



*Thakur Educational Trust's (Regd.)*

**THAKUR COLLEGE OF SCIENCE & COMMERCE**

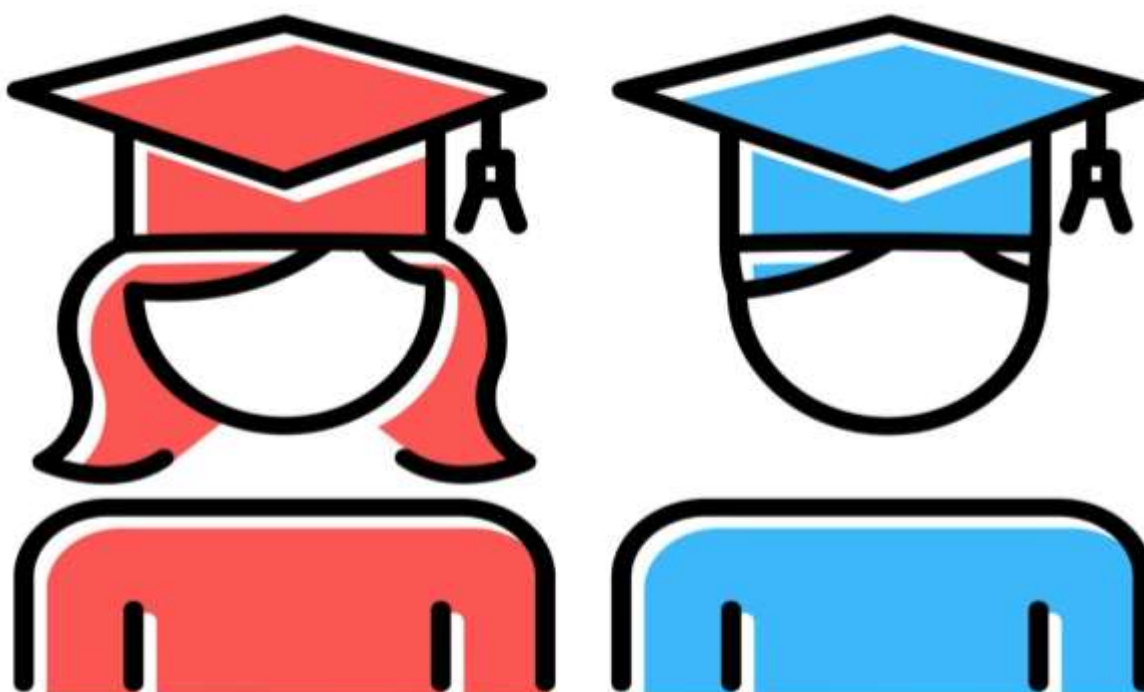
AUTONOMOUS COLLEGE, PERMANENTLY AFFILIATED TO UNIVERSITY OF MUMBAI

NAAC Accredited Grade 'A' (3<sup>rd</sup> Cycle) & ISO 9001: 2015 (Certified)

**Best College Award by University of Mumbai for the Year 2018-2019**



**CELEBRATING**  
**25 YEARS OF GLORY**



## **GENDER AUDIT REPORT 2021-22**

**Thakur College of Science & Commerce**  
**Kandivali (East)**  
**Mumbai**

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## **Thakur College of Science & Commerce**

### **VISION**

To be a leading educational institution by providing world class education in diverse emerging disciplines to produce conscientious and learned professionals who significantly contribute to socio-economic development of the nation.

### **MISSION**

We, at the Thakur College of Science and Commerce, will strive to achieve excellence through quality education by providing the right academic ambience for the overall development of students.

### **GOALS**

- To impart quality education to the students in their chosen areas of study
- To provide opportunities for co - curricular, extracurricular and extra mural activities aimed at all round development of personality
- To develop individuals with multifaceted personality who will shoulder responsibilities of the family, the society and the nation

### About Thakur College of Science & Commerce

Thakur College of Science & Commerce established in 1992, permanently affiliated to University of Mumbai, with an academic autonomy granted by UGC offers a variety of programs from Junior College to post graduate programs. The institution has a strong mission of provide quality education to all by providing the students a conducive academic ambience and to facilitate their development to produce conscientious and learned professionals who significantly contribute to socio-economic development of the nation.

The Quality policy of TCSC includes providing opportunities for self-development in academic and personal spheres through better teaching / learning experiences and by instilling the right ethical and moral values in them.

University Grants Commission (UGC) has conferred 'AUTONOMOUS STATUS' (affiliated to University of Mumbai) for the period of 10 years to Thakur College of Science & Commerce from the academic year 2019-20. This Autonomous status has brought us greater academic freedom to design innovative programmes to meet industry needs, skill-based courses for employability and a quest for excellence. It is a matter of great pride for Thakur College, as it has been awarded the 'Pride of Maharashtra' Award by the Government of the state of Maharashtra at the hands of Governor of Maharashtra in February, 2022. The College has also received 'Best College Award' for the Academic Year 2018-19 by University of Mumbai. As per Education World Magazine survey, New Delhi, April 2020 Issue, in India's Top-ranked Private Autonomous College league table TCSC has secured 55<sup>th</sup> Rank all over India, 15<sup>th</sup> Rank in Maharashtra and 13<sup>th</sup> Rank in Mumbai. TCSC has also featured as one of the top 10 Educational Institution across India in the Annual Coffee Book 'Edupreneurs' by the Times Group for two consecutive years (2020 & 2021), for implementing Innovative

Ideas in the field of Education. For its consistent performance and Excellence in Growing Personality through Education, the College has been felicitated as 'ICONS OF MUMBAI' (Western Suburbs) an award given by The Economic Times in April 2021.

The campus of the college is spread over 1.81 acres of land surrounded by the lush greens of National Park. ICT based classrooms, well-equipped Science Laboratories, Electronic and Computer laboratories, Spacious Auditorium and Seminar hall, Wi-Fi enabled classes, state of the art Media Lab, R & D Centre and a Library which can accommodate 684 students in its huge reading hall add to the academic ambience of the College. The College has a state of the art infrastructure with 99 classrooms, digital technological environment to meet the growing needs of students. The Centre for Excellence – a collaborative Industry Alliance with JuriSearch provides a platform to the young budding Researchers with Industry experience and employment. The Innovation and Incubation Centre promises to prepare students for being wealth-creators through the paths of critical thinking, a professional work ethic and the determination to be accountable to be Job and Wealth creators for the growing economy of the country. The College fosters a strong sense of enquiry and exploration-based environment for its students. To support this experimentation pedagogy, the College has initiated The Patent and IPR Cell. This Cell administers the right balance for flourishing innovative and inventive ideas with monetizing the same.

Sports facilities include a Gymkhana in the campus along with a huge ground for Cricket and Football, a basket-ball court, football turf along with coaches of international repute. College canteen, Hostel facilities for the Boys, open Quadrangles facilitate the all- round development of a student.

Thakur College of Science & Commerce has always encouraged an inclusive admission policy that favours meritorious and deserving students irrespective of their economic backgrounds.

## **GENDER EQUALITY AT TCSC**

An educational institute plays very important role to sensitize the students towards gender issues. It is very necessary to change the mindset of students towards the opposite sex, and to achieve this, teachers always counsel them in the class room and in the campus to respect each other. Our college is well prepared to handle and respond to any gender sensitive issues and provide an environment where both men and women can work together with a sense of not only the personal security but also with dignity.

Gender equality, equality between men, women and transgender does not mean that they have to become the same, but that their rights, responsibilities and opportunities will not depend on whether they were born male or female. Gender equity means fairness of treatment to all genders according to their respective needs.

Gender is a cross-cutting issue that has been of persistent importance across the globe. Gender Equality, Women Empowerment, Choice of every gender to work are strategies to reduce poverty, reduce social injustices among the genders, accelerate growth levels, improve health standards and contribute to a healthy, financially strong and a conducive domestic environment in the country. Gender parity is also regarded as attainment of human rights and a pre-requisite for sustainable development.

Gender awareness allows women to move beyond other conventional gender stereotypes and rigid gender role definitions. Many discussions and campaigns about Gender equity allow the women gender and also the transgender in the recent times to take spontaneous action against their oppression or exploitation. Gender equality denotes women having the same opportunities in life as men, including the ability to participate in the public sphere. This calls for a fair Gender Policy to be incorporated for an equitable treatment and opportunities at workplace. Implementation of the Gender Policy will require the commitment, participation and contribution of every staff member.

Gender equity denotes the equivalence in life outcomes for women and men, recognizing their different needs and interests, and requiring a redistribution of power and resources. Both are indispensable and need to be incorporated into the Gender Policy of a large educational institution like TCSC, which believe in fair and justifiable treatment to all. The policy aims to eliminate harassment on the basis of gender which is any act or threat by men or male-dominated institutions that inflicts physical, sexual, or psychological harm on a woman or girl because of their gender.

The college always concentrates on the student's qualitative performance along with their overall personality development. Observing the gender equality, the girls are provided with various facilities and special attentions. The NCC unit for girls concentrates in developing their characters and qualities like comradeship, discipline, leadership, secular outlook and spirit of adventure. This unit focuses on outstanding achievements of the girls. The NSS has separate unit of girls. The unit always motivates girls for their social responsibilities. The Library has a separate sitting area for the Girl students. The Girls Common Room situated on the first floor of the College has a Sanitary Napkin Vending Machine. Separate Washrooms for Girl students on each floor are equipped with basic amenities like dustbins, mirror and shelves. Lady peons are assigned duty on each floor at all times.

Workshops are held on 'Women and Human Rights' to make the girls aware of their rights and responsibilities. Girls are made aware of laws and by-laws by organizing lecture of eminent judges, lawyers etc. Eminent Doctors and Gynecologists are invited to deliver lectures on 'Menstrual Hygiene' and "Polycystic Ovaries Syndrome'

Each student committee of the college has a fair balance of Girls and Boys in participation and also Teacher In-charges to cater to their issues.

## GENDER AUDIT

The College conducted Gender Audit in 2021-22 to create awareness about respect for every gender and also to identify ways to make college campus safe for women. The Women Development Cell of the College ensures awareness about their objectives throughout the year by conducting various seminars, self-defense workshops and motivational lectures about women empowerment. As per the guidelines of Supreme Court, UGC, Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013, an Internal Complaints Committee has been established by the College with an objective to Prevent Sexual Harassment of any gender at the college. Various seminars, Guest Lectures and workshops are organized throughout the year to teach the students about their rights and laws and to fight against any kind of sexual harassment.

A gender audit is a tool to check and assess the institutionalization of gender equality into organizations, including in their policies, programs, projects and/or provision of services, proceedings etc. The basic assumption of gender audit in an educational institution is that public policy impacts differently on female and male learners. The purpose of gender audit is to lead to changes in public policy that contribute to an increase in gender equality. Unless a gender audit is done, we cannot answer the question: Is the Institution doing everything it can to improve the status of women in general and the representation of women's voices in particular?

UNICEF says gender equality *"means that women and men, and girls and boys, enjoy the same rights, resources, opportunities and protections. It does not require that girls and boys, or women and men, be the same, or that they be treated exactly alike"*.

On a global scale, achieving gender equality also requires eliminating harmful practices against women and girls, including sex trafficking, femicide, wartime sexual violence, gender wage gap, and other oppression tactics.

## **Objectives of Gender Audit**

1. To identify the areas where the gender inequality exists
2. To identify the probable reason for the gender inequality
3. To maintain good gender balance in all fields of college.
4. To advise ways to bridge the gender gap
5. To implement prevention of sexual harassment effectively.

The Gender Audit was conducted in the following process –

- i) Orientation of the students and Staff members through various activities like webinars, Guest Lectures, Interactive Talk-shows, Workshop and Research Conference. Posters, PPT Presentations, Debate Competitions and Statistical Research cases were also presented.
- ii) Questionnaire was circulated among the students to understand their awareness about women safety in the College premises
- iii) Statistical Gender Analysis was collected of all staff-members, students and management

TCSC hopes to create, attract and retain gender sensitive staff who in turn would help achieve better man-woman relationships in the community and make all our students responsible citizens of this country.

