

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

College administration plays a very active role in maintaining gender equality at every level. It concentrates on the individual development of all students and employees. The college also provides different facilities and special attention to woman employees and girl students for decreasing the gender gap. Gender sensitization and development programs are organized to promote gender equity.

In this session, the college organized the following programs:

1. A program "Gender Equality Today for a sustainable tomorrow" by Advocate Kalyani Kapse on 8th March 2022 attended by students 102 (Female) and 42 (Male).
2. Guest lecture on "Health And Hygiene" by **Dr. Charu Baheti**, Director, Surelife Hospital, Nagpur on 8th April 2022 attended by students 99 (Female) and 20 (Male).
3. Guest lecture on "Workplace and women safety" by **Mrs. Meera Khaddakar**, Former principal Judge, Family Court, Nagpur. on 30th March 2022 attended by students 152 (Female) and 47(Male).
4. Celebrated "Savitri bai Phule Birth anniversary" on 3rd January 2022 attended by students 45 (Female) and 27(Male).

#### Annual gender sensitization action plan:

The Annual gender sensitization plan is as follows:

#### Objectives:

- To promote inclusiveness, tolerance, harmony, and women's empowerment among the students and staff members.
- To organize a women's awareness program.
- To Counsel about self-defense techniques.
- To promote women's empowerment.



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## Internal Complaint Committee (ICC)

(2021-2022)

Prof. Rashmi Urkude

Presiding Officer

In India, today all workplaces are mandated by the application of law to provide a safe working environment.

Sexual Harassment of women at Workplace (Prevention, Prohibition and Redressal) Act-2013 was enacted to ensure safe working places for women and to build enabling work environment that respects women's right to equality of status and opportunity. This act is an extension of the Vishakha Guidelines issued by the Hon'ble Supreme Court.

As per Government of India orders from time to time issued on women's issues to all organisations, the statutory committee is constituted to be named the Internal Complaint Committee (ICC). ICC of Shivaji Science College, Nagpur ---

Presiding Officer -- Prof. Rashmi Urkude -

Members.....

Prof. R.N. Deshmukh

Mrs Anupama Mendhe

Adv. Tejaswini Khade

On 30<sup>th</sup> March 2022, ICC organised a guest lecture entitled, "workplace and women safety"

Sexual harassment is a serious criminal offence, which can destroy human dignity and freedom. In efforts to promote the well-being of all women in the workplace, which includes female teaching, non-teaching staff and students as well, this guest lecture on the topic was organised for all stakeholders of the Institution.

On this occasion, Mrs.Meera Khaddakar, Former principal Judge, of Family Court, Nagpur. Khaddakar Madam enlightened the audience with guidelines laid down by the Hon'ble Supreme Court of India, the code of conduct at the workplace, mechanism of redressal complaints. She also revealed plenty of legal whips for the audience to recognise with responsibility and other important aspects related to sexual harassment. Girl's education is a vital component that helps in gender equality. The door to many opportunities will open up for women, they get skilled and can easily find employment, which leads to social identity and independent personality. India will not fully develop unless all genders are equally supported to reach their fullest potential.

Prof. M.P. Dhore, Principal in his presidential speech courteously recognised the equal opportunity to all genders provided by Institution. He emphasised the rapidly changing scenario of the workplace into more of a professionally close-knit family, if not personal, thereby its

well-being occurring not just as a professional obligation but also as an inclusive social and moral responsibility.

Introductory remarks were made by the Presiding officer of ICC, Prof. Rashmi Urkude. She appealed to the audience for mutual respect instead of stigmatisation in the society.

Programme was concluded by Prof. R.N. Deshmukh. Proceedings of the programme were carried out by Mrs Anupama Mendhe.



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# Report of Women Grievance Redressal Cell

**2021-2022**

As per the guideline of UGC, College has constituted Women Grievance Redressal Cell 2021-2022. The Cell comprises the following members,

Principal Prof. M.P. Dhore-Chairman

Prof. Yogita .K. Meshram-Convener

Dr. VrushaliKinhikar-Member

Dr. ShilpaGedam- Member

- The objectives of the Women Grievance Redressal Cell are to provide and maintain a dignified congenial working environment for female staff members and students and also to provide guidelines for the redressal of a grievance.
- WGRC also prevents sexual harassment and promotes the general well-being of female students teaching and non-teaching staff. The motive of the WGRC is purely to safeguard the rights of female students, and faculties and tries to incorporate hygiene habits and ensure a healthy atmosphere in the college.
- The cell also tries to equip them with the knowledge of their legal rights and redressal of grievances.

Keeping this view in mind, the following activities were carried out during the year 2021-2022.

## **International Women's Day- 8<sup>th</sup> March 2022,**

**International Women's Day was celebrated** at SSES Amt's Science College Congress Nagar, Nagpur on 8<sup>th</sup> March 2022. The theme of International Women's Day 2022 is "**Gender Equality Today, For A Sustainable Tomorrow.**" It is celebrated annually to commemorate the cultural, Political, socioeconomic, and scientific achievements of women all over the world and girls around the world who are leading the charge on climate change, adoption, and response, and to honor their leadership and contribution towards a sustainable future.

