusers are not only a risk to their partners and family but also their community. While law enforcement officers are at an especially high risk of harm, violence wrought by abusers can also lead to injury or death of everyday bystanders. She urged that Social justice is needed in term of policies of action that are consistent with the preservation of human dignity and the showing of equal respect for the interests of all members of the community. Advocate Poonam Sony in her insightful presentation focused on various aspects of domestic violence that include scratching, pushing, shoving, grabbing, biting, choking, shaking, slapping, punching, hitting, burning, use of a weapon, and use of restraint or one's body against another person. She also highlighted on the issues of Emotional abuse that include non-physical behaviors that are meant to control, isolate, or frighten the person. She came up with the suggestion that in the new wedding culture wher pre-wedding shoots are encouraged, there is a need of pre-wedding counselling for the healthy relationship between the spouse. She gave helpline numbers for combating the domestic violence. She gave information about the constitutional rights and Domestic Violence Act, 2005 that deal with the problem of domestic violence. The webinar was interactive and well received by the students. All the teaching, non-teaching staff and students participated in the webinar. Dr. Meenakshi Wasnik compered the webinar and proposed the vote of thanks.

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Chitnavispura, Mahal, NAGPUR.



MANOHARRAO KAMDI MAHAVIDYALAYA MAHAL NAGPUR

SSR-2018-19 to 2022-23

08/04/2022

Adv. Poonam Soni
Advocate and Notary
Civil, Criminal and Finance Law, Practitioner,
Nagpur.

INVITATION LETTER

Dear Sir,

I am immensely pleased to inform you that the Social Awareness Cell of IQAC Cell is organizing a Guest Lecture on the topic organized one day webinar on "Domestic Violence and Pre-Wedding Counselling" on 9/4/2022 at 12.00 noon.. We will be extremely grateful to you if you accept our invitation as a Resource Person to deliver your presentation for the same.

I trust you will accept the invitation and oblige. You are kindly requested to spare your valuable time for the same and I look forward for a meaningful association.

Thanking You,

Yours Faithfully,

Manoharrao Kamdi Mahavidyalaya
under
Social Awareness Cell
Organize
Webinar on the topic
Domestic Violence and Counseling of Pre-Wedding

Concept Note:
To sensitize the students to social awareness issues for their holistic development and thereby help to contribute towards building a healthy and peaceful society.

RESOURCE PERSON	Topic:	CONVENOR
 Adv. Poonam Nakul Soni Advocate and Notary Civil, Criminal and Finance Law Practitioner	On 09/04/2022 Time: 12.00 noon to 1.00 p.m.	 Dr. Usha Sakure Principal, Manoharrao Kamdi Mahavidyalaya, Nagpur

Co-ordinators:
Dr. Meenakshi Wasnik
Dr. Yamuna Khobragade

Registration Link:
<https://forms.gle/Z2dcmYnX4V5DZUb7>

YouTube live stream interface showing a webinar session. The main video displays a woman (Adv. Poonam Soni) speaking. The interface includes a search bar, a list of participants (You, Usha Sakure, Manohar Kamdi), and a video player with a progress bar at 5:15 / 34:40. The video title is "WEBINAR POONAM SONI DOMESTIC VIOLENCE AND COUNSELLING OF PRE WEDDING".

Youtube Link: <https://www.youtube.com/live/vGgr25ftzJo?feature=share>



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MANOHARRAO KAMDI MAHAVIDYALAYA MAHAL NAGPUR
SSR-2018-19 to 2022-23

SAVE GIRL CHILD POSTER COMPETITION





MANOHARRAO KAMDI MAHAVIDYALAYA MAHAL NAGPUR
SSR-2018-19 to 2022-23





MANOHARRAO KAMDHI MAHAVIDYALAYA MAHAL
NAGPUR
SSR-2018-19 to 2022-23

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Sr.No	Gender Sensitization Cell
1	promotion of gender equity
2	Zero Tolerance Policy
	Annual Gender Sensitization Action Plan
	Action Taken Report (Gender Sensitization)

Gender Audit and measures for the promotion of gender equity

Gender Equity

Gender sensitization is an essential process aimed at increasing awareness, understanding, and empathy towards the diverse experiences, roles, and rights of individuals based on their gender. Our institute recognizes that it involves challenging and deconstructing traditional stereotypes, biases, and discriminatory practices that perpetuate gender inequality and limit opportunities for personal and social growth. Through education, dialogue, and the promotion of inclusive policies and practices, gender sensitization seeks to foster a more equitable and respectful society where all individuals, regardless of their gender identity or expression, can live, work, and thrive free from discrimination and prejudice.