### **GENDER AUDIT at TCSC**

The details of gender audit survey for the year 2021-22:

Gender Inclusion Details -

<b>Particulars</b>	<b>Male</b>	<b>Female</b>	<b>Total</b>
<b>Students ( UG Degree)</b>	4841	3033	7874
<b>Students ( PG Degree)</b>	285	319	604
<b>Teachers</b>	53	51	104
<b>Non- teaching staff ( peons)</b>	81	3	84
<b>Administration Staff</b>	40	11	51
<b>Total</b>	<b>5300</b>	<b>3417</b>	<b>8717</b>

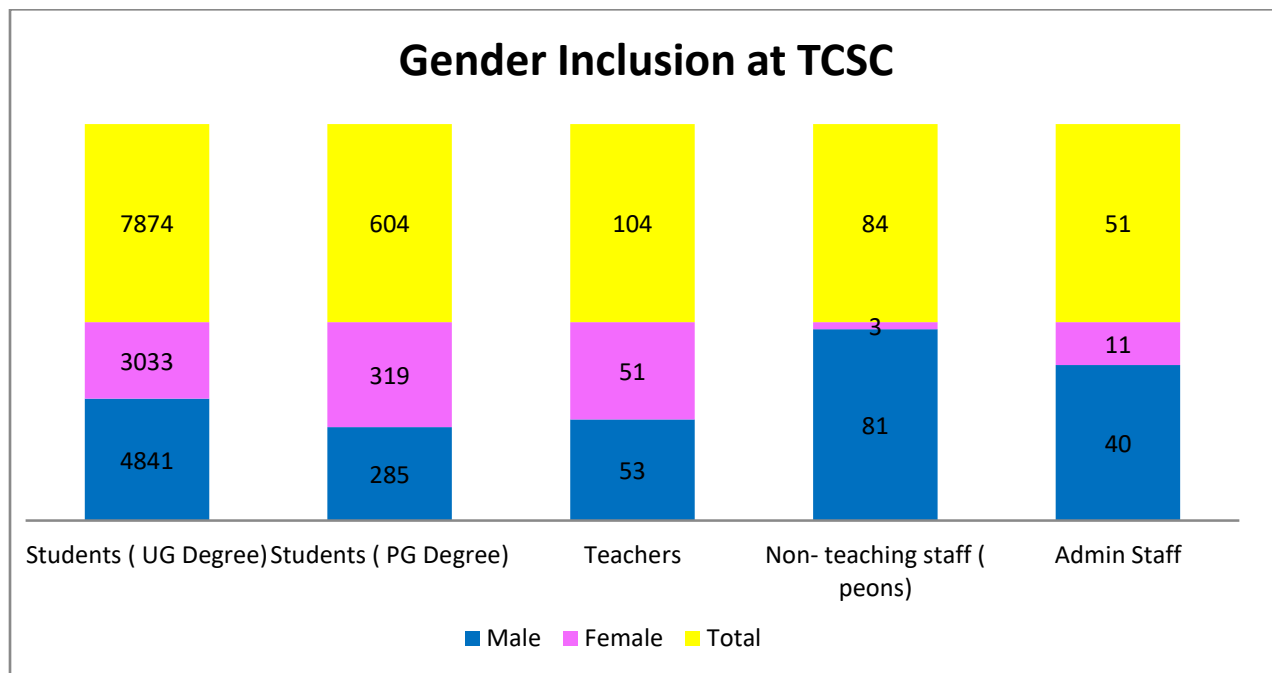
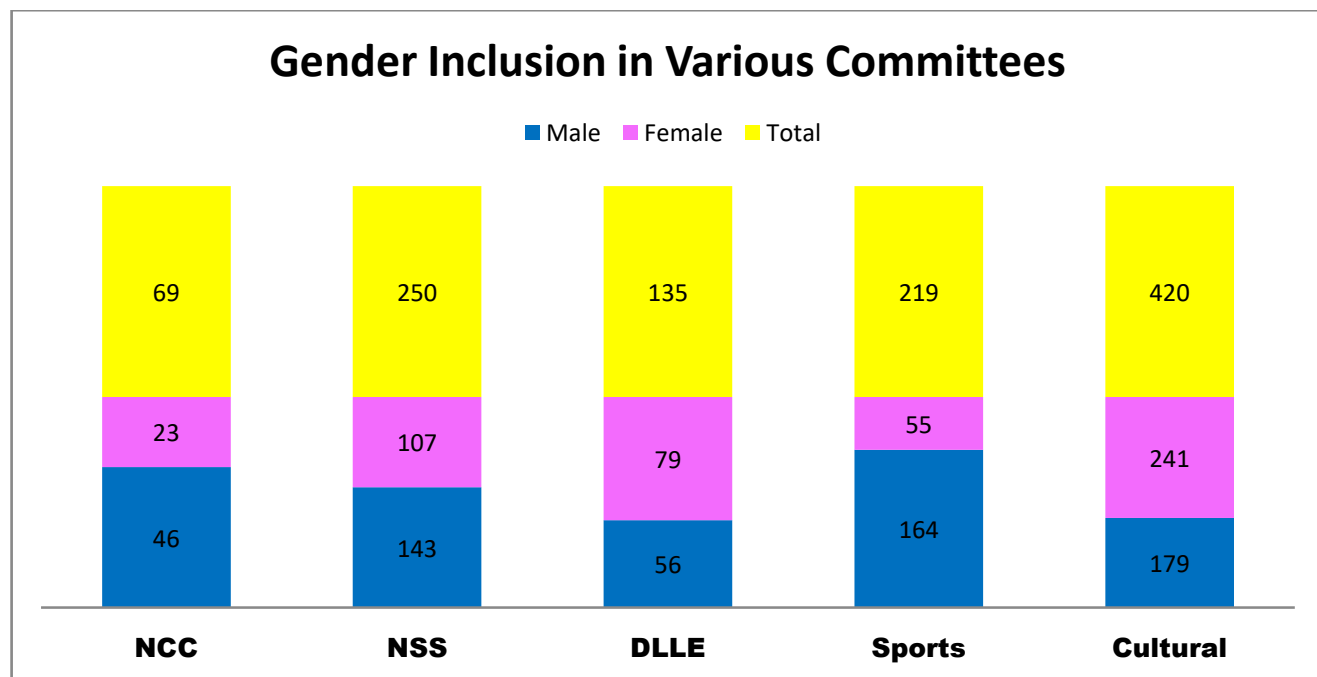


Chart 1 – Gender Inclusion 2021-22

**Gender Audit details for Associations associated with the University of Mumbai**

Ac. Yr.2021-22

Details	Male	Female	Total
NCC	46	23	69
NSS	143	107	250
DLLE	19+7+17+9+4=56	20+15+6+28+10=79	135
Sports	164	55	219
Cultural	179	241	420
Total	588	505	1093



**ACADEMIC PERFORMANCE AT TCSC**  
**UNDER GRADUATE PROGRAMS( COMMERCE)**

**F.Y.Prof. (Degree Arts)**

**SEM I Oct 2021**

<b>PARTICULARS</b>	<b>NO. OF STUDENTS</b>	<b>M</b>	<b>F</b>
<b>Total Appeared</b>	<b>326</b>	<b>192</b>	<b>134</b>
<b>Total Passed</b>	<b>257</b>	<b>143</b>	<b>114</b>
<b>PASS %</b>	<b>78.83%</b>	<b>74.47%</b>	<b>85.07%</b>

**F.Y.B.COM. (Degree Commerce)**

**SEM I Oct 2021**

<b>PARTICULARS</b>	<b>NO. OF STUDENTS</b>	<b>M</b>	<b>F</b>
<b>Total Appeared</b>	<b>781</b>	<b>501</b>	<b>280</b>
<b>Total Passed</b>	<b>572</b>	<b>339</b>	<b>233</b>
<b>PASS %</b>	<b>73.24%</b>	<b>67.66</b>	<b>83.21</b>

**F.Y. Professional (Commerce)**

**SEM I Oct 2021**

<b>PARTICULARS</b>	<b>NO. OF STUDENTS</b>	<b>M</b>	<b>F</b>
<b>Total Appeared</b>	<b>901</b>	<b>514</b>	<b>387</b>
<b>Total Passed</b>	<b>807</b>	<b>452</b>	<b>368</b>
<b>PASS %</b>	<b>89.56%</b>	<b>87.93%</b>	<b>95.09%</b>

**S.Y.Prof. (Degree Arts)**  
**SEM IV MARCH, 2022**

<b>PARTICULARS</b>	<b>NO. OF STUDENTS</b>	<b>M</b>	<b>F</b>
<b>Total Appeared</b>	<b>298</b>	<b>172</b>	<b>126</b>
<b>Total Passed</b>	<b>280</b>	<b>164</b>	<b>116</b>
<b>PASS %</b>	<b>93.96%</b>	<b>95.35%</b>	<b>92.06%</b>

**S.Y.B.COM. (Degree Commerce)**  
**SEM IV MARCH, 2022**

<b>PARTICULARS</b>	<b>NO. OF STUDENTS</b>	<b>M</b>	<b>F</b>
<b>Total Appeared</b>	<b>714</b>	<b>442</b>	<b>272</b>
<b>Total Passed</b>	<b>663</b>	<b>409</b>	<b>254</b>
<b>PASS %</b>	<b>92.86%</b>	<b>92.53%</b>	<b>93.38%</b>

**S.Y.Prof. (Degree Commerce)**  
**SEM IV MARCH, 2022**

<b>PARTICULARS</b>	<b>NO. OF STUDENTS</b>	<b>M</b>	<b>F</b>
<b>Total Appeared</b>	<b>724</b>	<b>396</b>	<b>328</b>
<b>Total Passed</b>	<b>697</b>	<b>378</b>	<b>319</b>
<b>PASS %</b>	<b>96.27%</b>	<b>95.45%</b>	<b>97.26%</b>

**T.Y.Prof. (Degree Arts)**  
**SEM V OCTOBER, 2021**

<b>PARTICULARS</b>	<b>NO. OF STUDENTS</b>	<b>M</b>	<b>F</b>
<b>Total Appeared</b>	<b>292</b>	<b>154</b>	<b>138</b>
<b>Total Passed</b>	<b>284</b>	<b>151</b>	<b>133</b>
<b>PASS %</b>	<b>97.26%</b>	<b>98.05%</b>	<b>96.38%</b>

**T.Y.B.COM. (Degree Commerce)**  
**SEM V OCTOBER, 2021**

<b>PARTICULARS</b>	<b>NO. OF STUDENTS</b>	<b>M</b>	<b>F</b>
<b>Total Appeared</b>	<b>791</b>	<b>494</b>	<b>297</b>
<b>Total Passed</b>	<b>753</b>	<b>465</b>	<b>288</b>
<b>PASS %</b>	<b>95.20%</b>	<b>94.13%</b>	<b>96.97%</b>

**T.Y.Prof. (Degree Commerce)**  
**SEM V OCTOBER, 2021**

<b>PARTICULARS</b>	<b>NO. OF STUDENTS</b>	<b>M</b>	<b>F</b>
<b>Total Appeared</b>	<b>680</b>	<b>383</b>	<b>297</b>
<b>Total Passed</b>	<b>670</b>	<b>375</b>	<b>295</b>
<b>PASS %</b>	<b>98.52%</b>	<b>97.91%</b>	<b>99.33%</b>

**POST GRADUATE PROGRAMS (ARTS & COMMERCE)**

**M.A. EMA Pt II**

<b>PARTICULARS</b>	<b>NO. OF STUDENTS</b>	<b>M</b>	<b>F</b>
<b>Total Appeared</b>	<b>16</b>	<b>5</b>	<b>11</b>
<b>Total Passed</b>	<b>14</b>	<b>4</b>	<b>10</b>
<b>PASS %</b>	<b>87.50%</b>	<b>80.00%</b>	<b>90.91%</b>

**M.Com (Advance Accountancy) Pt II**

<b>PARTICULARS</b>	<b>NO. OF STUDENTS</b>	<b>M</b>	<b>F</b>
<b>Total Appeared</b>	<b>69</b>	<b>27</b>	<b>42</b>
<b>Total Passed</b>	<b>66</b>	<b>26</b>	<b>40</b>
<b>PASS %</b>	<b>95.65%</b>	<b>96.29%</b>	<b>95.24%</b>