Adv. Kalyani Kapse, Assistant Professor, Dr.Babasaheb Ambedkar College of Law, Nagpur was the chief guest of the program. The chairman of the program was Prof. G.R. Avchar, Vice Principal, SSES Amt's Science College Nagpur. Guest lecture of Adv. Kalyani Kapse was organized on the occasion of International Women's Day on "Rights of Women in India". She enlightened on various women's Acts. Prof. G.R. Avchar, Vice Principal, SSES Amt's Science College, Nagpur, advised that you celebrate every day as a women's day and make your mother, daughter, sister, and every other woman feel happy in your life because you are here because of her. Dr. Yogita Meshram, Convener, Women Grievance Redressal Cell, emphasized

the observance of IWD-22. The Guest lecture was successfully organized under the guidance of Dr. M. P. Dhore, Principal, Science College, Nagpur. The Convener of the IWD-22 was Dr. Yogita Meshram. The program was compared by Dr. Vrushali Kinhikar and a vote of thanks was proposed by Dr. Priyadarshini Deshmukh. All teaching and nonteaching staff members & students attended the program.

**Guest lecture by Dr. Charu Baheti, Director, Sure life Hospital, Nagpur**

Women Grievance Redressal Cell of SSES Amt's Science College Congress Nagar, Nagpur organized a **guest lecture on 'Health And Hygiene' on 8<sup>th</sup> April 2022.** In continuation of its human endeavor and to bring about health awareness among the girl students and lady teachers, SSES Amt's Science College, Congress Nagar Nagpur has conducted an awareness program on Polycystic Ovary Syndrome (PCOS) & its Challenges on **April 8, 2022**, in the college conference hall under the banner of Women Grievance Redressal Cell. The lecture was delivered by renowned Obstetrician & Gynecologist Dr.(Mrs.) Charu Baheti, Director, Sure life Hospital, and Nagpur. She addressed the gathering about hygiene and polycystic syndrome symptoms.

She explained all the symptoms and syndrome of PCOS by showing a presentation. She described various causative factors, diagnostic parameters, and complications of PCOS in detail. She further explained myths and facts about PCOS and various measures that can be taken for the prevention/management of PCOS. She also gave information about the causative factors of PCOS such as stress, junk food, overweight, and lack of exercise as well as symptoms of PCOS including irregular or absence of periods, acne, extra hairs on the neck & face, baldness, weight gain etc. She suggested that diet, regular exercise, and proper medication will be helpful for the management of PCOS.

She also gave necessary information about reusable silicone cups during the menstruation period which is safe and eco-friendly. The program winded up by open discussion and participation from teachers and girls students which was answered and discussed by the resource person. The program ended successfully with a very positive note in the presence of respected Principal Dr. M. P. Dhore, Convener Dr. Yogita Meshram, and members Dr. Vrushali Kinhikar. Dr. Shilpa Gedam, teaching, nonteaching staff members & students.

Prof. Yogita.K. Meshram  
Convener  
Women Grievance Redressal Cell





**Glimpses of Celebration of International Women's Day 8<sup>th</sup> March 2022**  
Chief guest Adv. Kalyani Kapse, Vice Principal Prof. G R Avchar, Dr. Yogita Meshram  
Convener ,WGRC,Celebration of International Women's Day on 8<sup>th</sup> March 2022



**Guest Lecture by Dr. Charu Baheti Director, Surelife Hospital, Principal Dr. M.P. Dhore, Nagpur on Health and Hygiens-8<sup>th</sup> April 2022**

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# सावित्रीबाई फुले यांची जयंती



३ जानेवारी २०२२ रोजी महाविद्यालयात सावित्रीबाई फुले यांची जयंती साजरी करण्यात आली. याप्रसंगी महाविद्यालयाचे प्राचार्य डॉ. एम. पी. ढोरे सर यांच्या हस्ते सावित्रीबाई फुले यांच्या प्रतिमेला हारारपण कले. यानंतर महाविद्यालयातील प्रा. जाधव सर यांनी सावित्रीबाई फुले यांच्या जीवनपटावर माहिती दिली. नंतर महाविद्यालयाचे प्राचार्य डॉ. एम. पी. ढोरे सर यांनी सावित्रीबाई फुले यांनी महिलांना कशी शिकवण दिली व त्यासाठी त्यांनी कसा लढा दिला यावर प्रकाश टाकल. याप्रसंगी महाविद्यालयातील २७ प्राध्यापक, १८ शिक्षकेतर कर्मचारी व ४५ विध्यार्थी उपस्थित होते.

On January 3, 2022 Savitribai Phule's birth anniversary was celebrated in the college. On this occasion, the Photo of Savitribai Phule was garlanded at the hands of Principal Dr. M. P. Dhore Sir. After this, Prof. Jadhav sir gave information on the biography of Savitribai Phule. Later, the principal of the college Dr. M.P. Dhore Sir threw light on how Savitribai Phule educated women and how she fought for it, in his presidential remark. On this occasion 27 professors, 18 non-teaching staff and 45 students of the college were present.

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