The college is a co-ed institution. The college tries to create a healthy academic atmosphere between boys and girls. There is equal participation of both in academics, sports and co-curricular activities.

The college has instituted a Women's Cell to redress the grievances of the students.

A gender sensitization programmes are conducted by Women Cell in order to create awareness among the students (boys and girls) to show respect towards each gender.

The college works in the coordination of its male and female teachers in a congenial ambience. Regular seminars and lectures are arranged to sensitize the students and staff on the issues of gender equity.

The girls' common room is made for the girls' students to refresh and rejuvenate themselves. Women Cell of the college organizes various programmes related to girls about safety, health care, personal hygiene, physical fitness, etc.

Women Cell resolves the grievances of the girls when they are cropped up.

The college also conducts rallies and poster competitions on gender equity save the girl child..



MANOHARRAO KAMDI MAHAVIDYALAYA MAHAL
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SSR-2018-19 to 2022-23

Our organization has a zero-tolerance policy towards gender-based discrimination, harassment, and violence.

We are committed to creating a safe, inclusive, and respectful environment for all individuals, regardless of gender.

Discrimination or harassment based on gender, including sexual orientation, gender identity, or gender expression, will not be tolerated.

All employees, including management, staff, contractors, and visitors, are expected to adhere to this policy.

The organization is committed to promptly address and investigate the incidents of gender-based discrimination, harassment, or violence if any.

Confidentiality will be maintained throughout the reporting, investigation, and resolution processes, within the boundaries of legal requirements.

Any individual found responsible for engaging in gender-based discrimination, harassment, or violence will be subject to disciplinary actions, up to and including termination from college.

The organization will take action on the person who violates the norms and support the individuals who have experienced or witnessed gender-based discrimination, harassment, or violence.

Employees are encouraged to report any concerns or incidents of gender-based discrimination, harassment, or violence promptly through designated reporting channels, without fear of retaliation.

Rawatkar



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MANOHARRAO KAMDHI MAHAVIDYALAYA MAHAL NAGPUR

SSR-2018-19 to 2022-23

ZERO TOLERANCE POLICY

Our Institute manoharrao kamdi Mahavidyalaya maintains a zero-tolerance policy towards gender-based discrimination in all its forms.

Gender-based discrimination includes any unfair treatment, prejudice, or bias directed towards individuals based on their gender, including sexual orientation, gender identity, or gender expression.

All students, employees, including management, staff, contractors, and visitors, are expected to comply with this policy and refrain from engaging in any form of gender-based discrimination.

Discriminatory behaviours can manifest as unequal pay, denied opportunities for advancement or promotion, exclusion from decision-making processes, or any other actions that create an unfair and hostile environment.

Any reports or instances of gender-based discrimination will be thoroughly investigated, and appropriate disciplinary measures will be taken against the responsible parties.

The college is committed to providing support and resources to individuals who experience gender-based discrimination, including access to counselling, guidance, and legal assistance if necessary.

Confidentiality will be maintained throughout the reporting and investigation process, ensuring the privacy and protection of the individuals involved.

Retaliation against individuals who report gender-based discrimination is strictly prohibited, and any such acts will be treated as a separate violation of the Institutional policies.

Regular training and awareness programs will be conducted to educate students and employees about gender-based discrimination, its impact, and ways to create a more inclusive and equitable work environment.

The College will continually review and improve its policies and practices to prevent and address gender-based discrimination effectively.

Kewatkar



[Signature]
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Chitnavisputa, Nagpur.



MANOHARRAO KAMDI MAHAVIDYALAYA MAHAL
NAGPUR

SSR-2018-19 to 2022-23

ANNUAL GENDER SENSITIZATION ACTION PLAN

Objective: To create a gender-inclusive and respectful environment within the college community by addressing women-related issues and promoting gender equality.

Formation of Women Cell:

Women Cell is established comprising faculty members, staff, and student representatives to ensure diverse representation within the Women Cell to address a broad range of perspectives.