**M.Com ( E-Commerce)Pt II**

<b>PARTICULARS</b>	<b>NO. OF STUDENTS</b>	<b>M</b>	<b>F</b>
<b>Total Appeared</b>	<b>27</b>	<b>12</b>	<b>15</b>
<b>Total Passed</b>	<b>25</b>	<b>11</b>	<b>14</b>
<b>PASS %</b>	<b>92.59%</b>	<b>91.67%</b>	<b>93.33%</b>

**UNDER GRADUATE (SCIENCE)**

**F.Y.B.Sc. Science (Sem-I)**

<b>PARTICULARS</b>	<b>NO. OF STUDENTS</b>	<b>M</b>	<b>F</b>
<b>Total Appeared</b>	<b>210</b>	<b>93</b>	<b>117</b>
<b>Total Passed</b>	<b>153</b>	<b>59</b>	<b>94</b>
<b>PASS %</b>	<b>72.85%</b>	<b>63.44%</b>	<b>80.34%</b>

**F.Y. B.Sc. (Professional) Science (Sem-I)**

<b>PARTICULARS</b>	<b>NO. OF STUDENTS</b>	<b>M</b>	<b>F</b>
<b>Total Appeared</b>	<b>503</b>	<b>359</b>	<b>144</b>
<b>Total Passed</b>	<b>393</b>	<b>271</b>	<b>122</b>
<b>PASS %</b>	<b>78.13%</b>	<b>75.48%</b>	<b>84.72%</b>

**S.YB.Sc Science (Sem-IV)**

<b>PARTICULARS</b>	<b>NO. OF STUDENTS</b>	<b>M</b>	<b>F</b>
<b>Total Appeared</b>	<b>231</b>	<b>115</b>	<b>116</b>
<b>Total Passed</b>	<b>199</b>	<b>96</b>	<b>103</b>
<b>PASS %</b>	<b>86.14%</b>	<b>83.47%</b>	<b>88.79%</b>

**S.Y.B.Sc Professional (Sem-IV)**

<b>PARTICULARS</b>	<b>NO. OF STUDENTS</b>	<b>M</b>	<b>F</b>
<b>Total Appeared</b>	<b>564</b>	<b>414</b>	<b>150</b>
<b>Total Passed</b>	<b>501</b>	<b>376</b>	<b>134</b>
<b>PASS %</b>	<b>88.82%</b>	<b>90.82%</b>	<b>89.33%</b>

**TYBSc Science (Sem-V)**

<b>PARTICULARS</b>	<b>NO. OF STUDENTS</b>	<b>M</b>	<b>F</b>
<b>Total Appeared</b>	<b>300</b>	<b>135</b>	<b>165</b>
<b>Total Passed</b>	<b>292</b>	<b>131</b>	<b>161</b>
<b>PASS %</b>	<b>97.33%</b>	<b>97.03%</b>	<b>97.58%</b>

**T.Y.B.Sc Professional (Sem-V)**

<b>PARTICULARS</b>	<b>NO. OF STUDENTS</b>	<b>M</b>	<b>F</b>
<b>Total Appeared</b>	<b>467</b>	<b>356</b>	<b>111</b>
<b>Total Passed</b>	<b>434</b>	<b>323</b>	<b>111</b>
<b>PASS %</b>	<b>92.93%</b>	<b>90.73%</b>	<b>100%</b>

**POST GRADUATE (SCIENCE)**

**M.Sc Science (Part-II)**

<b>PARTICULARS</b>	<b>NO. OF STUDENTS</b>	<b>M</b>	<b>F</b>
<b>Total Appeared</b>	<b>68</b>	<b>18</b>	<b>50</b>
<b>Total Passed</b>	<b>67</b>	<b>18</b>	<b>49</b>
<b>PASS %</b>	<b>98.53%</b>	<b>100%</b>	<b>98%</b>

**M.Sc Professional (Part-II)**

<b>PARTICULARS</b>	<b>NO. OF STUDENTS</b>	<b>M</b>	<b>F</b>
<b>Total Appeared</b>	<b>92</b>	<b>57</b>	<b>35</b>
<b>Total Passed</b>	<b>91</b>	<b>56</b>	<b>35</b>
<b>PASS %</b>	<b>98.91%</b>	<b>98.24%</b>	<b>100%</b>

## GENDER AUDIT SURVEY AND ANALYSIS

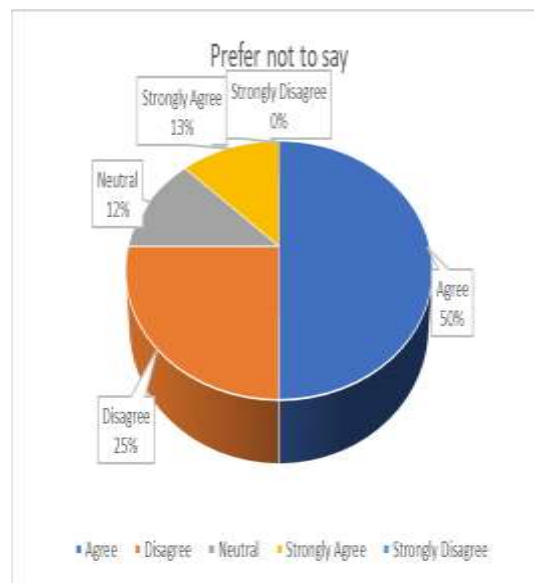
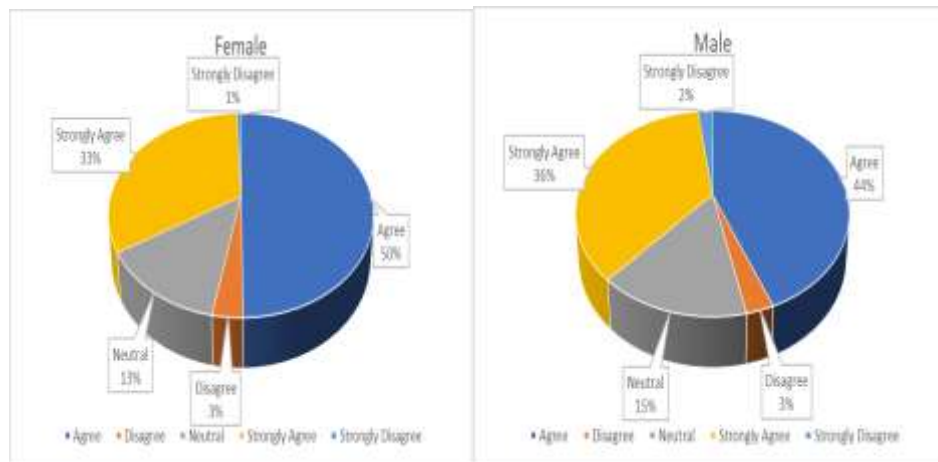
**Q1] The College conducts gender sensitization programs as a part of its curriculum.**

	Female	Male	Prefer not to say
<b>Agree</b>	<b>584</b>	<b>582</b>	<b>2</b>
<b>Disagree</b>	<b>34</b>	<b>33</b>	
<b>Neutral</b>	<b>233</b>	<b>265</b>	<b>2</b>
<b>Strongly agree</b>	<b>286</b>	<b>327</b>	<b>1</b>
<b>Strongly Disagree</b>	<b>10</b>	<b>23</b>	<b>3</b>



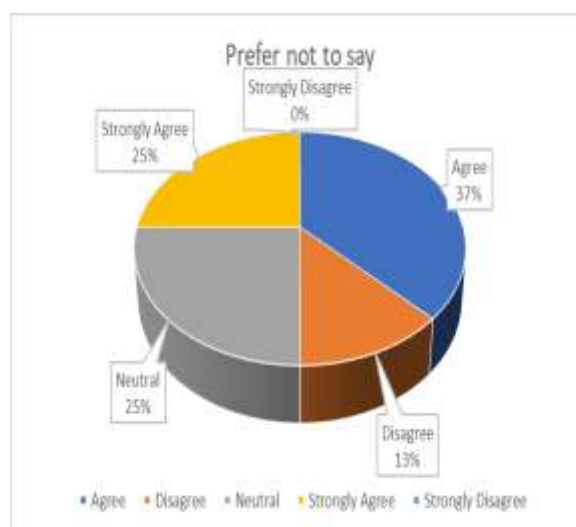
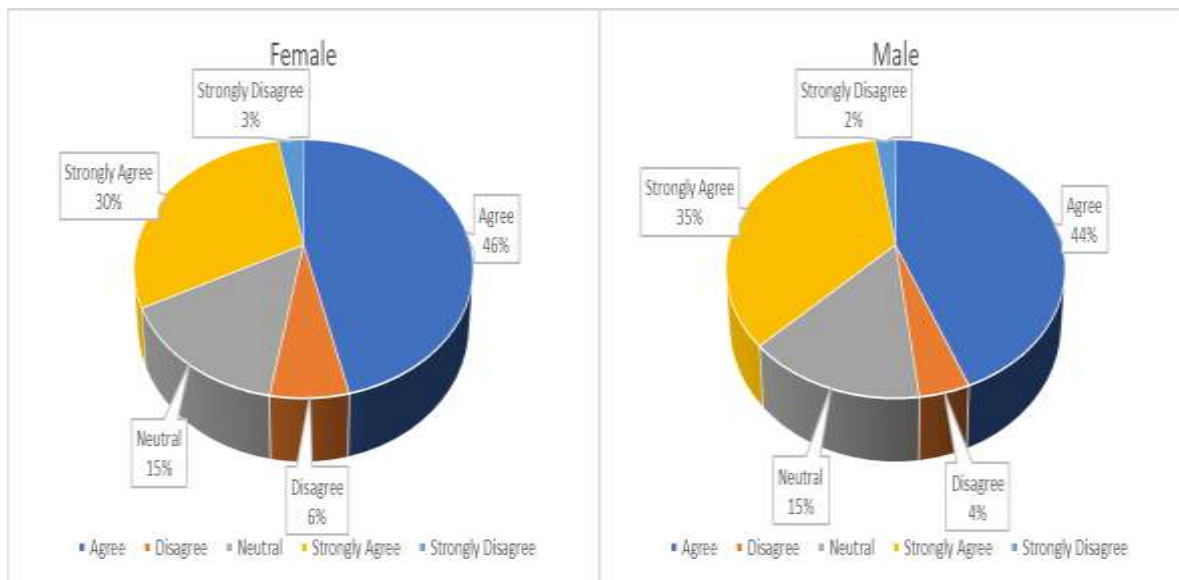
**Q2] The college conducts gender awareness programs, such as awareness of sexual harassment, Laws concerning sexual harassment, Respect every gender etc.**

	Female	Male	Prefer not to say
<b>Agree</b>	<b>571</b>	<b>540</b>	<b>4</b>
<b>Disagree</b>	<b>36</b>	<b>34</b>	<b>2</b>
<b>Neutral</b>	<b>154</b>	<b>185</b>	<b>1</b>
<b>Strongly Agree</b>	<b>379</b>	<b>446</b>	<b>1</b>
<b>Strongly Disagree</b>	<b>7</b>	<b>25</b>	<b>0</b>



**Q3] Adequate number of toilets are available on each floor of the college campus for students**

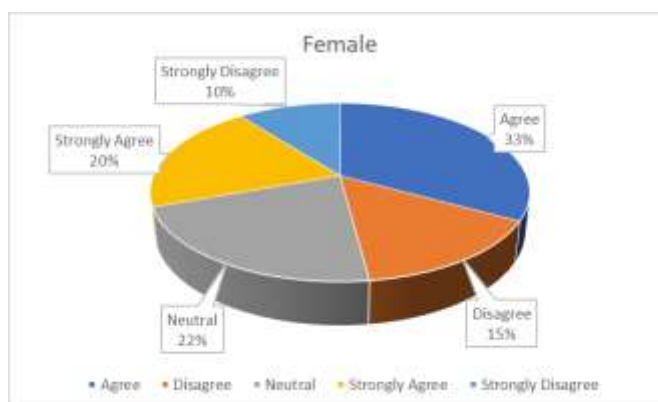
	Female	Male	Prefer not to say
<b>Agree</b>	<b>542</b>	<b>542</b>	<b>3</b>
<b>Disagree</b>	<b>50</b>	<b>50</b>	<b>1</b>
<b>Neutral</b>	<b>177</b>	<b>177</b>	<b>2</b>
<b>Strongly Agree</b>	<b>433</b>	<b>433</b>	<b>2</b>
<b>Strongly Disagree</b>	<b>28</b>	<b>28</b>	<b>0</b>



