

Sitabai Arts, Commerce & Science College, Akola



7.2.1

Best practices successfully implemented by the Institution
as per NAAC format provided in the Manual

Title
of

Best Practice-2: Gender Equity Promotion Programs

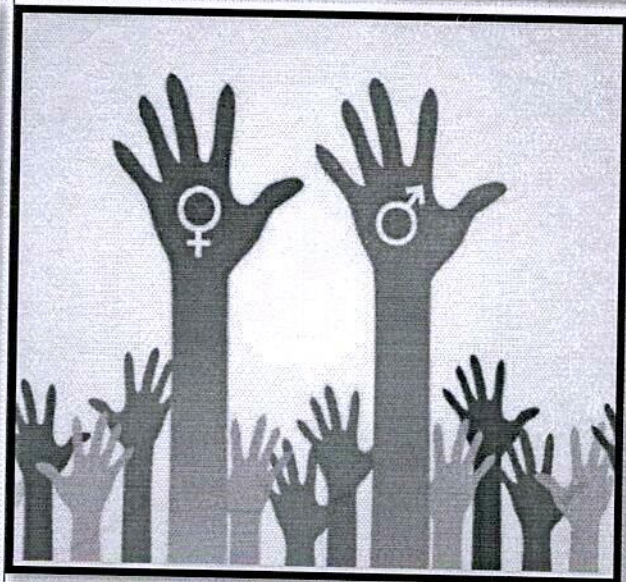
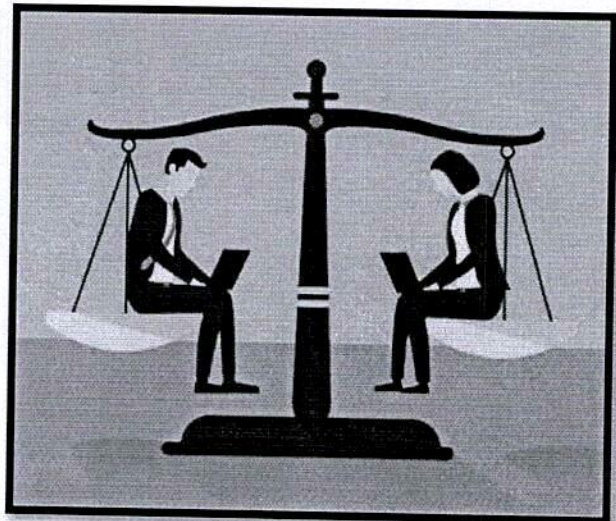
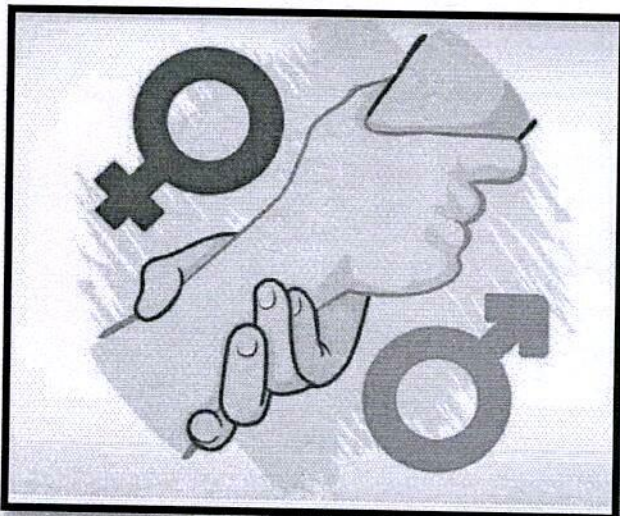
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The Berar General Education Society's
Sitabai Arts, Commerce and Science College, Akola
M.S.444001
ISO 9001:2015

NAAC REACCREDITED 'A' GRADE
(Affiliated to Sant Gadge Baba Amravati University)

Internal Quality Assurance Cell (IQAC)
Gender Audit Report
(2017-22)



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Acknowledgements

It is the matter of great pleasure to express sincere gratitude to Hon'ble, Adv. Motisinghi Mohta, President, The Berar General Education Society, Akola and Hon'ble, Shri Pawan Maheshwari, Honorary Secretary, The Berar General Education Society, Akola for giving this opportunity to carry out Gender Audit. Likewise, it is also to express a deep sense of gratitude to Dr. R. D. Sikchi Principal, Sitabai Arts, Commerce and Science College, Akola for constant support and encouragement in preparing Gender Audit Report.

It is worth to acknowledge a sense of thankfulness to all the Heads of the Department for providing the valuable information and data as and when required. This committee is highly indebted to the teaching and non-teaching staff of college for providing the relevant data.

The entire work is an outcome of mutual co-operation and constructive efforts of all Gender Committee Members, therefore the committee is well deserved for acknowledged. Nonetheless, this is an opportunity to wish a lot thanks to all those who have aided in completing this Gender Audit Report.