Awareness Programs:

Regular awareness programs are conducted on women-related issues, such as gender stereotypes, sexual harassment, consent, and gender-based violence to educate students and staff about gender equality, rights, and social norms.

Capacity Building:

Training sessions are Arranged for faculty, staff, and student representatives on gender sensitization, inclusive language, and promoting gender equality.

Women Empowerment Initiatives:

Motivational talks are arranged by successful women from various fields to inspire and empower students.

Mentoring programs are conducted for female students to enhance their personal and professional development.

International Women's Day:

International Women's Day is celebrated annually with events and activities focused on women's achievements, challenges, and empowerment.

Guest lectures, are conducted to engage the college community in meaningful dialogue.

Gender-sensitive Policies:

Gender-sensitive Policies are Reviewed and updated with existing policies to ensure they are gender-sensitive and inclusive.

Clear protocols and guidelines are established to address gender-based discrimination, harassment, and violence.

The progress of the Women Cell is monitored in implementing the action plan and make necessary adjustments as required.

Y. Rautkar



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MANOHARRAO KAMDII MAHAVIDYALAYA MAHAL
NAGPUR
SSR-2018-19 to 2022-23

ACTION PLAN 20-21

(Gender Sensitization) Action Plan 20-2021

Session – 2020-2021

Various platforms such as Women's Dispute Redressal Committee, NSS, etc. create awareness and sensitivity to social problems, and challenges faced by women, and to deliver various gender sensitization programmes. S

Every year the student's executive body of Women's Redressal Committee is chosen by the committee members and the installed office bearers are designated as the 'Gender Champions of the college. The Goal of the college is –

To sensitize the girl students regarding health and hygiene issues by organizing awareness programmes.

To help the girl students in dealing with legal hassles regarding sexual harassment, molestation and exploitation by arranging guest lectures.

To boost their confidence through motivational and confidence building initiatives through slide shows, film screening, skits on women related issues

The aim of Women's Redressed Committee is to Gender sensitization has been picked up since the inception of this project as boys are also made aware of women related issues, like domestic violence, female foeticide mutual respect etc. After imparting health and hygiene tips, there is evident change in the health-related issues of the students. The college through various forums plans to carry out the following activities to achieve the goal of bringing about Gender sensitization.

Sr no	Programme	Plan
1	under Gender Sensitization	Webinar on "Redefining Gender in Changing Times"
2	under Gender Sensitization	Webinar on the topic "Students and Gender sensitization" March

Y. Rewatkar



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MANOHARRAO KAMDJI MAHAVIDYALAYA MAHAL
NAGPUR
SSR-2018-19 to 2022-23

Action Taken Report (Gender Sensitization)

Session -2020-21

The following programs were taken up in the year 2020-21 under Gender Sensitization. The main objective of which was to inform the college students about "Redefining Gender in Changing Times" and Students and Gender sensitization to awaken them in the context of self-protection and awareness.

- 1) In today's rapidly changing times, there is an increasing recognition of the need to redefine gender beyond traditional binary constructs. The understanding of gender is evolving to encompass a broader spectrum of identities, including non-binary, genderqueer, and genderfluid individuals. This redefinition acknowledges that gender is not solely determined by biological sex but is a complex interplay of personal identity, expression, and societal factors. By embracing this broader understanding, we can create a more inclusive and affirming society that respects and validates the experiences and rights of all individuals, regardless of their gender identity. Redefining gender allows us to challenge harmful stereotypes, dismantle oppressive systems, and work towards a world where everyone can express their true selves authentically and without discrimination. In view of this perspective the webinar highlighted the role of gender in changing times which was extremely beneficial for the students.
- 2) Gender sensitization is particularly crucial in educational settings, where students are in the process of developing their identities and perspectives. By incorporating gender sensitization into colleges, and universities, we can create a supportive and inclusive environment that nurtures students' understanding and respect for diverse gender identities. Such initiatives help challenge stereotypes, promote empathy, and foster a sense of belonging among all students, irrespective of their gender. By raising awareness about gender-related issues, educating students about the importance of equality and inclusivity, and providing spaces for open dialogue and discussion, we can empower young minds to become advocates for gender justice and contribute to building a more equitable society. Gender sensitization in education is a powerful tool for creating lasting social change and shaping a generation that values and embraces the diversity of gender identities. The webinar conducted on 9th march was a treat for the students to increase their awareness on the current issues.