#### Q4] ONLY FOR GIRL STUDENTS --

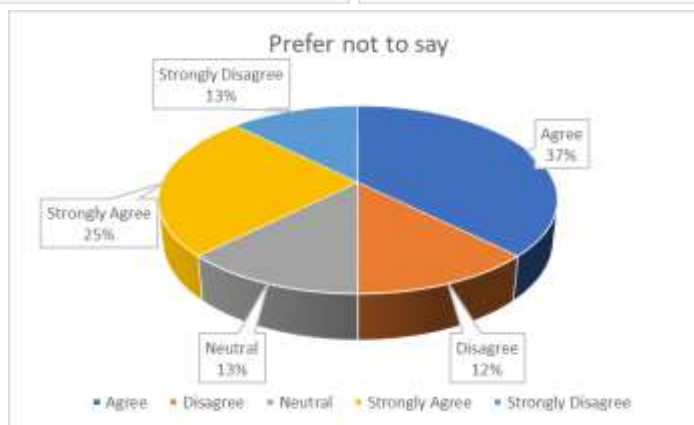
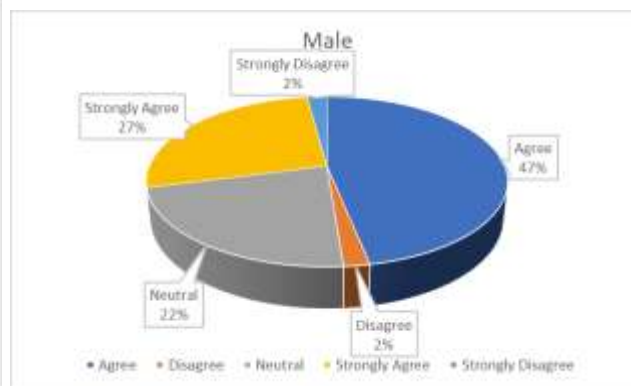
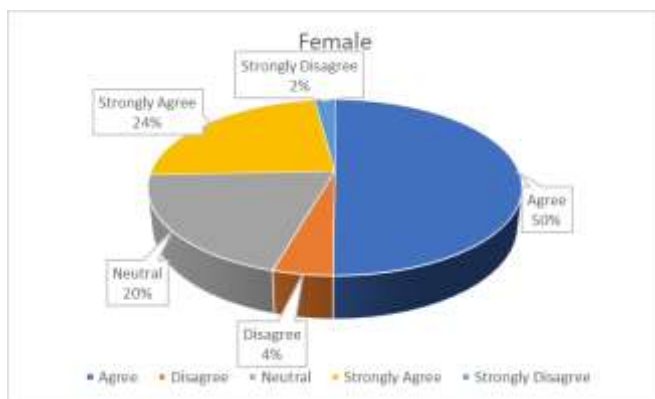
**Adequate facilities are available inside the toilet keeping in mind the need of the girl students. Adequate disposal bins are available in the toilet**

	No of Females
<b>Agree</b>	<b>378</b>
<b>Disagree</b>	<b>171</b>
<b>Neutral</b>	<b>246</b>
<b>Strongly agree</b>	<b>230</b>
<b>Strongly Disagree</b>	<b>120</b>



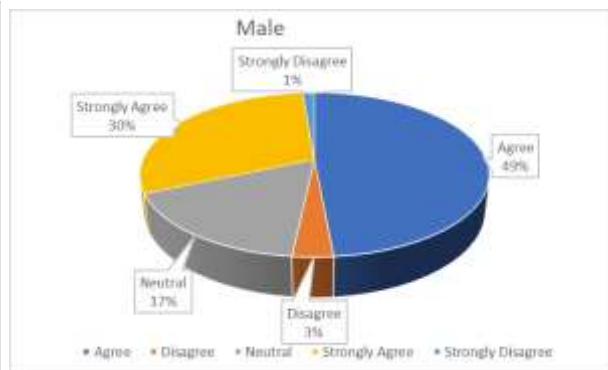
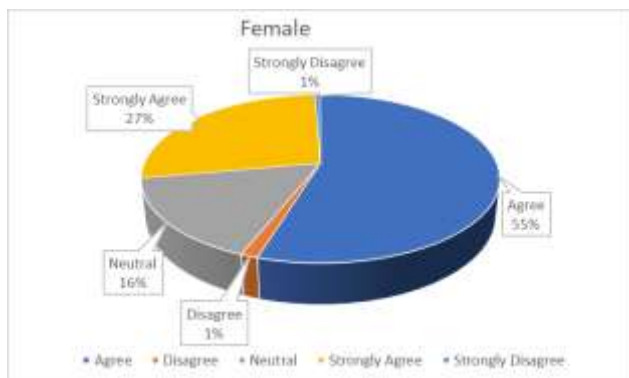
**Q5] Adequate lighting is available inside the campus during night, including but not limited to, adequate light in corridor, class rooms, common areas, toilets etc.**

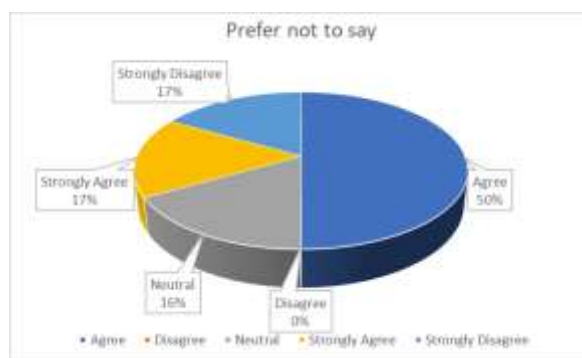
	Female	Male	Prefer not to say
<b>Agree</b>	<b>575</b>	<b>576</b>	<b>3</b>
<b>Disagree</b>	<b>50</b>	<b>24</b>	<b>1</b>
<b>Neutral</b>	<b>228</b>	<b>272</b>	<b>1</b>
<b>Strongly Agree</b>	<b>270</b>	<b>332</b>	<b>2</b>
<b>Strongly Disagree</b>	<b>24</b>	<b>26</b>	<b>1</b>



**Q6] Adequate security arrangements have been made in the campus and common areas during day and night.**

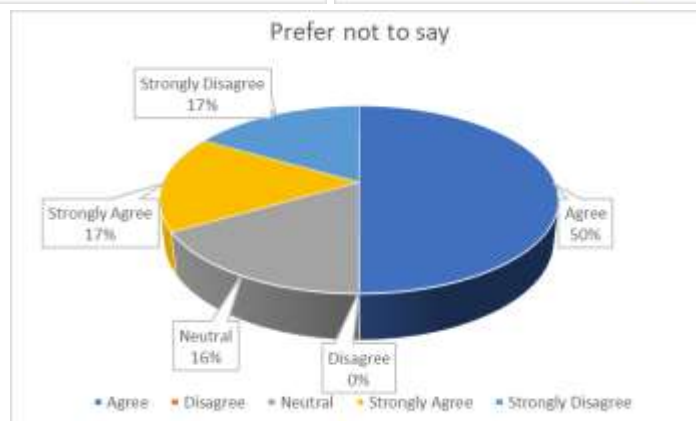
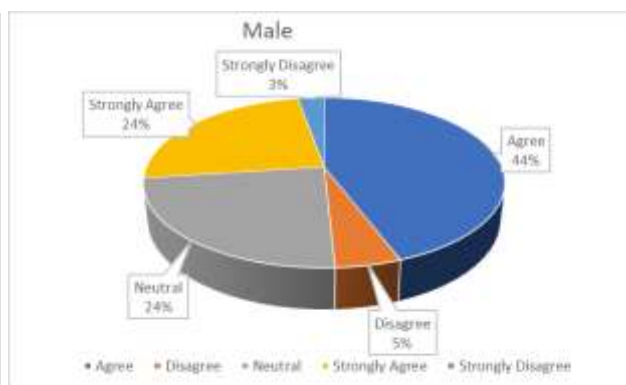
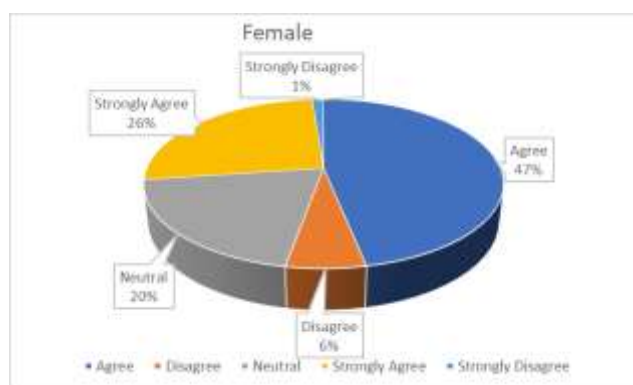
	Female	Male	Prefer not to say
<b>Agree</b>	<b>628</b>	<b>597</b>	<b>3</b>
<b>Disagree</b>	<b>15</b>	<b>39</b>	<b>0</b>
<b>Neutral</b>	<b>185</b>	<b>206</b>	<b>1</b>
<b>Strongly Agree</b>	<b>312</b>	<b>372</b>	<b>3</b>
<b>Strongly Disagree</b>	<b>7</b>	<b>16</b>	<b>1</b>





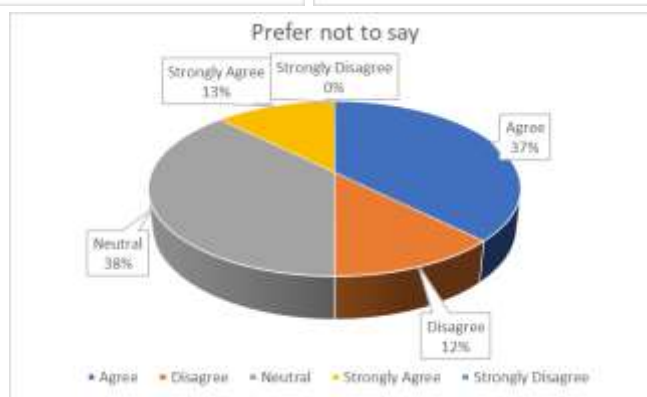
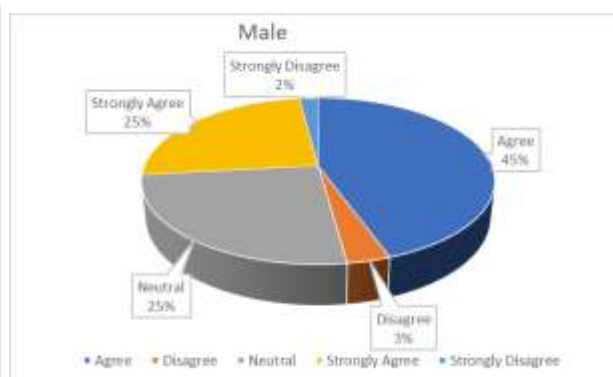
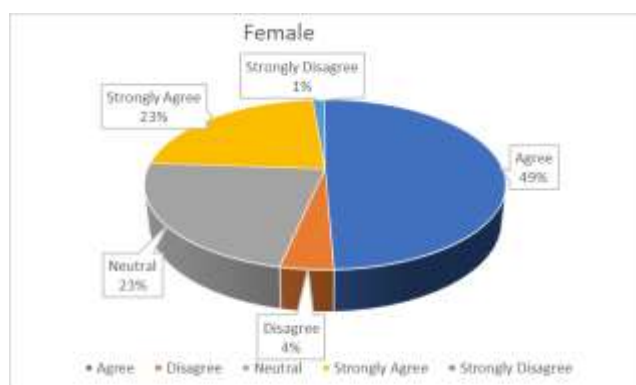
**QA] Woman Development Cell is set up in the college and students are aware about this women cell.**

	Female	Male	Prefer not to say
<b>Agree</b>	<b>537</b>	<b>544</b>	<b>2</b>
<b>Disagree</b>	<b>69</b>	<b>61</b>	<b>1</b>
<b>Neutral</b>	<b>229</b>	<b>292</b>	<b>3</b>
<b>Strongly Agree</b>	<b>298</b>	<b>299</b>	<b>2</b>
<b>Strongly Disagree</b>	<b>14</b>	<b>34</b>	<b>0</b>