Place: Akola

Date:



Dr. Kaumudi Kshirsagar
Co-ordinator
Gender Audit Committee

Sitabai Arts, Commerce and Science College, Akola



1. Gender Audit: An Introduction

1. A) Overview of the College

The Berar General Education Society's (1935) Sitabai Arts, Commerce and Science College, erstwhile Sitabai Arts College, is established in 1938. Sitabai Arts, Commerce and Science College, NAAC Re-accredited "A" Grade with CGPA 3.01, is located at the heart of the city, nearest to the central bus stop which own a very the beautiful, lustful green campus spread across of 2.5 acre area. Since its inception, the time tracing back to the pre- independence India, the college has been functioning as one of the most progressive centers of higher education in the Vidarba region. Every year thousands of students enter and pursue their graduation and post-graduation degree in Arts, Commerce and Science faculty. The college offers an enriching blend of academic and cultural life, and encourages students to develop a passion for learning and to build a self confidence in acquiring multi skill education. Importantly, it provides affordable educational opportunities to diverse student populations coming from less affluent backgrounds. In eight decades of its existence, the college has produced generations of intellectual, cultural and social giants who have served the nation and humanity.

In its existence of last eight decades, the college has produced a large number of scholars, teachers, administrators, judges, advocates, political leaders, as if a whole generations of enlightened individuals who have enriched the society in all forms. Even they are still contributing to its proper growth and development. As of now the College offers under graduate programs in Arts, Commerce and Science streams, and post Graduate programs in Arts such as M. A. in English, Marathi, Hindi, Economics, History, Political science, Music and Yogashastra. The college hosts ODL centre of Yashwantrao Chavan Maharashtra Open University, Nashik which conducts one UG program. The college has also Sant Gadge Baba Amravati University's recognized research centre for Ph.D. degree in 8 different subjects.

The college has well- equipped and fully computerized library having more than 59,000 (Fifty Nine Thousands) books, 47 Journals, 6000 e-journals and 165000 e books of different categories. More than 100 research scholars are engaged in doctoral research work. The college has academically rich academic staff including 34 Ph.D. holders, and 16 recognized Ph. D supervisors as well as more than 50 research scholars awarded doctoral degree under their supervision till date. The

college has been providing a quality education to the urban and rural students of Akola and nearby Districts in larger quantity.



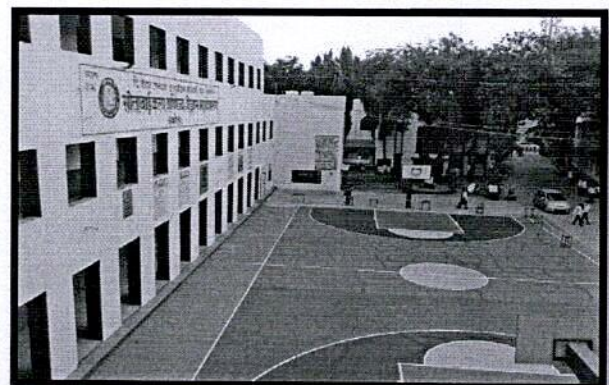
WING-I ADMINISTRATIVE BUILDING



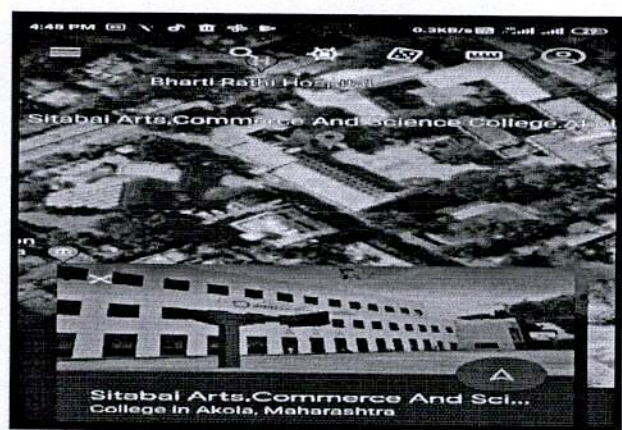
WING - II CLASS ROOMS AND SCIENCE LABS BUILDING



WING - III HOME-ECONOMICS, SCIENCE LAB & GIRLS HOSTEL



BASKET BALL GROUND



Location Map of the College from Google Earth

Address of the college	Civil Lines Road, Akola M.S.
GPS location of the college	P244+CPC, New Radhakisan Plots, Akola, Maharashtra 444001
Latitude	20.7063332
Longitude	77.0063493 ^o

