

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

Being the first women's college in Satara District, the college is committed to the stakeholders— parents, employers, the society and students to build a human capital that can be an asset to the nation. In accordance with the vision and mission, the college sincerely strives for the empowerment of girl students in every sphere of life. Gender sensitization being a human right and constitutional obligation, the college attempts to imbibe gender sensitivity through various activities and initiatives. We practice to bring a positive change in the attitude and support equity among genders within the college and in our outreach.

Specific Facilities Provided for Women with Respect to Key Areas:

A) Safety and Security: Safety and security is a top priority at the college campus. Safe and supportive campus is an obligation for both college administration and the students since more than 90% of our students come from nearby villages. The strength of the college reflects the trust of the parents on the college as far as the comfort and safe ambience of the college is concerned.

Actions Taken to Ensure Safety of the Girl Students:

1. CCTV Camera Surveillance:

24 hour CCTV surveillance is maintained in the college through high resolution cameras having day and night facility of recording. 16 cameras have been set up at the key areas in the campus. The college accords utmost priority to the safety and security of not only the students but also of the staff. The system ensures that the students will feel secured and protected in the campus while pursuing their education. Wearing ID card is compulsory for the students, faculty and the non-teaching staff.

Weblink: <http://www.mahilamahavidyalaya.com/safetymeasures.htm>

2. Committees:

The college has constituted the committees as per the norms laid by University/ UGC – Anti-Ragging Committee, Students' Grievances Redressal Committee, Internal Complaints Committee, Special Cell Standing Committee, Discipline Committee and RTI Cell. Submission of Anti-Ragging form is mandatory for the admission of each programme. The

committees monitor discipline in the campus, care for the well-being of the students and the staff as well as assure the adherence to human / constitutional rights and values. The functions and responsibilities of the committees are stated in the prospectus uploaded on the college website.

3. A Complaint Box

A complaint box is installed to receive grievances or suggestions from the students which are duly addressed by respective committees. The college aims at zero-tolerance against any kind of harassment.

Weblink:

<http://www.mahilamahavidyalaya.com/Complaint%20Box%20Suggestion%20Box.jpg>

<http://www.mahilamahavidyalaya.com/Emergency%20Ph.%20Nos.jpg>

3. Bharosa Cell:

As per the directive of Maharashtra Government, the Karad Police Station along with the NSS Unit of the college has conducted an orientation programme for girls in the college to address the problems of the students and provide emotional and legal support to them. The students are motivated to approach *Nirbhaya Pathak* to deal with sexual harassment and enrol in for self-defence course. The police officials' visit and interaction with the students create awareness among them about security measures provided to women, children and elderly people, legal provisions for women, and psychiatric assistance if needed.

4. Watchman:

A watchman has been appointed at the main entrance of the college to control the miscreants.

B) Counselling:

The college has Students Counselling Centre. The centre is run by the Department of Psychology and it helps the students to deal with emotional, academic, stress related issues, etc. The department proposes to conduct a certificate course in counselling that avails students of a career opportunity in counselling.

C) Common Room, Yoga hall and Gym:

The Common Room with essential amenities is available to the students. The room is also used for conducting short term skill development courses after college hours.

The yoga hall cum activity room too has adequate facilities and has been used for university approved Certificate Course in Yoga since 2013-14 . The hall is also used for indoor games like chess and carrom.

The college has well equipped Gym for physical and mental fitness and is used by both students and faculty.

Weblink: <http://www.mahilamahavidyalaya.com/sport.htm>

4. Other Activities / Facilities

4.1 Mentorship:

The college sincerely and effectively implements Mentor-Mentee scheme which is the first step towards confidence building among the students. The mentors provide every possible help to their mentees for admission, scholarships, examination related issues, various curricular and co-curricular activities, etc. and also regarding economic, emotional, social, etc. issues.

4.2 Scholarships and Financial Assistance:

Assistance is provided for Scholarships and Freeships to the students in the college. The mentees take continuous follow-up of the same.

The CSR funding is also sought from Emerson Climate Technologies, Karad for providing financial assistance to the needy students interested in enrolling for the skill development courses. Students coming from weaker economical background are helped through Students Welfare Fund. The help empowers the academic and career goals of the students.

4.3 National Service Scheme (N.S.S.):

The NSS unit of the college engages students in various activities to imbibe qualities in the students like the spirit of national integration, dedication for social services, dignity of labour, and leadership. The activities conducted by the Unit, and the students' dedicated participation in them help cherish values of equality, social justice and tolerance.

Weblink: <http://www.mahilamahavidyalaya.com/nss.htm>

4.4 Employment Oriented Courses Conducted in the College:

The Centre for Skill Development conducts various courses under two heads viz. Employment Oriented Courses (EOC) which primarily focus on employment generation and Skill Development Courses (SDC) which include courses of short duration. The courses aim at making the students self-reliant.

Weblink: <http://www.mahilamahavidyalaya.com/skill.htm>

4.5 Courses under National Skill Qualification Framework (NSQF):

The UGC-NSQF courses aim at bringing entrepreneur awareness and teaching vocation skills to enable students to prepare for the attainment of economic empowerment.

4.6 Students' Health Check-up:

Students' Health Check-up and follow up has been a sustained activity of the college since 1994. Since most of our students come from rural area, majority of them are unaware about health issues like - reproductive health, hygiene, communicative diseases, oral health, healthy food and dietary habits, etc. Hence through the year to ensure physical, mental, psychological and social wellbeing of students various activities are organized with the voluntary cooperation from the Krishna Institute of Medical Sciences, Karad, and Lioness Club, Karad with whom the college has done MOU. The college has also formed Red Ribbon Club for AIDS awareness programme in association with KIMS, Karad. Along with health check-up, lectures on the aforementioned issues are conducted all the year round.

4.7 Health Centre

The Health Centre is available on campus. The doctor's consultation is sought and medical help is given whenever necessary.

4.8 Washrooms:

The state of art washrooms with 24 hour water supply are available to the students and faculty. The cleanliness is maintained by the house keeping agency. The sanitary napkin vending machine and incinerator are installed at the ground floor and 1st floor washroom blocks.

Weblink: <http://www.mahilamahavidyalaya.com/washrooms.htm>

4.9 Food Festival:

Food Festival is the unique activity of the college organised by Department of Home Science every year since 1993-94 with an innovative approach to develop informally the traditional culinary art of cookery. Various food specialities prepared by the students are exhibited, sold and enjoyed. It is one such gender sensitization exercise wherein the students learn the techniques of food catering, marketing and entrepreneurship skills. The organisation of various competitions like mehandi, rangoli, hair-style, handicrafts, flower arrangement, etc. during the festival encourage the artistic approach in the students.

4.10 Awareness Programmes:

Being a girls' college, the college sincerely works towards sensitising the girl students to gender related issues by organising programmes such as – webinars on health issues, women's problems, legal rights and laws, mental stress, personality development, etc. The sensitization is also done through celebration of the national, international days, observance of Birth and Death Anniversaries of eminent personalities, etc. During the lockdown some of the aforementioned days were either celebrated online or by following government guidelines. A hoarding displaying the first woman succeeded in varied fields in India has been mounted on the entrance wall of the college to motivate the students to follow their own career dreams.