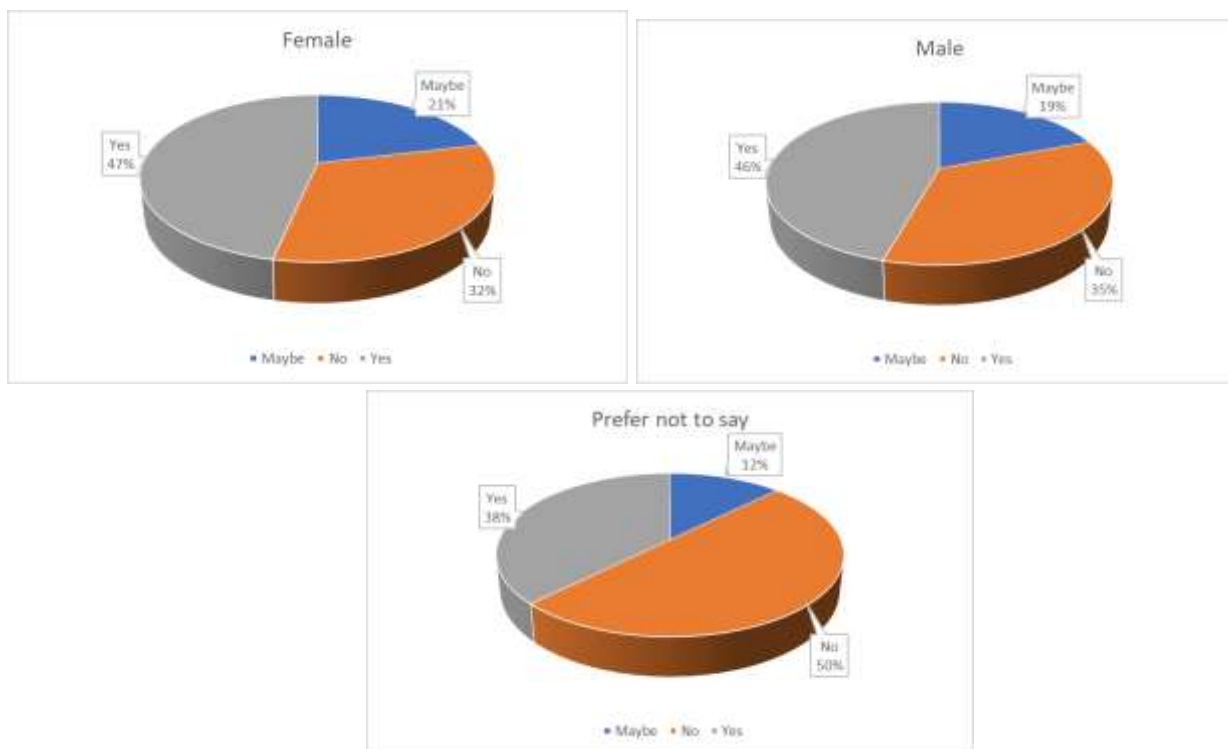
**QB] The Women Development Cell and Internal Complaints Committee conduct Gender sensitization events.**

	Female	Male	Prefer not to say
<b>Agree</b>	<b>566</b>	<b>547</b>	<b>3</b>
<b>Disagree</b>	<b>46</b>	<b>41</b>	<b>1</b>
<b>Neutral</b>	<b>261</b>	<b>313</b>	<b>3</b>
<b>Strongly Agree</b>	<b>259</b>	<b>304</b>	<b>1</b>
<b>Strongly Disagree</b>	<b>15</b>	<b>25</b>	<b>0</b>



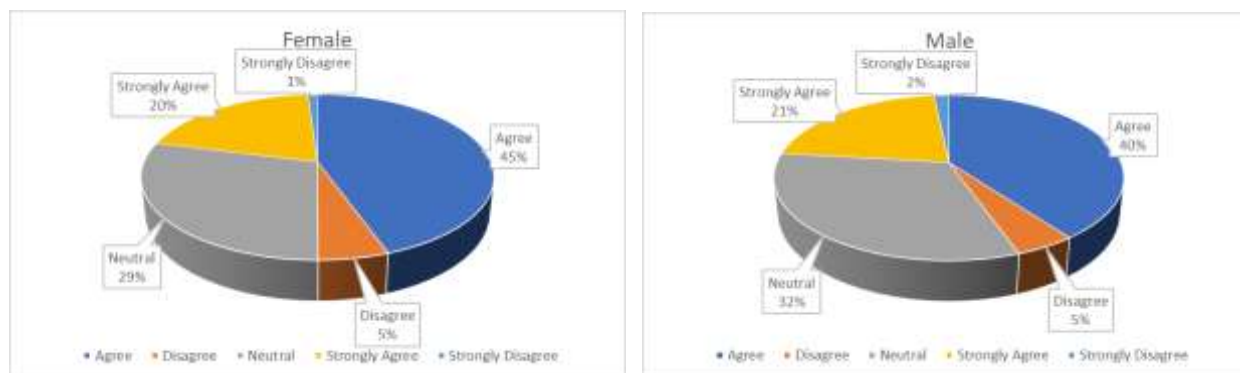
**QC] Are you aware about Internal Complaints Committee that deals with sexual harassment issues in your College**

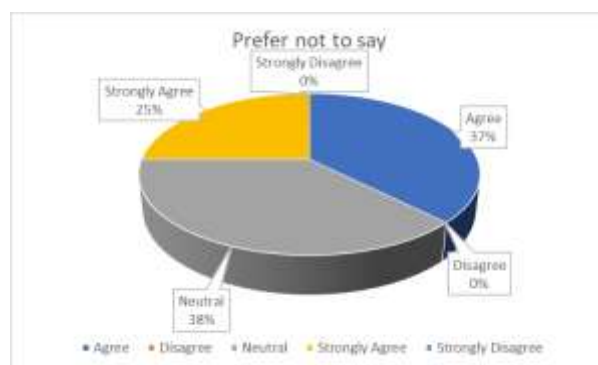
	Female	Male	Prefer not to say
<b>Maybe</b>	<b>244</b>	<b>236</b>	<b>1</b>
<b>No</b>	<b>368</b>	<b>433</b>	<b>4</b>
<b>Yes</b>	<b>535</b>	<b>561</b>	<b>3</b>



**QD] Can you reach out to Internal Complaints Committee for sexual harassment related grievances, if any?**

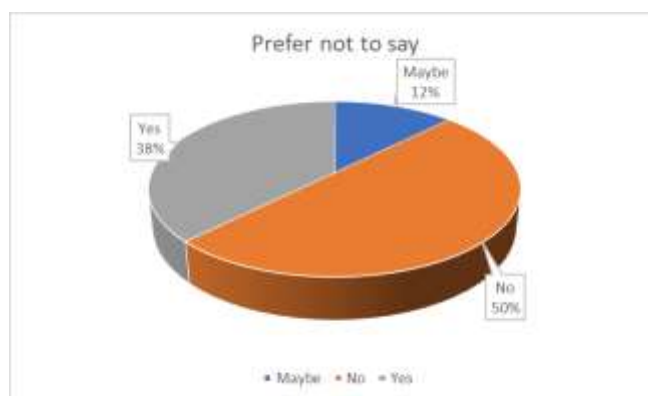
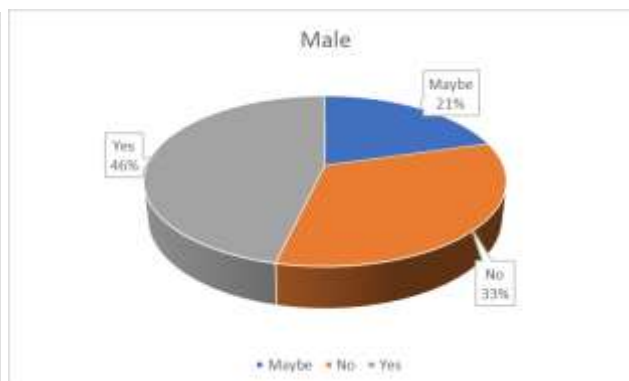
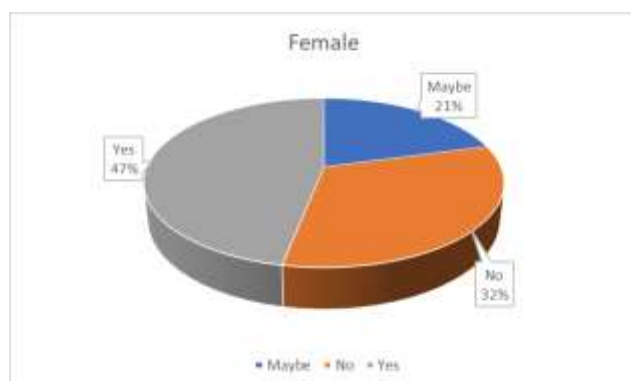
	Female	Male	Prefer not to say
<b>Agree</b>	<b>511</b>	<b>490</b>	<b>3</b>
<b>Disagree</b>	<b>62</b>	<b>58</b>	<b>0</b>
<b>Neutral</b>	<b>332</b>	<b>397</b>	<b>3</b>
<b>Strongly Agree</b>	<b>230</b>	<b>265</b>	<b>2</b>
<b>Strongly Disagree</b>	<b>12</b>	<b>20</b>	<b>0</b>





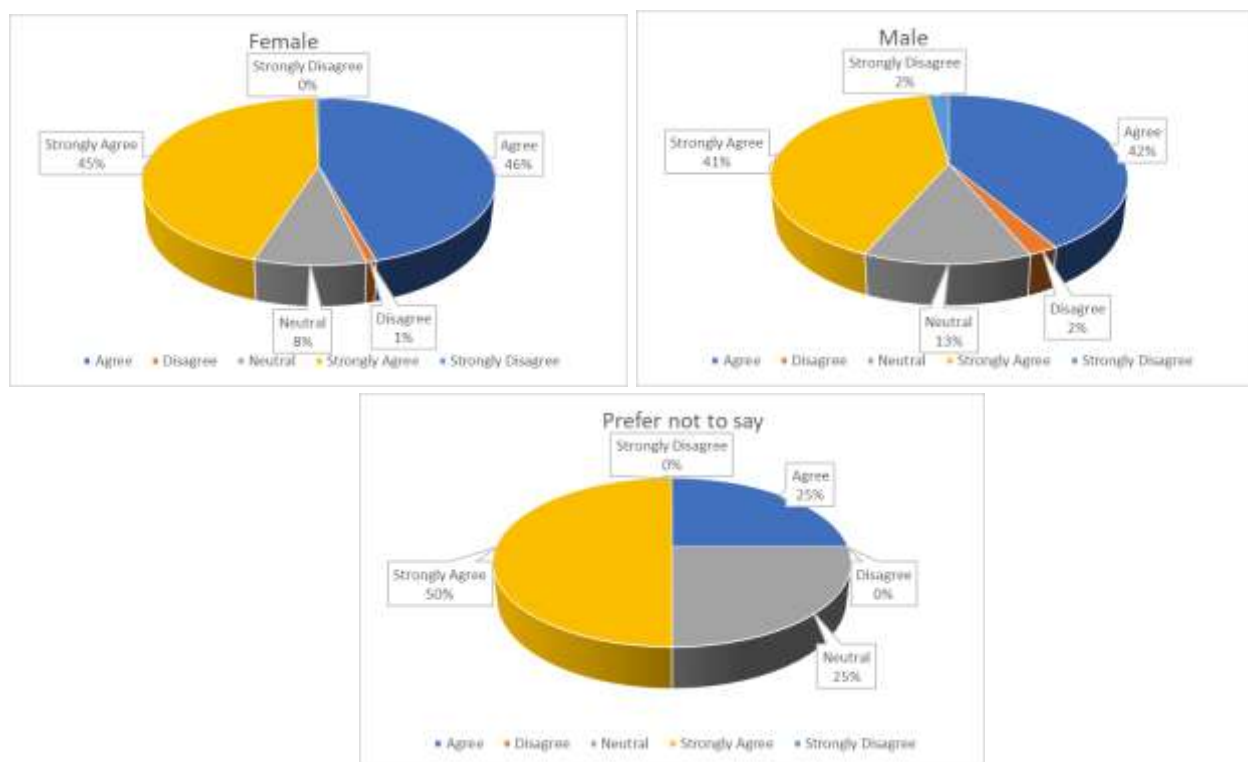
**QE] Are you aware of the College Grievance and Redressal Cell in your College**