1. B) Gender policy of the college

Gender Audit is an attempt to study whether the college has a good gender balance. It tries to see whether college follows government rules, policies and actions formulated for up-gradation of women in society. The Gender Audit tries to assess the impact of its current and proposed policies on gender equality. Gender Equality is of utmost importance as it prohibits discrimination on the basis of gender. It promotes gender neutrality in terms of learning. A non-discriminate place of education is a prerequisite for effective dissemination of knowledge and learning. Constitution of India enshrines the proposition of gender parity in its Preamble, Fundamental Rights, Fundamental Duties and Directive Principles. In order to promote gender equality and non-discrimination on grounds of gender, as ensured by Article 14 that requires 'equality before law' and ensures universal rights for all regardless of birth, ethnicity, gender or race. Article 15 (1) authorizes the state not to isolate any person based on sex, race, nationality, caste, ethnicity or any of them. Article 15 (3) mandate the state to prepare special arrangements to benefit women. Article 15 (3) also promotes women and children by laws such as Domestic Violence Act, Workplace Harassment Law, Sexual Abuse Legislation, Amendment to the Hindu Succession Act etc. Likewise, Article 16 mandated equal opportunity for all, Article 39 (a) supports for governments aim its policies towards right to a decent medium of living for women and men. Article 39 (d) ensures 'equal wages for equal work' for all and Article 42 mandates governments for fair and reasonable working conditions and maternity assistance. Article 243 D (3), (4), T (3) supports one-third of the total number of seats reserved for women in Panchayat and Municipality. Hence Indian Constitution provides provisions to reduce Gender Inequality. Article 15 (1) of the Indian Constitution, particularly in the institutes of Higher education where the maturity level of the students is much higher, a greater outreach can be expected by promoting, implementing & monitoring specific policies and procedures that question inequalities and foster equal opportunity across genders. Societies that value all genders as equal are safer and healthier. Gender equality is the precondition for an equitable society.

The higher education systems definitely setup a democratic ideal of equality among both men and women and should acknowledge that people have different gender identity. If there is any gender gap in the educational system, this should be

addressed with a rigorous cross-sectional analysis of gender with various socio-economic indicators. In order to finding out this gap, Sitabai Arts, Commerce and Science College has conducted this gender audit. Gender audit is one such attempt to understand the lacunae and ensure equity and removing gender gap in the university campus. This ensures the democratic ideals among the teaching, nonteaching staff and students and their dignified existence of different gender identities.

This gender audit has tried for identifying the best practices and gender friendly initiatives in the campus as well as to understand the lives of people in different categories. It covers all aspects about their studies like teaching, classroom activities, behavior of teachers towards students, facilities in the departments, hostel information etc. For this purpose, the college with the initiative of IQAC, the gender audit survey has been conducted among students, teachers and administrative staff in the college campus. The main purpose of this audit is to find out the gender dimensions. The gender audit is an attempt to analyze whether the college has an equal gender ratio and also trying to analyze the gender inequalities faced by the students. The present audit look into the current Gender policy and practices of the college such as the committees constituted for ensuring women's safety and security. While doing this audit, it is essential to portray the current facilities and infrastructural capabilities of the college for ensuring gender equality in the campus. Ensuring the gender equality and peaceful working environment of the teaching and administrative staff is essential. The current audit has also examined whether there is sexual harassment at workplace and the available mechanisms and policies for combating this issue. An audit of gender sensitive features in the Institution yielded the following notable points:-Basic sanitation facility in the form of separate toilets for the students and staff is provided in the common area. Separate toilets for male and female faculty are available. There is a Ladies Common Room provided in the main building. There is CCTV monitoring devices installed at different locations within the campus. There is a Women's Cell that conducts Gender Sensitization programmes regularly for the students.

This Gender Audit is undertaken by the IQAC, Sitabai Arts, Commerce and Science College, Akola along with external and internal Committee Members.

1. C) Constitution of Gender Audit Committee

Sr. No.	Name	Position	Designation & Institution
1	Dr. R. D. Sikchi	Chairman Gender Audit Committee	Principal Sitabai Arts, Commerce and Science College, Akola
2	Dr. Kaumudi Kshirsagar	Co-ordinator Gender Audit Committee	IQAC Co-ordinator Sitabai Arts, Commerce and Science College, Akola
3	Dr. Bandu Kirdak	External Committee Member	Head Department of Sociology Sant Gajanan Maharaj College, Borgaon Dist- Akola
4	Dr. Baliram Avchar	External Committee Member	Head Department of Sociology P. D. Patil College of Social Work, Khadki Akola
5	Dr. S. P. Gaygol	Internal Committee Member	Head Department of Sociology Sitabai Arts, Commerce and Science College, Akola
6	Dr. S. D. Shembekar	Internal Committee Member	Department of Music Sitabai Arts, Commerce and Science College, Akola
7	Dr. D. R. Khanderao	Internal Committee Member	Department of English Sitabai Arts, Commerce and Science College, Akola

1. D) Objectives of the Gender Audit

The objectives of this audit report are to produce the major findings of the Gender audit conducted for College. Achieving the objectives gender equality also requires eliminating harmful practices against women and girls, including sex trafficking, femicide, sexual violence, gender wage gap, and other oppression tactics.

