

Estd 1969



Principal
Dr. S.D. Pawar
(M.A. Ph.D.)

Koyana Education Society's

BALASAHEB DESAI COLLEGE, PATAN

Arts, Commerce, Science (UG & PG), B.C.A., B. Com. IT, Junior & Vocational

बाळासाहेब देसाई कॉलेज, पाटण

कला, वाणिज्य, विज्ञान (पदवी व पदव्युत्तर), बी.सी.ए., बी.कॉम आय.टी. कनिष्ठ आणि व्यवसाय अभ्यासक्रम

Patan - 415206, Dist- Satara (Maharashtra)

Phone : (02372) 283047, E-Mail- str_bdc@rediffmail.com, Website: www.bdc.edu.in

NAAC 'A+' 'Grade' (CGPA 3.35), DST-FIST (O Level), DBT STAR College



Ref No: /2023-24

Date: 03/05/2024

Policy of Sexual Harassment Prevention Committee

"To create platform for women's rights."

Mission:

First, to promote awareness and empower the girl students and women in the college to live with self-respect in the college premises and in the society. Second, to create awareness of social empowerment among girl students and women. Third, to create a sense of respect and self-respect among women. Last, to create awareness about women empowerment in the society.

Context:

In the post-independence era, women are capable to survive on their own at certain extent. However, women's development is in questionable situation. There are so many obstacles and barriers to achieve equality between men and women. Many efforts have been made by the government and other social organizations to empower women and protect their rights. The college is playing a significant role to make empower the girls and women. The college has established 'Women Empowerment Committee' to create platform, to Plan various activities, and self-reliance training programs for their empowerment.

Objectives:

1. To develop a process for avoiding and addressing sexual harassment incidents and other kinds of gender-based violence within the institution.
2. To promote an environment free of bias based on gender.
3. To guarantee equal accessibility to all college facilities as well as participation in its events

4. To establish a socially and physically safe atmosphere that will discourage sexual harassment
5. To encourage a psychological and social context that would improve awareness regarding sexual harassment in all of its dimensions.
6. To recommend to the institute authorities to create necessary facilities for women and safe environment for women in college campus

Women's deed (Mahila Sanad):

The purpose of this deed is to provide equal opportunities to women in the fields of education and employment, to eliminate gender-based discrimination and to create positive atmosphere for the development of women.

Guiding Principles of the deed (mahila sanadchi margdarshak tatwe):

- Women should have equal opportunities in the field of education and employment and the overall atmosphere of the campus should be positive as per the needs of women.
- Counselling should be provided to support women for their career related things especially emotional support.
- It is necessary to create safe and healthy atmosphere for women's development at educational and work places. Women should get involved in the decision and planning process of security about women.
- It is essential to improve women's skills and abilities for women empowerment. Women empowerment should be an important criterion for the evolution of any program.
- An Advisory Committee has been formed to oversee the work, plan and facilitate the implementation of activities towards the achievement of the WDC's objective of implementing the Women's deed.

Gender Sensitization and annual plan:

Sexual Harassment Prevention Committee and Gender equality is a positive aspect of Balasaheb Desai College Patan. However, to maintain such healthy and optimistic atmosphere in the college an annual gender sensitization action plan is prepared. This plan is important to make changes in order to maintain gender equality in the college.

- It helps to promote inclusiveness, tolerance and harmony and women empowerment in the campus.

- It helps to promote activities related to health, nutrition, self-defense and entrepreneurship in the campus.
- It helps to organize workshops which are related to diversity and gender sensitive communication.
- It can help to solve gender-based problems.
- It can help to monitor and evaluate the mechanisms for implementation and their follow up of regular awareness raising activities among students.
- A student code of conduct promotes and gender equality at the governance level.

Annual Gender Sensitization Plan

2023-2024

Action Plan

Sr. No.	Strategic Goals	Target Group	Action Plan
1	Safety and Security	Student	<ul style="list-style-type: none"> • CCTV Cameras, Security Guard, Safety gate, wall compound and veranda supervision etc.
2	Health and Hygiene	Student and women staff	<ul style="list-style-type: none"> • Interactive sessions with invited doctors on health and hygiene • Lectures on Health and Hygiene issue of girl students by sexual harassment prevention committee • Interactive sessions with invited doctors on cervical cancer awareness • Vending and destroy machines have been installed in the college campus for health of the girls
3	Gender Sensitization	Students	<ul style="list-style-type: none"> • Awareness programs and rallies, interactive sessions with invited speakers by NGOs or Rotary or by NSS/NCC unit and sexual harassment prevention committee.
4	Gender Based Violence	Students	<ul style="list-style-type: none"> • Training for girls on self-defense by sexual harassment prevention committee • Awareness is created through internal grievances redressal committee, anti-ragging committee to prevent Gender Based Violence
5	Women rights and Gender Equality	Student and women staff	<ul style="list-style-type: none"> • Awareness programs and campaign on Women rights, gender equality under constitution by Political science department, sexual harassment prevention committee • Creating awareness through curriculum
6	Entrepreneurship and career opportunities	Students	<ul style="list-style-type: none"> • Interactive sessions with invited experts • Training on arts and crafts

			<ul style="list-style-type: none"> • Exhibition cum sale for talented artists and creative students • Interactive sessions with invited competitive exams, soft skill expertise • Training session on women entrepreneurship by commerce department
7	Gender Equality in economy	Student and staff	<ul style="list-style-type: none"> • Workshops on retail sales, Associates and web designing • Workshops on Advanced Technology used in IT industry technology and placement activity • Skill based courses are taken for girls • Research publication in scopus indexed and UGC journals
8	Infrastructure and supporting facilities	Student and staff	<ul style="list-style-type: none"> • Infrastructure and supporting facilities like ladies' hostel, ladies room, Wash room, computer facility room, water tank etc
9	Gender Audit	College	<ul style="list-style-type: none"> • To conduct gender audit

Grievances and action taken report:

Until now no any grievance related to sexual harassment in the college is recorded and there is no need to take any action.



(Dr. S. D. Pawar)
Principal
Balasaheb Desai College, Patan
Tal.- Patan Dist.- Satara