	Female	Male	Prefer not to say
<b>Maybe</b>	<b>238</b>	<b>253</b>	<b>1</b>
<b>No</b>	<b>371</b>	<b>407</b>	<b>4</b>
<b>Yes</b>	<b>538</b>	<b>570</b>	<b>3</b>



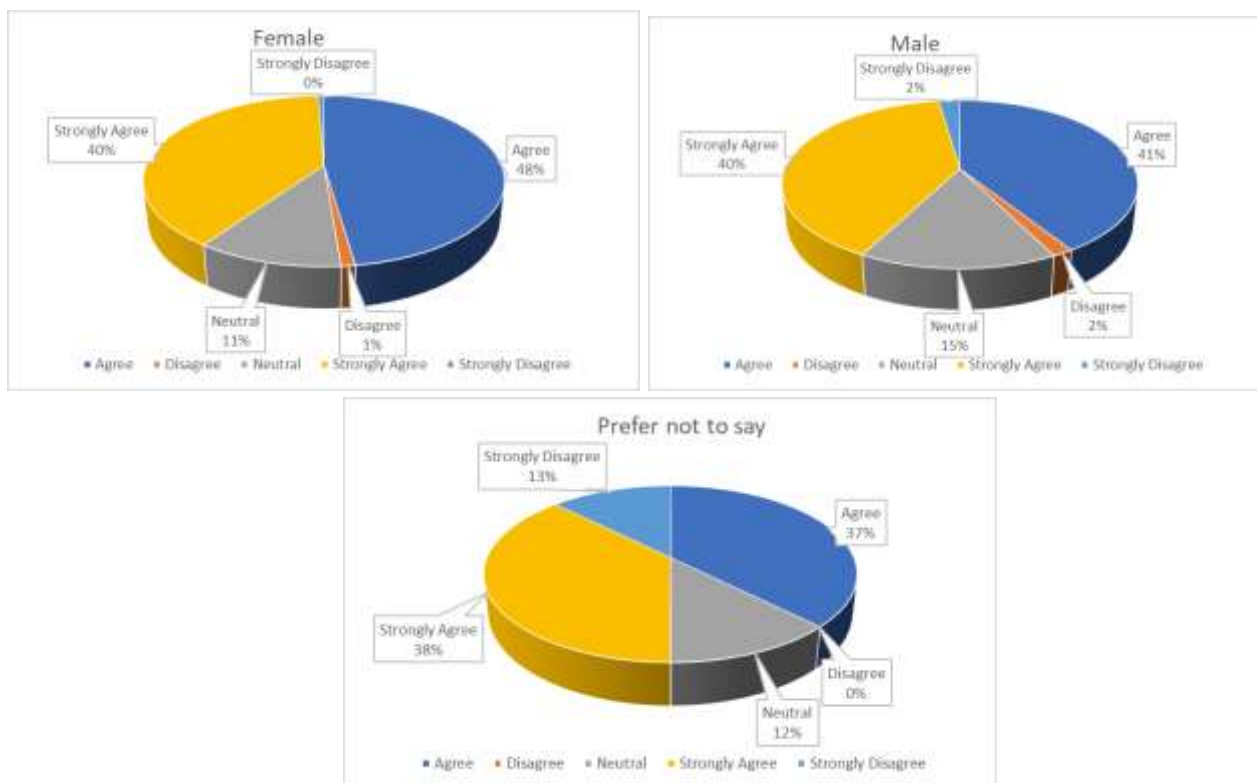
**QF] The classroom offers equal opportunities to all genders.**

	Female	Male	Prefer not to say
<b>Agree</b>	<b>523</b>	<b>510</b>	<b>2</b>
<b>Disagree</b>	<b>9</b>	<b>28</b>	<b>0</b>
<b>Neutral</b>	<b>98</b>	<b>157</b>	<b>2</b>
<b>Strongly Agree</b>	<b>513</b>	<b>507</b>	<b>4</b>
<b>Strongly Disagree</b>	<b>4</b>	<b>28</b>	<b>0</b>



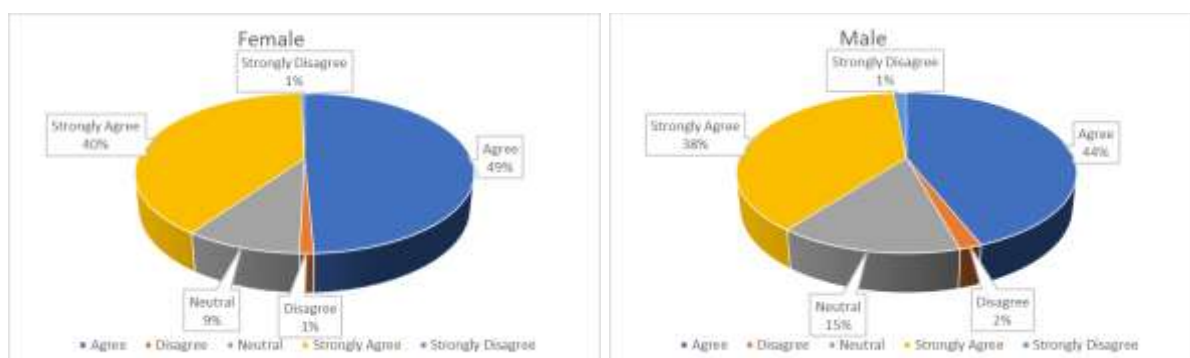
**QG] The College offers equal opportunities to all genders on sports**

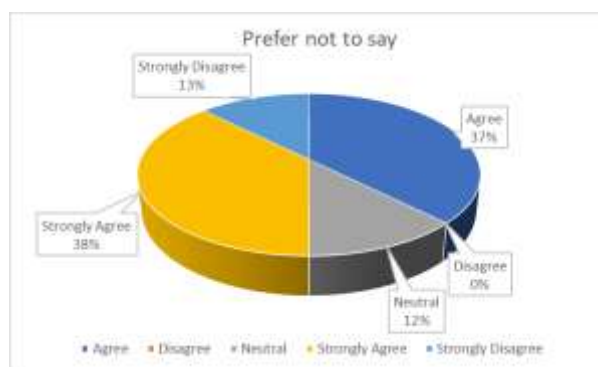
	Female	Male	Prefer not to say
<b>Agree</b>	<b>547</b>	<b>504</b>	<b>3</b>
<b>Disagree</b>	<b>12</b>	<b>20</b>	<b>0</b>
<b>Neutral</b>	<b>126</b>	<b>186</b>	<b>1</b>
<b>Strongly Agree</b>	<b>455</b>	<b>492</b>	<b>3</b>
<b>Strongly Disagree</b>	<b>7</b>	<b>28</b>	<b>1</b>



**QH] There is equal opportunity to all genders to work with various clubs and forums in the college.**

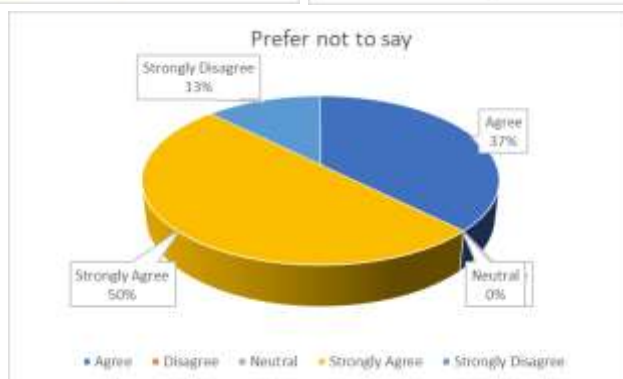
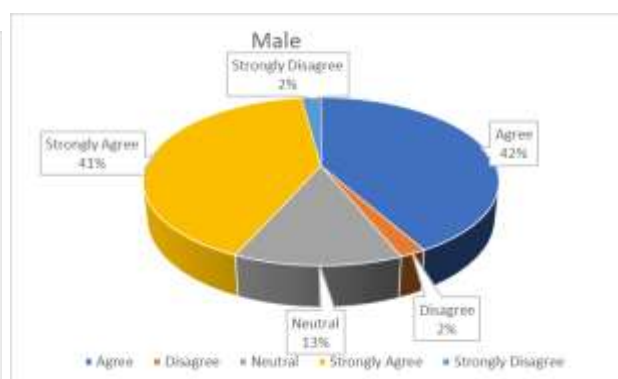
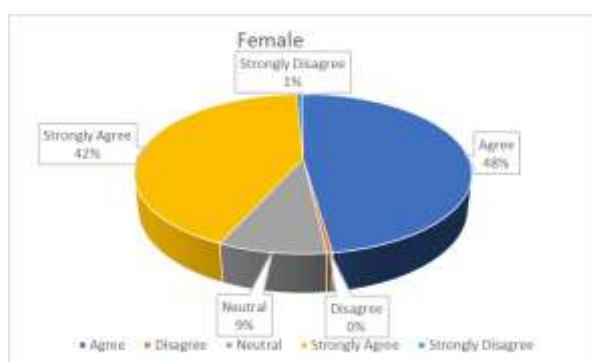
	Female	Male	Prefer not to say
<b>Agree</b>	<b>565</b>	<b>541</b>	<b>3</b>
<b>Disagree</b>	<b>13</b>	<b>22</b>	<b>0</b>
<b>Neutral</b>	<b>107</b>	<b>180</b>	<b>1</b>
<b>Strongly Agree</b>	<b>457</b>	<b>469</b>	<b>3</b>
<b>Strongly Disagree</b>	<b>5</b>	<b>18</b>	<b>1</b>





**Q There is equal opportunity to all genders for free and fair expression of ideas.**

	Female	Male	Prefer not to say
<b>Agree</b>	<b>547</b>	<b>514</b>	<b>3</b>
<b>Disagree</b>	<b>5</b>	<b>25</b>	<b>0</b>
<b>Neutral</b>	<b>100</b>	<b>158</b>	<b>0</b>
<b>Strongly Agree</b>	<b>486</b>	<b>507</b>	<b>4</b>
<b>Strongly Disagree</b>	<b>9</b>	<b>26</b>	<b>1</b>



## CONCLUSION

1. It is found that students are aware about the need for gender sensitization. 76% of the Females and 74% of the Males surveyed are aware about Gender Sensitization programs and Gender Audit conducted by college.
2. 65% of the females and 61% of males surveyed are aware about Internal Complaints Committee and its functionality of handling all sexual harassment cases. 73% of females surveyed and 68% of males surveyed are aware about Women Development Cell and participate in its activities
3. It was also observed that a number of best practices such as Awareness Drives, Discussions and Empowerment Programs etc. are conducted in the campus.
4. Students have given satisfactory responses towards the infrastructural facilities and safety and cleanliness.
5. 83% Male and 90% of female students surveyed agreed that classroom, library and laboratory offer equal opportunities for all genders.
6. Participation of boys (74.88%) is much greater than girls (25.12%) in Sports. It is necessary to motivate girls for participating in sports. It can improve their physical strength and fitness.
7. The overall academic performance of girls is better than boys both at UG and PG level.

## **SUGGESTIONS**

- Define and deepen the understanding of gender equality concepts such as gender equity, empowerment of women, men and positive masculinities.
- More awareness program on Legal rights.
- Though the College ensures the safety of students by installing CCTV in the campus at all the strategic locations. Keeping in view the responses, installing CCTV in all classrooms, laboratory and library can be considered. Professional ladies security guards can be placed at college gates. There is a need of separate gymnasium for girls to prevent any untoward incident in the future.
- The toilets should be made women friendly keeping in view the increase in number of female learners who have joined the college, as well as differently abled friendly. There should be a sanitary napkin vending and disposal machine installed in the college campus mandatorily as well as, if possible, inside the staff toilets. Awareness about the same should be spread as well.

## **GENDER POLICY**

The Gender policy of Thakur College of Science & Commerce aims to promote equality of access and treatment to all genders working and studying at the College.

TCSC affirms in the principles of equality, fairness and justice for all. Inclusive education and opportunities The College believes in inclusivity in education and practices it with the complete commitment and involvement of its management, faculties and staff.