1. To identify the areas where the gender inequality exists in the college
2. To identify the probable reason for the gender inequality
3. To maintain good gender balance in the college

4. To advise ways to bridge the gender gap
5. To implement prevention of sexual harassment effectively
6. To find out the adequacy of facilities available in the campus for all genders
7. To find out the instances of sexual harassment at workplace and the Redressal mechanisms available in the college
8. To develop and enhance the self-confidence and self-esteem of girl students, Women faculty and staff in the college
9. To protect girl students from eve teasing and for the same posters to be Exhibited at focal places in and around the college
10. To organize programs to build confidence and instill leadership qualities among the girl students.

1. E) Methodology

In the right pursue Of gender audit, an attempt is made to analyze, check and detect any gender bias in aspects of girls and women at the workplace. In order to meet the objectives, the gender audit was carried out through physical inspection, a review of relevant documentation and also discussions/interactions with the girls in the campus.

The audit team conducted an inspection in the college. The discipline committee is always on the lookout for good behavior and good environment for boys and girls to make the campus a better place for study and work. To make an analysis of the gender polices, the documents related to various activities held for students were studied and the relevant data was analyzed. The entire college campus is protected with the wall compound. There is only one entry gate where guard is appointed to keep check on entry. Total 20 CCTV cameras are installed in campus and library provided with all amenities. Orientation of the students and Staff members through various activities like webinars, Guest Lectures, Interaction with students and staff, Workshop, Posters, debate Competitions. Statistical Gender Analysis was collected of all staff-members and students.

The NAAC guidelines are followed in the entire administrative mechanism. The existing norms and regulations of government, legislation, semi-government bodies etc. are taken into account.

2. Gender-wise Distribution of Students & Staff

2. A) Gender balance within the institute

Gender balance means the existence of a fair ratio of male and female representation within the institution in terms of number of students in the various programmes as well as within the staff structure. Gender sensitive approach aims at opening, reconstructing and broadening expectations and behavioral models related to gender. Gender sensitive structures respond equally to men and women's specific interests without any presumption. The institution was established in 1935 when the issue of gender was not much of a concern. When gender became a major parameter for institutional governance, the institutional body stepped forward for taking to ensure gender equality.

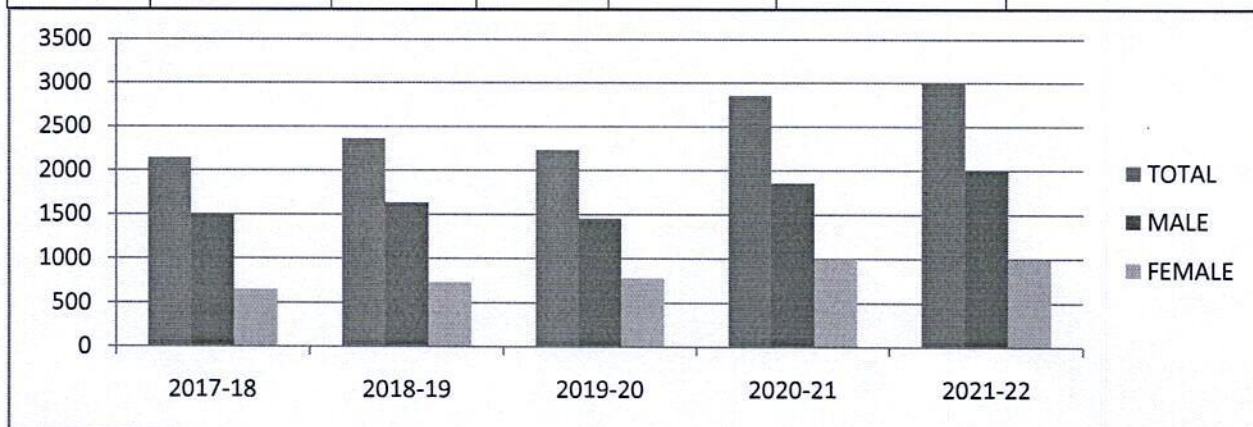
Gender Audit Team reviewed and analyzed the operating environment of the College campus. From the analysis, the team understood that the college is operating in an environment where everyone has access to a full range of opportunities to achieve the social, psychological and physical benefits that come from participating and leading in sports and physical activity. Gender equity requires that girls and women be provided with a full range of activity and program choices that meet their needs, interests and experiences. The college always concentrates on students' academic performance along with their overall personality development. Observing gender equality, the girls are provided with various facilities. The NCC unit is developing their character and qualities like comradeship, discipline, leadership, secular outlook and spirit of adventure. This unit focuses on outstanding achievements of the girls. The lectures of eminent personalities are held on various topics to develop their personality. Workshops are held on 'Prevention of Sexual Abuse and Safety of Girls Students', Health and Hygiene Awareness & Legal Aspects of Sexual Abuse', 'Sexual Harassment of Women at Workplace (prohibition, prevention and redressal)etc. Girls are made aware of laws and by-laws by organizing lectures of lawyers, social workers etc. Anti-ragging Committee and Internal Complaints Committee have been formed in the college. Our girl students have achieved grand success in the field of Cultural Activities and Sports. Their participation in Youth Festival and various competitions has brought laurels and fame to them as well as the College.