The above programs were taken up in the year 2020-21 through which the work of creating awareness among the college students was done. This is the Action Taken Report Regarding to the gender Sensitization.

Women cell
Rewatkar



[Signature]
Principal

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Chitnavispara, Mahal, NAGPUR.



MANOHARRAO KAMDI MAHAVIDYALAYA MAHAL
NAGPUR
SSR-2018-19 to 2022-23

ANNUAL GENDER SENSITIZATION PLAN- 21-22

Manoharrao kamdi Mahavidyalaya when designing and implementing policies and making decisions, the institute has due regard to the need to: Eliminate unlawful discriminations, harassment and victimization and any other conduct that affects equality. It takes utmost care of its female gender in all respects.

To ensure respectful and dignified behaviour and to maintain a standard at the workplace, the Institute sensitize all the employees and follow up regularly. After admission, the new students are to bring to the sense of sensitization by regular sessions within the orientation programme. From admission onwards the new students are helped in advising them on their personal problems and help with solving problems and conflicts related to the learning and adjustment in the college.

Moreover, it also includes the matter of recognizing the behavioural issues of the students and provide proper guidance to resolve them. From the beginning, the new students are provided a mentor who takes the full responsibility of guiding and making them understand the various issues to be handled the meetings between the mentor and mentee are to be conducted for them to smoothen the burden of study and to ease the stress in the new atmosphere.

To ensure equal and unbiased measures for everyone for their teaching & learning activities. For this "No Discrimination Policy" has been strictly followed. To ensure equal rights and participations in regular cultural activities, sports, Nss, debate, celebrations, and cultural activities, girl students are encouraged without any sign of gender discrimination. Women faculties and staff members are given equal participations in different activities performed throughout the year. All the committees formed include women faculties and staffs in appropriate numbers. Awareness programme for safety and security on regular basis are conducted.

Besides these, there are plenty of opportunities to explore other different forms of sports in the college. The Institute conducts regular meetings of the committee of the Grievance redressal for Sexual Harassment of Women at Workplace to look after the fact that safety and security in all such aspects are maintained. Different activities and topics related to gender sensitization have been conducted by Women empowerment Cell. Raising awareness and aspirations by conducting events and programmes on gender equity, nutrition and health, pre wedding counselling are some of the conducted activities to make students to realize their full potential. The girl students were specially felicitated with mementos and certificates to motivate and inspire them to build confidence and aim high in life.


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Chitnavispora, Chitnavispora, NAGPUR.


Y. Revatkar





MANOHARRAO KAMDHI MAHAVIDYALAYA MAHAL
NAGPUR
SSR-2018-19 to 2022-23

(Gender Sensitization) Action Plan 21 -22

Session – 2021-22

Various platforms such as Women's Dispute Redressal Committee, NSS. etc. create awareness and sensitivity to social problems, and challenges faced by women, and to deliver various gender sensitization programmes. S

Every year the student's executive body of Women's Redressal Committee is chosen by the committee members and the installed office bearers are designated as the 'Gender Champions of the college. The Goal of the college is –

To sensitize the girl students regarding health and hygiene issues by organizing programmes.

To help the girl students in dealing with legal hassles regarding sexual harassment, molestation and exploitation by arranging legal counselling and personal counselling.

To boost their confidence through motivational and confidence building initiatives through rallies, slide shows, film screening, street plays on women related issues

To motivate the girl students to emulate the trend setter women achievers who braved all the opposition to pave their path of success.

The aim of Women's Redressed Committee is to Gender sensitize and made the students aware of women related issues, like domestic violence, female foeticide mutual respect etc. Every year Savitri bai Phule Jayanti is celebrated to make the students aware of the hardship a woman has to face in life. The college through various forums plans to carry out the following activities to achieve the goal of bringing about Gender sensitization.

Sr no	Programme	Plan
1	Gender sensitization	Webinar On The Topic "Gender Issues And Gender Sensitization" to be Conducted Under Gender Sensitization Cell
2	Webinar	National Webinar on "Savitribai Phule: Egalitarian towards Women's Education"
3	Girls Felicitation	To conduct Programme on International Women's Day.