The College works on the following parameters to create an atmosphere of inclusivity and respect for all genders on the campus. They are:

- There shall not be any kind of discrimination on the basis of Gender
- The institution shall provide equal opportunity for all genders
- Freedom for all genders to express of free and fair opinion
- There must be an accessible, active, unbiased and confidential grievance redressal cell
- The institute shall arrange effective measures for the safety and security of all gender
- Regular communication with the stakeholders about the need to respect human dignity.
- Conducting guest lectures for students on diversity, sensitivity to various genders and changing gender roles.
- Active Women Development Cell for representation of women.
- Regular activities to make faculties and students aware about gender based issues.

The faculties of TCSC encourage students to learn from diversity in class and recognize the uniqueness, each gender has to offer. They create a learning environment which encourages participation, discussion and fairness. Students can approach their mentors to discuss professional as well as personal problems.

The college always focuses on the all-round development of student irrespective of gender. The good gender equity is the characteristic of quality institute. Our college strives to enhance the equity and ensure the equality of women in all activities through well planned policy. To promote gender awareness, the IQAC initiated 'Gender Audit' for the stake holders in the college. Due to the current pandemic situation, the Gender Audit for the A.Y 2020-2021 was conducted via Google form. The audit was conducted with the major objectives to foster gender equality in all aspects of college life and throughout the college community; to examine the policies and regulations of the college towards the needs and interests of both the male and female learners of the college; and to take active steps and corrective measures to establish good gender balance in decision-making processes in all areas of the college activities. It was an effective attempt seeing the current status of women across the nation.

## ANNEXURE I

### WOMEN DEVELOPMENT CELL

#### Women Development Cell

The Women Development Cell was established in the University of Mumbai in the year 2001. It was done by the then hon. Vice Chancellor of the University. The establishment of the WDC is indeed a landmark achievement of the university in pursuance of the policies of women empowerment within the university ambit. The aim is to build a gender sensitive campus. The University has set up the WDC to address concerns of gender discrimination and recommend measures and policies for gender parity at the University. After the Sexual Harassment Act of 2013 and the UGC Guidelines of 2015, the University has set up the Campus Internal Committee to address complaints of Sexual Harassment. Further, the University has directed all its colleges/institutions to set up College Internal Committees. The University as per the Maharashtra Public Universities Act is preparing a comprehensive Ordinance for Gender Discrimination and Sexual Harassment.

The aim and objective of the WDC is to prevent sexual harassment at workplace (colleges and university campuses) and to promote general wellbeing of female students teaching and non-teaching women staff on the university and colleges. The cell is also responsible to undertake the awareness programs on gender sensitization, women rights and women empowerment in university campuses and colleges.

Women Development Cell is accountable for awareness of gender sensitization, women's rights and promoting general wellbeing of students, teaching staff, and support staff.

WDC is liable to create a dignified and inclusive environment for all genders in and around the college and equip them in controlling their personal and professional lives. WDC will continue to strive in creating equitable opportunities to empower women to attain their full potential, enriching organizational and social life in the process which has mutual benefits to the genders and society.

#### **Objectives of WDC**

- To create and develop a congenial environment for women employees (including teaching, support staff, and contractual as well as daily wages employees) and students (rural, urban, specially-abled, underprivileged, marginalized), allowing them to reach their full potential.

- To undertake the awareness programmes on gender sensitization, women's rights and women empowerment in university campuses and colleges.
- To sensitize the students towards the special needs of all genders
- To develop equitable opportunities for the educational avenues for women
- To build a gender sensitive and inclusive campus
- To address concerns of gender discrimination and recommend measures and policies for gender parity at the University
- To prevent sexual harassment at workplace (colleges and university campuses)
- To undertake surveys or action research projects, if necessary, pertaining to women (rural, urban, specially-abled, underprivileged, marginalised) in the society.
- To conduct gender audit / safety audit on regular basis

Women Development Cell Member List 2021-22

SR. No	Name of Members	Contact Number
	EX OFFICIO CHAIRPERSON Dr.(Mrs.)C.T. CHAKRABORTY Principal	9821323251
1	Mrs. Radhika Desai Joshi (Convener) (Asst. Professor Information Technology Dept.)	9819440807
2	Mrs. Champaka Shankar Inner wheel Club(Kandivali) NGO Representative	9821005509
3	Mrs. Ruchi Dubey (Asst. Professor Chemistry Dept.)	9892590176
4	Dr. Neeta Jain (Asst. Professor Maths Dept )	9322811585
5	Dr. Rashmi Shetty (BFM Co-ordinator, Asst.professor)	9869651563
6	Ms. Ramaa Naniwadekar (Asst. Professor Dept of Accountancy)	7391877754
7	Mr. Amit Bhosle ( Non-teaching staff and OBC category) Male Member	9819040116
8	Ms. Rashmi Gupta (Asst. Professor Dept of Economics)	9555730098

9	Ms Shakibaa Merchant ( Asst .Professor Dept of Commerce)	9619588562
10	Ms. Ella Gaglani ( Asst Professor Department of Accountancy)	9821952191
11	Mr. Ashish Richhariya (Asst Professor Film &TV Dept )	9582479266

### **Women Development Cell (WDC) Activities (2021-22)**

Women Development Cell is formed with statutory norms to promote a healthy and gender equal environment for all the students and staff and promote awareness and safeguard against any form of Sexual Harassment.

A **webinar** on “**DETECT EARLY, SAVE LIVES**” was conducted on 11<sup>th</sup> October, 2021. The Guest Speaker Mrs. Vidya Raja Ram Patil was conducted in association with Inner Wheel club of Mumbai. 341 Participants attended the webinar. How at early stage Cervical Cancer and Ovarian Cancer can be detected was discussed in detail by Mrs. Vidya. Prevention, regular checkups, vaccinations and many more issues related to menstruation cycle were discussed.

A **Poster Making Competition** on “**Women Achievers in Different Professions**” was held for all the learners on 23<sup>rd</sup> December, 2021, to motivate and give students a platform to express their gratitude towards women in different professions by their creativity.

Interactive webinar was organized on 12<sup>th</sup> February, 2022 on “Break the Gender Bias” with guest speaker “ Mrs. Meenakshi Pange” , 1<sup>st</sup> Runner-up Swag Icon of India, 2021 Mrs. India Pride of Nation title elegant 2021, Mrs. India Brainy Beauty title winner. She narrated her journey of Mrs. India Pageant and inspired young girls to find their individuality after marriage and before that. Mrs. Pange answered questions regarding breaking the gender bias.

WDC organized a **Festive Week** on the theme of **#BreakTheBias** to celebrate **International Women’s Day** by organizing array of events in first week of March.

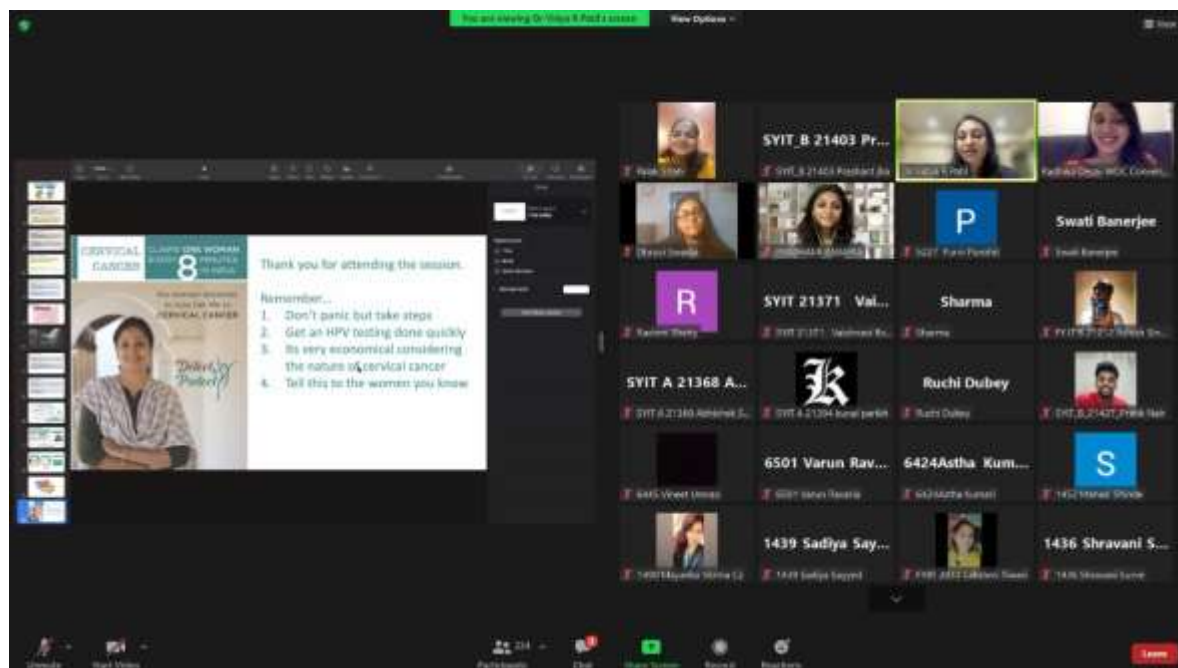
1<sup>st</sup> March, 2022: Quiz Competition was conducted with 302 entries was conducted to make the students aware about the women achievers all around the world.

2<sup>nd</sup> March, 2022: Poster Competition was held on the theme Gender Equal World to align with the International Women’s day theme of #BreakTheBias.

7<sup>th</sup> March, 2022: A webinar with “Ms. Prasiddhi Singh” was organized by WDC to encourage young girls and motivate them towards changes in the society. Ms. Prasiddhi is a renowned child awardee of Pradhanmantri Rashtriya Bal Puraskar who is 10 years old herself.

8<sup>th</sup> March, 2022: A celebration of the international women’s day with the theme of #BreakTheBias was organized where Principal Madam graced the session with a very prestigious guest- Adv. Nirmala Samant Prabhavalkar who is the first full-term lady Mayor for Mumbai, Treasurer for Shree Siddhivinayak Ganpati Temple Trust, Ex-Chairperson of education committee B.M.C (1992-93), Ex-municipal councilor, Ex-Chairperson for Maharashtra state Commission for Women and an MP elected with the highest votes in Mumbai for an MP. She also helps with Vocational guidance and training for women and is Legal rights awareness, Healthcare and a Social care worker.

Over the next thirty minutes, a phenomenal exchange of information occurred, with the advocate going over the issues faced by women while detailing key points such as Cyber Crimes against women, Outraging Modesty/Molestation, Sexual assault, Marriage related choices/ Honour Crimes, Rape/Attempt to Rape, Domestic Violence/Dowry based Harassment, Mental Stress and Acid Attack, Police Apathy.



11<sup>th</sup> October, 2021

World Economic Forum Facts

- India has slipped 28 places in WEF Global Gender Gap Report in 2021.
- Now one of worst performers in South Asia
- India ranks 140 amongst 156 nations

Category	2006 rank	2021 rank	Score (0-1)
Global Gender Gap Index	100	128	0.60*
Economic participation and opportunity	100	128	0.40*
Educational attainment	100	128	0.82*
Health and survival	100	128	0.96*
Political empowerment	100	128	0.23*

23<sup>rd</sup> December, 2021



March, 2022

## ANNEXURE II

### INTERNAL COMPLAINT COMMITTEE

In response to the Vishaka Judgment passed by the Supreme Court in 1997 and as per a circular received from University of Mumbai, all affiliated Institutions and Colleges have to comply with requirements as per the ‘The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 and (Prevention, Prohibition and Redressal of Sexual Harassment of Women employees and students in higher educational institution’s) Regulations, 2015 To comply with provisions under the above-mentioned Act, we have an Internal Complaints Committee under the above Act. In fact, as regards to the Corporate, the POSH Act, as of now, applies to the complaints of women, the UGC and AICTE Regulations apply to the male students also.

The regulations issued by UGC are gender neutral so far as students are concerned. Even the male, trans-sexual or third gender students can also file a complaint under these regulations, in case they face sexual harassment at campuses (as defined below).

In compliance of this directive of the University, the Internal Complaints Committee of Thakur College was set up in the year 2017. It is an active committee comprising of staff members and students of Thakur College, and functions with an aim to prevent sexual harassment, to provide a healthy and congenial atmosphere to the staff and students of the College and create a gender sensitized community within campus as well as in the society.

Internal Complaint Committee’ was formed on 8<sup>th</sup> March, 2017

#### ***Purpose***

As an employer of TCSC, we intend to provide and promote a safe work place for all the women working in this Institution.