2. B) Gender wise Details of Students in the College

This aims to eliminate bias and promote parity through recommending that organizations have a balanced mix of men and women in governing structures and management, ensure both sexes are treated equally when it comes to recruitment, career opportunities and pay, and make sure the needs of men and women are given equal consideration in the institution's decisions and activities. The enrollment of girls and boys at graduation level is accomplished as per the guidelines of the government and university.

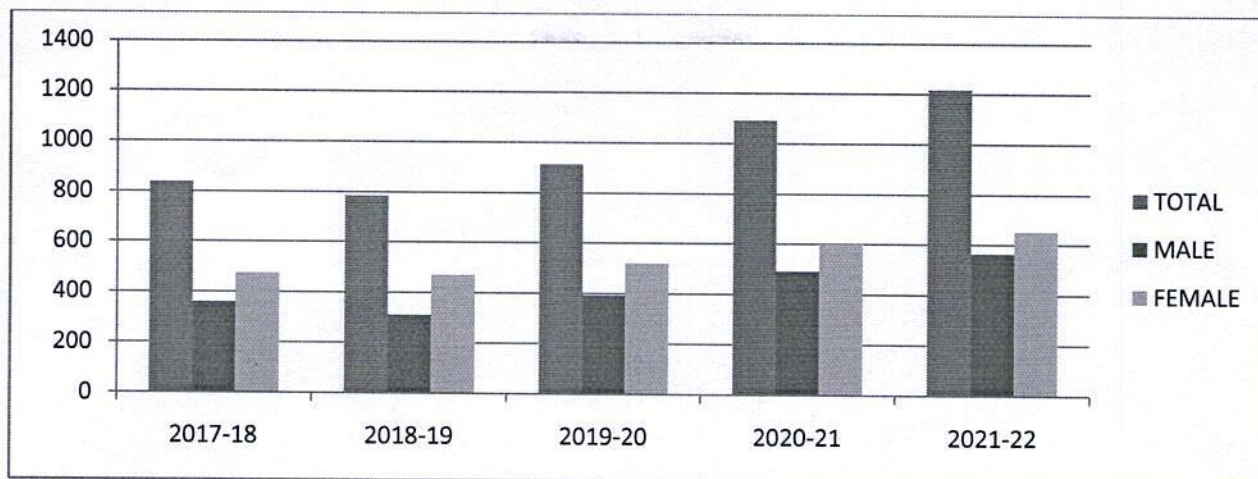
B) (i) Under-graduate students

Sr. No.	year	TOTAL	MALE	FEMALE	% OF MALE	% OF FEMALE
1	2017-18	2140	1492	648	69.71%	30.28%
2	2018-19	2365	1635	730	69.13%	30.86%
3	2019-20	2228	1454	774	65.26%	34.73%
4	2020-21	2856	1858	998	65.05%	34.94%
5	2021-22	2993	2004	989	66.95%	33.04%



