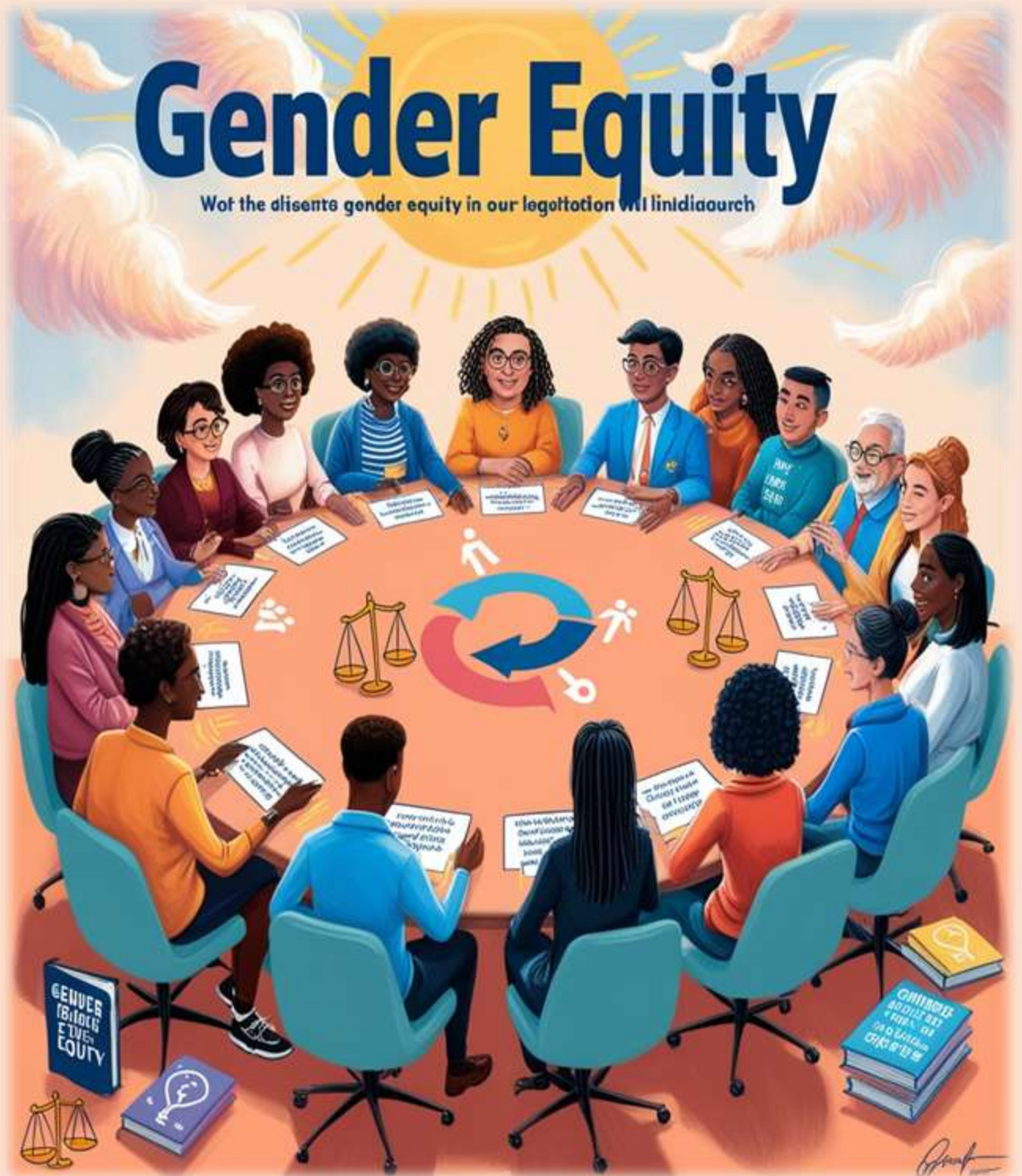




PUNE DISTRICT EDUCATION ASSOCIATION's  
**Waghire College of Arts Commerce and Science,**  
Saswad, Tal-Purandar, Dist-Pune





Pune District Education Association's

Estd. 1972

## Waghire College of Arts, Commerce and Science

Saswad, Tal. Purandar, Dist. Pune, Pin-412301

Affiliated to Savitribai Phule Pune University | Re-accredited at the 'B++' grade (CGPA 2.67) by NAAC

ID No. PU/PN/ASC/033-1972 | Pune University Code No. 112 | H.S.C. Code No. /11-12-002 | AISHE Code /C-41716  
Ph. : (02115) 222524 | Fax : (02115) 222472 | Email : w\_saswad@pdeapune.org | www.pdeawc@saswad.edu.in

Outward No. : WCS /

Date :

### 7.1: Institutional Values and Social Responsibilities

## Measures for the promotion of gender equity

### Internal Complaint Committee

Internal Complaint Committee		
Sr. No.	Teachers Name	Designation
1.	Dr. Nita Patil	Chairman
2.	Dr. Vidya Patankar	Member
3.	Dr. Nanasaheb Pawar	Member
4.	Prof. Rushikesh Kumbhar	Member
5.	Prof. Manisha Jagdale	Member
6.	Prof. Varsharani Jagtap	Member
7.	Prof. Megha Shinde	Member
8.	Smt. Smita Dhawale	Member
9.	Ms. Siddhi Tanawade	Member

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PRINCIPAL

Waghire College, Saswad  
Tal. Purandar, Dist. Pune.