This policy is framed to meet the requirements of the enactment ‘The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013’ (“Act”) and to extend the applicability of the provisions of the Act to all employees of TCSC.

## ***Objectives***

The aim of this Policy is to promote a social, physical and psychological environment through the following objectives.

- To create awareness among all employees
- To prohibit the unwelcome behaviour that constitutes workplace sexual harassment or acts amounting to sexual harassment of any employee
- To ensure that all individuals are treated with equal respect and no discriminatory treatment is meted out to anyone on grounds of gender alone
- To provide unbiased yet empathetic redress process

## **Date of commencement**

- The Internal Complaints Committee (ICC) on sexual harassment of women at work place of TCSC was constituted on 8<sup>th</sup> March 2017

## **Who are all protected under this act?**

- All women working or visiting TCSC whether in the capacity of regular, temporary, adhoc, or daily wages basis is protected.
- This includes all women whether engaged directly or through an agent including a contractor, with or without the knowledge of the principal employer.
- They may be working for remuneration, on a voluntary basis or otherwise.
- Their terms of employment can be express or implied.
- Further, she could be a co-worker, a contract worker, probationer, trainee, apprentice, and student (male, trans-sexual or third gender students) or called by any other such name.

## **Redressal**

To handle the complaint of sexual harassment TCSC has constituted ICC, composition of this committee is as follows:

### ICC Committee List 2021-22

Sr. No.	Name	Designation	Position	Email ID	Contact Details
1	Mrs. Ruchi Negi Agarwal	Assistant professor	Presiding Officer, ICC	tcscicc@gmail.com	9820359014
2	Mrs Ruchi Dubey	Assistant professor	Member	<a href="mailto:ruchi.dubey@yahoo.com">ruchi.dubey@yahoo.com</a>	9892590176
3	Ms. Harshada Mhatre	Assistant professor	Member	harshamhatre89@gmail.com	84549 84165
4	Dr. Priti Gupta	Assistant professor	Member	<a href="mailto:gupta18priti@gmail.com">gupta18priti@gmail.com</a>	9987488173
5	Mr. Aakash Deshmukh	Assistant professor	Member	<a href="mailto:akd559@gmail.com">akd559@gmail.com</a>	9890545291
6	Mr. Prasanna Vishwasmo	Junior clerk	Member	<a href="mailto:prosanna.vishwas007@gmail.com">prosanna.vishwas007@gmail.com</a>	8655592864
7	Ms. Jyoti Savekar	Junior clerk	Member	<a href="mailto:Jyotisavekar@gmail.com">Jyotisavekar@gmail.com</a>	9920548270
8	Mrs. Priyadarshini Singh	Treasurer, NGO	Member	<a href="mailto:priyadarshinisingh@gmail.com">priyadarshinisingh@gmail.com</a>	9769303696
9	Ms. Nikita Dalwani	Student	Postgraduate student member	<a href="mailto:nikitadalwani1999@gmail.com">nikitadalwani1999@gmail.com</a>	7045038084
10	Ms. Riddhi Jain	Student	Undergraduate student member	<a href="mailto:riddhi.foils@gmail.com">riddhi.foils@gmail.com</a>	7710840100

### ICC events done for Ac.Yr. 2021-2022

The Internal Complaint Committee (ICC) organized Awareness Drive for all the learners of undergraduate and postgraduate learners where the learners were made aware about ICC through a video presentation. The video titled “Awareness Video of TCSC-ICC” educated the learners about the legal perspective of ICC, its rights, responsibilities and functioning in a college environment. The event was in attendance of 1457 learners.

On 30<sup>th</sup> September 2021 Internal Complaints Committee (ICC) organized a Guest Lecture on "Technical Understanding of the Law under ICC" addressed by Adv. Sandeep Sawalkar, Vice Principal, Chembur Karnataka College of Law with more than 10 years of practice. Adv. Sawalkar gave an insight with respect to enforcement of constitutional and legal provisions under ICC. The session was attended by 300

learners, and they were made aware about their rights and responsibilities as under the Constitution.

“Unmute” the Debate Competition on the topic “Loopholes in the POSH Act 2013” on 8<sup>th</sup> March, 2022. The debate initiated a discussion on the theme and promoted diverse thoughts from all the participants.

Internal Complaint Committee organized an EXTEMPORE where varied topics were given on-spot to the students with a preparation time of 10 minutes on 31<sup>st</sup> March, 2022. The objective of the competition was to make students understand ICC from a Global perspective.

On 16<sup>th</sup> April 2021, Internal Complaint Committee organized a Case Study Lecture on Discourse of ICC by Advocate Mr. Aniesh, Assistant Professor at NKES College, Wadala. The objective of the activity was to make students aware of intricacies of ICC through case study.

Snapshots from the Activity

1. Awareness Video
2. Technical Understanding of Law under ICC
3. Unmute-debate competition
4. Extempore
5. Case Study



**ANNEXURE III**  
**EQUAL OPPORTUNITY CELL**

The Equal Opportunity Cell of the College ensures that all students are treated as equal and attempts to address deep-seated inequalities and guides such learners to avail permissible scholarships, financial assistance, facilities and privileges. The Cell oversees the effective implementation of policies and programs for disadvantaged groups, provides guidance and counseling with respect to academic, financial, social and other matters and endeavors to enhance the diversity within the campus. It chalks out action plans to leverage the functionalities of an all-inclusive educational environment ensuring equity and equal opportunity in the college for social inclusion.

Activities of Equal Opportunities Cell Ac. Yr. 2021-22

List of Members of Equal Opportunity Cell

Sr. No.	Name of Faculty	Department	Mobile No
1	Dr.Vitthal T. Mohite	Chairperson	9619519212
2	Dr.Shirley B. Agwuocha	Member	9821326445
3	Mr. Mhd. Sadiq Hasan	Member	8369053809
4	Mr. Vivek Wankhade	Member	9503664955
5	Mr. Pratik Singh	Member	9599313239
6	Ms. Ramaa Naniwadekar	Member	7391877754
7	Mr. Sahadeo Taware	Member	9324912816
8	Mr. Uday Rane	Member	9326079650

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For the Academic Year 2021-2022, a Membership Drive was organized and 535 learners successfully registered for the same.

Assistance, Govt. of Maharashtra State, India Scholarship and Free Ship Programs have been introduced to sponsor the socially deprived students. Chhatrapati Shahu Maharaj Scholarship was disbursed to 16 (Sixteen) . Post matric- tuition fee (free ship) is received by 6 Students. From open category 6 students, 8 from OBC category and 1 from VJNT category received scholarship. Total 12 students from degree science were provided with book bank facility.

1. Equal Opportunity Cell organized orientation Program for Non-teaching staff college on 21.10.2021. Dr. Vitthal Mohite, In-charge – EOC has conducted session and told about the equal rights of every individuals. He has also elaborated that the role of all to provide services for the equality of our stake holders. 42 non-teaching staff including administrative, Lab Assistant, Library Staff and peon attended the session.
2. Equal Opportunity Cell organized orientation Program for teaching staff college on 22.10.2021 Dr. Vitthal Mohite, In-charge – EOC has conducted session and told about the equal rights of every individual. He has also elaborated that the role of Mentor teachers and class teachers to provide services for the equality of our stake holders. 82 teaching staffs have attended the session.

Equal Opportunity Cell is organized orientation Program for Learners of different section i.e. B.Sc. / B.Com traditional B.Sc./ B.Com professional courses of college on 27.10.202. The following members conducted four parallel sessions for the learners. In-charge – EOC has conducted session and told about the equal rights of every individual. They have elaborated about different scheme form the state and Govt. of India. 50 students have attended the session.

Members of Equal Opportunity Cell

Dr. Shirley Agwuocha : Basic Sciences

Mr. Vivek Wankhede : Self Finance Courses for Commerce

Mr. Sadiq Hasan : Self Finance Courses for Science

Mr. Pratik Singh : B.Com.

3. EOC has organized Guest Lecture on Role of digitalization on Employment & Economic growth by Dr. Hussein Ali, Head, and Department of Law on 25<sup>th</sup> Feb.2022. 41 students have participated in the event.



**ANNEXURE IV**  
**FORMAT OF QUESTIONNAIRE**

	Control objective	Option
1	The college conducts gender sensitization program as a part of its curriculum	Strongly agree
		Agree
		No opinion
		Disagree
		Strongly disagree
2	The college conducts gender awareness programs, such as awareness of sexual harassment, as a part of its curriculum.	Strongly agree
		Agree
		No opinion
		Disagree
		Strongly disagree
3	Adequate number of toilets are available in the campus for girls.	Strongly agree
		Agree
		No opinion
		Disagree
		Strongly disagree
4	Adequate facilities are available inside the toilet keeping in mind the need of the girl students. Adequate disposal bins are available in the toilet	Strongly agree
		Agree
		No opinion
		Disagree
		Strongly disagree
5	Adequate lighting is available inside the campus during night, including but not limited to, adequate light in corridor, class rooms, common areas, toilets etc.	Strongly agree
		Agree
		No opinion
		Disagree
		Strongly disagree
6	Adequate security arrangements have been made in the campus and common areas during day and night.	Strongly agree
		Agree
		No opinion
		Disagree
		Strongly disagree
7	A women cell is set up in the college and students are aware about the women cell.	Strongly agree
		Agree
		No opinion
		Disagree
		Strongly disagree

8	The WDC and ICC conducts gender sensitization events	Strongly agree
		Agree
		No opinion
		Disagree
		Strongly disagree
9	Are you aware about ICC that deals with sexual Harassment issues in your college?	Strongly agree
		Agree
		No opinion
		Disagree
		Strongly disagree
10	Can you reach out to the ICC for sexual harassment related grievances	Strongly agree
		Agree
		No opinion
		Disagree
		Strongly disagree
11	Are you aware of College Grievance and Redressal Cell in your College?	Strongly agree
		Agree
		No opinion
		Disagree
		Strongly disagree
12	The classroom offers equal opportunities to all genders.	Strongly agree
		Agree
		No opinion
		Disagree
		Strongly disagree
13	The college offers equal opportunities to all genders on sports	Strongly agree
		Agree
		No opinion
		Disagree
		Strongly disagree
14	There is equal opportunity to all genders to work with various clubs and forums	Strongly agree
		Agree
		No opinion
		Disagree
		Strongly disagree
15	There is equal opportunity to all genders for free and fair expression of ideas	Strongly agree
		Agree
		No opinion
		Disagree
		Strongly disagree

**Gender Audit for the Academic Year 2021-2022**

Date - 4/5/22

Time - 12.30 pm

Venue - Conference room

**Suggestions**

The College aims in creating an appropriate learning environment for all regardless of gender, caste and creed. It believes in the philosophy of Sampoorana Parivar and the college has done excellent online programs in pandemic times. There is always a scope for moving from better to best and therefore the suggestions are outlined as under:

**1. Equal Opportunity Cell**

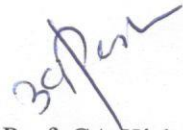
- Skill development programs should be organized for the benefit of the members of the disadvantaged community
- Efforts should be made to organize a special placement drive for the benefit of the disadvantaged community
- Publicity should be given to the different scholarship's schemes offered by the government for the benefit of the disadvantaged community
- The assistance should be provided to the needy members of the community in the preparation of documents to avail the benefits of the different schemes of the government
- Awareness should be created among the disadvantaged about their rights as prescribed by the constitution
- Legal assistance should be provided to the needy members of the disadvantaged community
- Budget should be set for the committee

**2. Women Development Cell**

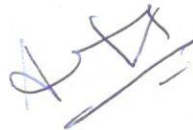
- The programs organized by the cell should welcome the participation of the parents
- A medical camp should be initiated for the benefit of women employees
- More awareness should be created among the students about a gender-balanced society
- For the benefit of employees Child care policy should be adopted
- More facilities should be provided in the toilet for the benefit of girl students
- Counseling cell should be created
- Lady Doctor should be available on call
- Budget should be set for the committee
- More programs involving students should be carried out in public places such as street play, flash mobs
- More recreation facilities
- A newsletter can be published

**3. Internal Complaint Committee**

- More Awareness programs should be conducted on the relevance of ICC in the protection of women against sexual harassment in the workplace
- Zero tolerance against sexual harassment should be prominently displayed on the campus



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