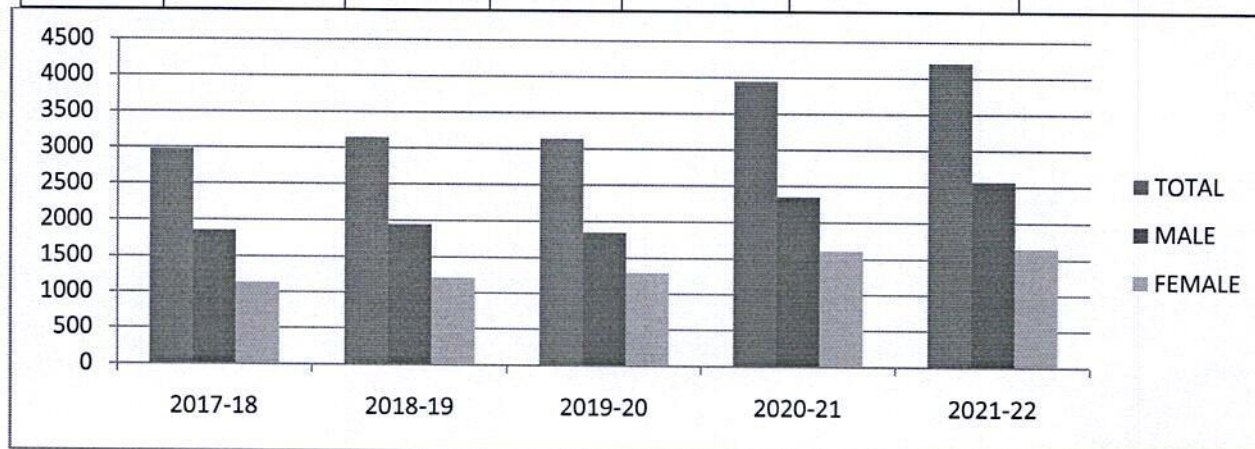
B) (ii) Post-graduate students

SR.NO	YEAR	TOTAL	MALE	FEMALE	% OF MALE	% OF FEMALE
1	2017-18	837	360	477	43.01%	56.98%
2	2018-19	783	311	472	39.71%	60.28%
3	2019-20	912	392	520	42.98%	57.01%
4	2020-21	1093	493	600	45.10%	54.89%
5	2021-22	1217	565	652	46.42%	53.57%



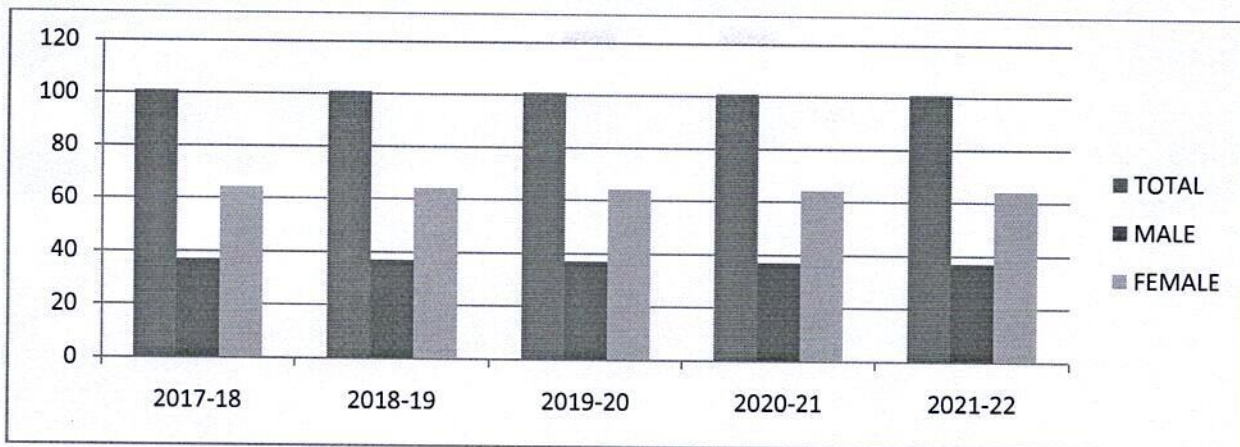
B) (iii) Under-graduate & Post-graduate students

SR.NO	YEAR	TOTAL	MALE	FEMALE	% OF MALE	% OF FEMALE
1	2017-18	2977	1852	1125	62.21%	37.78%
2	2018-19	3148	1946	1202	61.81%	38.18%
3	2019-20	3140	1846	1294	58.78%	41.21%
4	2020-21	3949	2351	1598	59.53%	40.46%
5	2021-22	4210	2569	1641	61.02%	38.97%



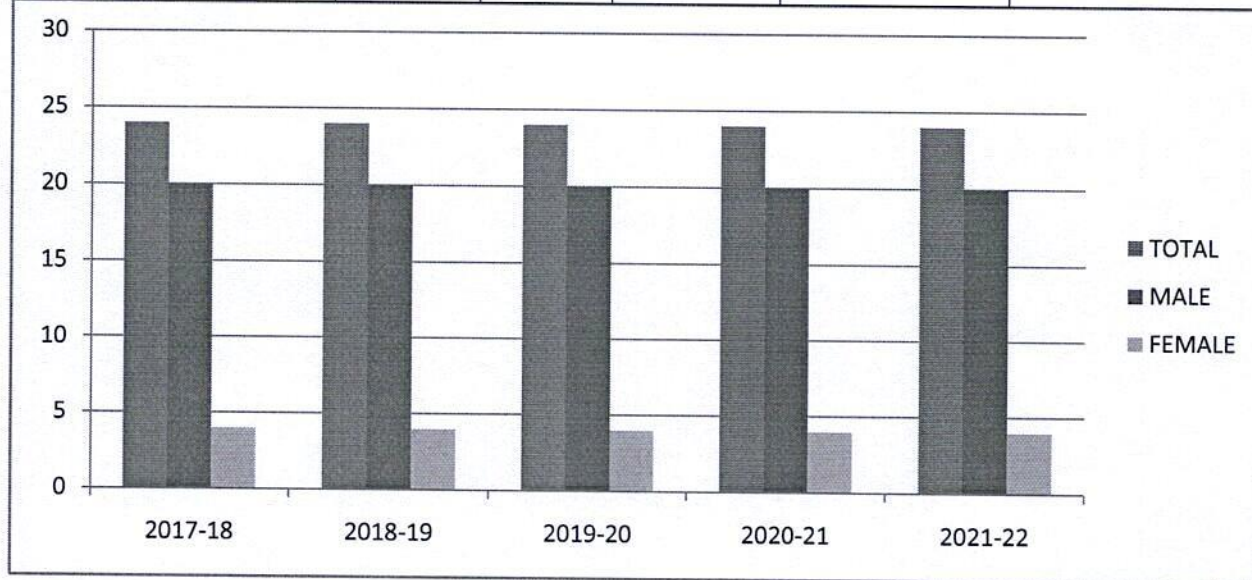
2. C) Gender wise Details of teaching faculty in the College