Women Cell
Rowetta



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PRINCIPAL
Manoharrao Kamdi Mahavidyalaya
Chitna
Principal



MANOHARRAO KAMDJI MAHAVIDYALAYA MAHAL
NAGPUR
SSR-2018-19 to 2022-23

ACTION TAKEN REPORT- 2021-2022

GENDER SENSITIZATION

SESSION 21-22

The following programs were taken up in the year 2021-22 under Gender Sensitization. The main objective of which was to inform the college students about Webinar On The Topic "Gender Issues And Gender Sensitization" Conducted Under Gender Sensitization Cell. National Webinar on "Savitribai Phule: Egalitarian towards Women's Education", Girls Felicitation On Women's Day on 8th March.

The main objective of which was to inform the college students about women safety, and to awaken them in the context of self-protection and awareness. International Women's Day: 8 March was celebrated and webinars on "Redefining Gender in Changing Times" and Students and Gender sensitization were conducted. The above programs were taken up in the year 2021-22.

The webinar on gender issues and gender sensitization was an enlightening and thought-provoking event. Bringing together experts, activists, and individuals passionate about creating a more inclusive society, the webinar aimed to raise awareness and foster a deeper understanding of gender-related challenges. Participants engaged in fruitful discussions about gender stereotypes, discrimination, and the importance of promoting gender equality in various spheres of life. The webinar provided a platform for speakers to share their insights and experiences, shedding light on the pervasive nature of gender biases and the need for change. The resource person emphasized the significance of addressing these issues in workplaces, educational institutions, and communities to create an environment that embraces diversity and empowers all individuals. The discussions also highlighted the importance of engaging men and boys as allies in this journey towards gender equality.

Throughout the event, the participants actively participated by sharing their perspectives, raising thought-provoking questions, and offering potential solutions to combat gender inequality. The webinar served as a catalyst for personal reflection and collective action, motivating students to challenge their own biases and contribute to the creation of a more gender-sensitive society.

The webinar concluded with a call to action, urging participants to carry the knowledge gained forward and become agents of change in their respective spheres of influence. By adopting a gender-inclusive mindset and promoting dialogue around gender issues, individuals can play a crucial role in dismantling stereotypes, promoting equal opportunities, and fostering a society where every individual is respected and valued.

Thus, the webinar on gender issues and gender sensitization provided an invaluable platform for learning, dialogue, and empowerment. It served as a reminder that creating a gender-equitable society requires continuous efforts and collective action. By promoting awareness, challenging societal norms, and fostering inclusivity, we can strive towards a future where gender equality is not just an aspiration but a reality for all.



MANOHARRAO KAMDHI MAHAVIDYALAYA MAHAL
NAGPUR

SSR-2018-19 to 2022-23

2) The recent webinar on Savitribai Phule's egalitarian approach towards women's education was an inspiring and enlightening event. Savitribai Phule, an eminent social reformer and educator from 19th-century India, dedicated her life to empowering women through education, defying societal norms and challenging gender inequality.

During the webinar, renowned scholars and experts delved into the life and work of Savitribai Phule, highlighting her pioneering efforts in establishing schools for girls and advocating for equal educational opportunities. Participants were captivated by her unwavering determination to break barriers and uplift women from oppression and ignorance.

The discussions shed light on the significance of Savitribai Phule's contributions in the context of her time and the lasting impact she has had on women's education. Her belief that education was the key to women's liberation resonated strongly with the attendees, sparking meaningful conversations on the importance of equal access to education for girls and women worldwide.

The webinar also emphasized the relevance of Savitribai Phule's teachings in the contemporary context, where gender-based disparities in education still persist. Participants discussed strategies to address these issues, including policy changes, community engagement, and the promotion of inclusive educational practices.

Thus, the webinar on Savitribai Phule's egalitarian approach towards women's education served as a powerful reminder of the transformative power of education and the need for continued efforts to achieve gender equality. By celebrating the legacy of trailblazers like Savitribai Phule and drawing inspiration from their work, the students can strive towards a future where every girl and woman has equal opportunities to learn, grow, and succeed.