## **Gender Policy of PDEA's Waghire College Saswad**

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### **1. Introduction**

PDEA's Waghire College Saswad is dedicated to promoting gender equity and sensitivity through various proactive initiatives. Our goal is to create an inclusive educational environment that upholds gender equity and fosters respect and equality for all genders.

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### **2. Objectives**

- To promote gender equity and sensitivity within the campus community.
  - To provide support and empowerment for female students through self-defense and karate training programs.
  - To ensure a safe and inclusive environment through the active role of the Internal Complaints Committee (ICC).
  - To offer psychological support and counseling focusing on gender-related issues and overall mental well-being.
  - To maintain active anti-ragging and anti-harassment cells to address and resolve issues promptly.
  - To conduct gender sensitization campaigns and audits to educate and improve the campus environment continually.
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### 3. Initiatives

**a. Empowerment Programs for Female Students** The college organizes self-defence and karate training programs aimed at empowering female students. These programs equip them with skills to enhance their personal safety and confidence.

**b. Internal Complaints Committee (ICC)** The ICC plays a crucial role in fostering a safe and inclusive environment. It addresses issues related to sexual harassment and ensures that the campus remains free from discrimination and inappropriate behaviour.

**c. Psychological Support and Counselling** The Psychology Department offers counselling sessions to extend psychological support to all students. These sessions focus on gender-related issues and overall mental well-being, helping students confront adversity positively.

**d. Anti-Ragging and Anti-Harassment Cells** The college maintains active anti-ragging and anti-harassment cells to ensure a safe and supportive learning environment. These cells address any issues students may encounter promptly and effectively.

**e. Complaint Boxes** Complaint boxes are placed across the campus to encourage students to share suggestions or report serious concerns. This initiative ensures that students' voices are heard and acted upon.

**f. Gender Sensitization Campaigns** The college conducts various gender sensitization campaigns to educate the community about gender issues. These campaigns aim to foster a culture of respect and equality across all genders.

**g. Gender Audit** In pursuit of gender sensitization and equality, the college conducts gender audits. The audit committee provides valuable suggestions and positive remarks, guiding the institution towards further improvements.

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### 4. Responsibilities and Implementation

**a. Administration** The administration is responsible for implementing and monitoring the Gender Policy. This includes organizing empowerment programs, maintaining complaint boxes, and ensuring the active functioning of the ICC, anti-ragging, and anti-harassment cells.

**b. Internal Complaints Committee (ICC)** The ICC is tasked with addressing issues related to sexual harassment, ensuring a discrimination-free environment, and providing regular reports to the administration.

**c. Psychology Department:** the Psychology Department is responsible for providing counseling sessions and psychological support, focusing on gender-related issues and overall mental well-being.

**d. Anti-Ragging and Anti-Harassment Cells** These cells are responsible for addressing and resolving any issues related to ragging and harassment promptly. They also conduct regular awareness programs and training sessions.

<b>Anti Raging Committee</b>		
<b>Sr. No.</b>	<b>Teachers Name</b>	<b>Designation</b>
<b>1.</b>	<b>Dr. Rohidas Dhakane</b>	<b>Chairman</b>
<b>2.</b>	<b>Dr. Tushar Ghorpade</b>	<b>Member</b>
<b>3.</b>	<b>Prof. Shivaji Bhujbal</b>	<b>Member</b>
<b>4.</b>	<b>Prof. Vidyahree Kothawale</b>	<b>Member</b>
<b>5.</b>	<b>Prof. Manisha Jagdale</b>	<b>Member</b>
<b>6.</b>	<b>Prof. Rushikesh Kumbhar</b>	<b>Member</b>
<b>7.</b>	<b>Prof. Gajendra Ahiwale</b>	<b>Member</b>
<b>8.</b>	<b>Shri. Ashok Kondhawale</b>	<b>Member</b>
<b>9.</b>	<b>Ms. Siddhi Tanawade</b>	<b>Member</b>

**e. Audit Committee** The audit committee conducts gender audits and provides valuable suggestions and positive feedback for continuous improvement. Criterion 7 head with members are participating in audits are responsible to collect data, audits and creating action taken reports.

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## **5. Monitoring and Evaluation**

The effectiveness of the Gender Policy will be monitored and evaluated regularly through:

- Feedback from students, faculty, and staff.
- Regular reports from the ICC, Psychology Department, and anti-ragging and anti-harassment cells.
- Annual gender audits and implementation of audit recommendations.

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## **6. Conclusion**

PDEA's Waghere College Saswad remains dedicated to fostering an inclusive educational environment that upholds gender equity and promotes respect and equality for all genders. Through our comprehensive initiatives and continuous efforts, we aim to create a safe, supportive, and empowering environment for all members of our academic community.

## 7. Review and Amendments

This policy will be reviewed annually, and amendments will be made as necessary to ensure it remains effective and relevant to the needs of the college community.

### Gender audit Committee



*B. S. Madbhavikar*

Dr. B. S. Madbhavikar  
ICC Chairman

*V. V. Patankar*

Dr. V. V. Patankar  
Head Criterion VII

*Sanjay Zagade*

Dr. Sanjay Zagade  
CO-ORDINATOR  
IQAC  
Waghire College, Saswad

*P. Pandit Shelke*

Prin. Dr. Pandit Shelke  
Principal  
Waghire College, Saswad  
Tal. Purandar, Dist. Pune.