SR.NO	YEAR	TOTAL	MALE	FEMALE	% OF MALE	% OF FEMALE
1	2017-18	101	37	64	36.63%	63.36%
2	2018-19	101	37	64	36.63%	63.36%
3	2019-20	101	37	64	36.63%	63.36%
4	2020-21	101	37	64	36.63%	63.36%
5	2021-22	101	37	64	36.63%	63.36%



2. D) Gender wise Details of Non-teaching staff in the College

SR.NO	YEAR	TOTAL	MALE	FEMALE	% OF MALE	% OF FEMALE
1	2017-18	24	20	04	83.33%	16.66%
2	2018-19	24	20	04	83.33%	16.66%
3	2019-20	24	20	04	83.33%	16.66%
4	2020-21	24	20	04	83.33%	16.66%
5	2021-22	24	20	04	83.33%	16.66%



The above 2.B (i) table chart shows gender wise details of students in the College regarding growth of students' strength in the last five years. In the year 2017-18, out of 2140 under graduate students 30.28 % were female students as compared to 69.13% male students. The further years shows continuous increase in female students like of 33.04 % in the year 2021-22.

The above 2.B (ii) table chart shows in the year 2017-18, out of 837 post-graduate students 56.98 % were female students as compared to 43.01% male students.

The above 2.B (iii) table chart shows gender wise details of students in the College regarding growth of students' strength in the last five years. In the year 2017-18, out of 2977 graduate and post-graduate students 37.78 % were female students as compared to 62.21% male students. In the year 2021-22, out of 4210 graduate and post-graduate students 38.97 % were female students as compared to 61.02 % male students.

The above 2.C table chart shows gender wise details of teaching faculty in the College in the last five years. In the year 2017-18, out of 101 teaching faculty 63.36 % were female as compared to 36.63 % male teaching staff.

The above 2.D table chart shows gender wise details of non-teaching staff in the College in the last five years. In the year 2017-18, out of 24 non-teaching staff 16.66 % were female as compared to 83.33% male non-teaching staff.

3. Gender Sensitization Initiatives

3. A) Adequate Facilities

The following initiatives have been undertaken by the College for the convenience of the students:-

Independent study room in the library is provided for girls and boys. Independent facility for News paper reading stand is provided for girls and boys.

There is Ladies Common Room with washroom.

Girls' washrooms are situated at three different places in the college with ample water supply and proper maintenance.

Water coolers and water purifiers have been provided for boys and girls in the College campus.

There is a separate section for girls so that they can comfortably consume their own food or canteen food.

College has a well-built girls' hostel with financial support from University Grants Commission (UGC).

3. B) formation of various committees

By forming various committees like Anti-ragging, Internal Complaints, Discipline committee, Women Cell and Sexual Harassment Prevention; gender equality is kept upright in the college. The college has established a number of committees to aid girl students and ladies staff. These committees include:

- 1. Anti-Ragging Committee:** As the college forms a constituent part of the Sant Gadge Baba Amravati University, Amravati, some of its responsibilities are shared and covered by joint arrangements. The college publishes its regulations in the prospectus. Ragging is a criminal offence and UGC has notified regulations on curbing the menace of ragging in educational institutions. In order to prohibit, prevent and eliminate the scourge of ragging the College has formed an Anti-Ragging Committee. The students in distress owing to ragging related incidents can approach the Committee.
- 2. Discipline Committee:** The College has formed a Discipline Committee. The students in distress owing to Discipline related incidents can assess the committee.