3) International Women's Day was celebrated- On the occasion of Women's Day, it is essential to recognize and felicitate the girls who are the future leaders and change-makers of our society. This day serves as a powerful reminder of the incredible strength, resilience, and potential that girls possess. By honouring and motivating them, we not only celebrate their achievements but also inspire them to continue breaking barriers, pursuing their dreams, and creating a more inclusive world. This was applauded by the institute and the girls who have overcome societal challenges, shattered stereotypes, and excelled in various fields. Their determination, intelligence, and passion serve as a beacon of hope for a future where gender equality is the norm. Today, we salute these extraordinary young women and encourage them to believe in their abilities, embrace their uniqueness, and strive for greatness. This will certainly inspire generations to come, and we will continue to support and uplift them in their journey towards a more equitable and inclusive society. This was done on the occasion of International Women's Day to facilitate and motivate them in their journey of life. Through which the work of creating awareness among the college students was done. This is the Action taken Report regarding to gender Sensitization.

Women Cell

Y. Jewatkar



[Signature]
Principal
PRINCIPAL

Manoharrao Kamdi Mahavidyalaya
Chitnavis, Nagpur, Maharashtra, INDIA, GPUR.



MANOHARRAO KAMDHI MAHAVIDYALAYA MAHAL
NAGPUR

SSR-2018-19 to 2022-23

ACTION PLAN GENDER SENSITIZATION CELL

2022-2023

Various platforms such as Women's Internal complaint Committee, NSS, etc. create awareness and sensitivity to social problems, and challenges faced by women, and to deliver various gender sensitization programmes.

Every year the student's executive body of Women's Redressal Committee is chosen by the committee. The Goal of the college is –

To sensitize the girl students regarding health and hygiene issues and conducting awareness programmes.

To help the girl students in dealing with legal hassles regarding sexual harassment, molestation and exploitation by arranging legal counselling and personal counselling.

To boost their confidence through motivational and confidence building initiatives through rallies, slide shows, film screening, street plays on women related issues.

To motivate the girl students to emulate the trend setter women achievers who braved all the opposition to pave their path of success.

The aim of Women's Redressed Committee is to Gender sensitization has been picked up since the inception of this project as boys are also made aware of women related issues, like domestic violence, female foeticide mutual respect etc.. The college through various forums plans to carry out the following activities to achieve THE GOALS OF Gender sensitization cell. The following programmes were chalked out for the session.

Sr no	Programme	Plan
1	Felicitation.	To conduct International Women's Day, a felicitation programme
2	Gender sensitization	Day Webinar on "Is Entrepreneurship a Viable Career For Women?"
3	Gender sensitization	To Celebrate Savitribai Phule Jayanti
4	Gender sensitization	To conduct webinar on "Sensitization Workshop for Employees on the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013"

Women cell

Y. Rewatkar



[Signature]
Principal
Manoharrao Kamdi Mahavidyalaya
Chitnavisputa, Mahal, NAGPUR.



MANOHARRAO KAMDJI MAHAVIDYALAYA MAHAL
NAGPUR

SSR-2018-19 to 2022-23

ACTION TAKEN- 2022-23

Gender Sensitization

The following programs were taken up in the year 2022-23 under Gender Sensitization. The main objective of which was to inform the college students about Webinar On The Topic The recently conducted webinar Day Webinar on "Is Entrepreneurship a Viable Career For Women?" and "Sensitization Workshop for Employees on the Sexual Harassment of Women at Workplace (Prevention and Savitribai Phule Jayanti was celebrated.

- 1 Felicitation programme was conducted for International Women's Day for college students.
- 2 The webinar on "Is entrepreneurship a viable career for women?" aimed to explore the opportunities, challenges, and potential of women in the field of entrepreneurship. It provided valuable insights into how women can navigate the business landscape, overcome gender-related barriers, and leverage their unique strengths to succeed as entrepreneurs. The webinar featured expert speakers who shared their experiences, expertise, and practical advice on various aspects of entrepreneurship, including financing, networking, and balancing work and family responsibilities. Through this engaging and informative session, participants gained a deeper understanding of the entrepreneurial landscape and be inspired to pursue their business aspirations with confidence. The webinar will serve as a platform to celebrate the achievements of women entrepreneurs, highlight success stories, and encourage more women to embark on this exciting and rewarding career path.
- 3 The sensitization webinar on "Sexual Harassment of Women at the Workplace" aimed to create awareness and understanding about the issue of sexual harassment and its impact on women in professional settings. This webinar recognized the importance of fostering safe and inclusive work environments that respect the rights and dignity of all individuals. The session delved into the various forms of sexual harassment, including verbal, physical, and psychological, and provide insights into the legal framework and policies in place to address such incidents. Expert speaker Dr Rekha Barahate shared practical guidance on prevention strategies, reporting mechanisms, and support systems available for survivors of sexual harassment. By participating in this webinar, the students gained valuable knowledge and tools to actively contribute to the prevention and elimination of sexual harassment, creating workplaces that prioritize the well-being and security of every individual.
- 4 Celebrated Savitri bai Phule Jayanti was celebrated to mark the occasion of the champion and messiah of women's education.

The main objective of which was to inform the college students about women harassment and to explore job opportunities in this competitive world.

Women cell

Y. Revankar



Principal
PRINCIPAL

Manoharrao Kamdi Mahavidyalaya
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MANOHARRAO KAMDJI MAHAVIDYALAYA MAHAL NAGPUR

SSR-2018-19 to 2022-23

GOALS AND OBJECTIVES

Goal: To ensure a gender-inclusive college environment that encourages diversity, equal representation, and respect among students, faculty, and staff.

Objectives:

Promote Gender Balance: To Increase gender diversity in all disciplines by implementing targeted recruitment and outreach programs to attract underrepresented genders.

Enhance Facilities: To Improve and expand gender-neutral facilities, including washrooms to ensure accessibility and inclusivity.

Faculty Empowerment: Provide professional development opportunities and mentorship programs to support female faculty members in career advancement.

Gender Sensitization Workshops: To Conduct regular workshops and training sessions for students, faculty, and staff to promote gender sensitivity and address biases.

Anti-Harassment Measures: To Strengthen the existing complaints mechanism, ensuring confidential and efficient handling of gender-based harassment cases.

Leadership Development: To Implement leadership training programs to empower women to take on leadership roles and participate in decision-making processes.

Community Engagement: Collaborate with local organizations and communities to raise awareness about gender equality and inclusivity.

Recommendations:

Enhance Gender-neutral Facilities: Improve the visibility and accessibility of gender-neutral washrooms across the campus.

Faculty Development: Provide opportunities for female faculty to enhance their skills and progress in their careers.

Gender Sensitization: Conduct regular workshops and awareness campaigns on gender sensitivity for students and staff.

Promote Anti-Harassment Measures: Ensure widespread knowledge of the complaints mechanism and create a safe reporting environment.

Leadership Training: Develop leadership training programs to encourage more women to take on leadership roles.

While our college demonstrates certain gender-inclusive practices, there is a need for ongoing efforts to enhance gender equity across all aspects. Implementing the recommendations outlined in this report will contribute to creating a more inclusive and diverse college environment for all genders.



MANOHARRAO KAMDHI MAHAVIDYALAYA MAHAL
NAGPUR

SSR-2018-19 to 2022-23

Action Plan:

Gender Diversity Recruitment Campaign: Launch targeted outreach efforts to attract underrepresented genders to courses with low gender diversity.

Facilities Enhancement: Conducted a thorough assessment of existing facilities and develop a plan to improve and expand gender-neutral facilities across campus.

Faculty Development Program: Established a mentoring program, to support female faculty members in career growth.

Gender Sensitization Webinars: Scheduled and conducted regular webinars throughout the academic year to educate the students about gender-related issues.

Anti-Harassment Measures: Reviewed and updated the anti-harassment policy, to ensure easy access to reporting mechanisms, and conduct awareness campaigns.

Leadership Training Initiatives: Collaborated with leadership experts to design and offer leadership development programs for female students and staff.

Community Engagement Events: Organized events, seminars and discussions in collaboration with local organizations to promote gender equality and inclusivity beyond the campus.

Monitoring and Evaluation:

Established a Gender Inclusivity Committee responsible for overseeing the implementation of the plan, monitoring progress, and evaluating outcomes.

Conduct regular surveys and feedback sessions to assess the effectiveness of seminars, facilities, and initiatives.

Review and update the plan annually based on feedback, progress, and emerging gender-related issues.

By implementing this Gender Inclusivity Enhancement Plan, our college created a more inclusive and equitable environment that values and respects all genders. This comprehensive approach contributed to fostering a campus culture that celebrates diversity, empowers individuals, and prepares students for success in a diverse and interconnected.

PRINCIPAL

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Devatkar