- 3. Women's Cell:** Women Empowerment and Gender Equality are the most important requirements for the upliftment and progress of our nation. In the effort to make College a strong kernel of gender sensitization, the Women's cell was constituted in the college. The cell has both the faculty and non-teaching of the College as its members and works with an aim to create a gender sensitized community within campus as well as in the society. It has been organizing various skill enhancements, academic, technical, medical, cultural and social events for the upliftment of women and promotion of the importance of gender equality in society through the College students.
- 4. NCC Unit:** The NCC unit provides a suitable place for girls for taking up a career in the armed forces. The girls are trained and motivated for leadership in all walks of life. They are motivated to serve the society.
- 5. Girl Students Representative:** Becoming a student representative enables the student to develop and strengthen leadership skills, connect with various internal and external issues and problems the due place has been given to girls.
- 6. Internal Complaint Committee:** The College has constituted an Internal Complaint Committee (ICC) as per the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act and Rule 2013. Having raised the bar of responsibility and accountability in the Vishaka Guidelines, the Supreme Court placed an obligation on workplaces, institutions and those in positions of responsibility, to uphold working women's fundamental right to equality and dignity at the workplace. Three key obligations were imposed on institutions to meet that standard, namely-Prohibition, Prevention and Redress. In 2013, the Government of India notified the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act. Consistent with the Vishaka judgment, the Act aspires to ensure women's right to work place equality, protection from sexual harassment through compliance with the above mentioned three elements. It is important to note that the Act provides a civil remedy to women in addition to other laws that are currently in force. Consequently, any woman who wishes to report instances of sexual harassment at the workplace has the right to take recourse of both civil and criminal proceedings. The committee has 4 female, 2 male members and The

Principal of the College is the Chairperson of the Internal Complaint Committee.

Constitution of Internal Complaint Committee:

Sr. No.	Name	Designation
1	Dr. R. D. Sikchi	Chairman
2	Dr. Kaumudi Kshirsagar	Convener
3	Dr. Bharati Patnaik	Member
4	Adv. Bharati Rungta	Member
5	Shri. Nilkanth Ingle	Member
6	Nikita Pramod Ingle	Student Representative

The Internal Complaint Committee is working in the college under the monitoring of the Principal, Chairman of the Committee and prepares report for the every academic year. The committee has found that no complaint has been reported by any of the staff members or students.

3. C) Gender Equity Promotion Programmes

Number of gender equity promotion programs organized by the college for students and staff during the academic year 2017-22

1. Academic year 2017-18

Sr. No	Title of the programme	Date	Female	Male	Total
1	Health camp for girls Speaker-dr. Devyani Chaudhari	13/09/2017	70	---	70
2	Competitive Exam Guidance Programme Speaker- Kapil Harde Unique Academy Pune	28/09/2017	30	35	65
3	Diabetes Awareness Programme	20/12/2017	40	40	80
4	Programme on Self Confidence Speaker-Panjabrao Wankhade Ex-Additional Collector Nagpur	22/01/2018	25	20	45
5	Programme on Interview Technique speaker- Prof. Gajanan Wakode, Kute Academy, Akola	02/03/2018	15	25	40
6	Legal Awareness programme	12/03/2018	50	40	90

2. Academic year 2018-19

Sr. No	Title of the programme	Date	Female	Male	Total
1	Memory Development Programme Speaker- Ashish Katkar, Smart Institute, Akola	03/10/2018	40	30	70
2	Programme on prevention of sexual harassment of women Speaker- Vishal More	04/10/2018	35	30	65
3	Prime Minister Skill Development Programme Speaker-Keshav Deshmukh, Skill Centre, Akola	30/12/2018	25	35	60
4	Career Opportunities in Banking Sector Speaker- Amol Agrawal, Director, TIME, Akola	02/01/2019	25	15	40
5	Soft Skills Development Workshop Resource Person- Dr. Nitin Mohod, Prof. Sonal Kame Dr. Umesh Chapke, Dr. D. R. Khanderao	22/03/2019	30	20	50

3. Academic year 2019-20

Sr. No	Title of the programme	Date	Female	Male	Total
1	Programme on Prevention of Sexual Harassment of Women		50	40	90
2	Competitive Exam Preparation Speaker-Vikas Surje, Unique Academy, Pune	20/08/2019	55	35	80
3	Soft Skills Development Workshop Resource Person- Dr. Nitin Mohod, Prof. Sonal Kame	24/09/2019	30	20	50
4	Entrepreneurship Awareness Programme Speaker-Shri Prassana Ratnaparkhi, Project Officer, Maha. Centre for Entrepreneurship Development, Akola	07/10/2019	60	40	100
5	Financial Market Awareness Programme for staff Speaker-Pratyush Bhaskar, Journalist, NSE, Mumbai	08/01/2020	40	20	60
6	Cyber Crime Speaker-Yash Deshpande, Khandelwal College, Akola	21/01/2020	45	25	70

4. Academic year 2020-21

S.N	Title of the programme	Date	Female	Male	Total
1	WEBINAR ON CAREER OPPORTUNITIES IN BFSI SECTOR SPEAKER-DR. ALOK MALHOTRA, HEAD NIIT IFBI MUMBAI	26/12/2020	16	15	31
2	WEBINAR ON DIGITAL PRODUCTS IN BANKING SPEAKER- DR. RAGHAVAN, CORPORATE TRAINER, PUNE	22/06/2021	12	14	26
3	WEBINAR ON FINANCIAL LITERACY AND JOB OPPORTUNITIES SPEAKER- SURAJ SHARMA, NAGPUR	08/07/2021	25	15	40
4	WEBINAR ON CAREER IN BANKING AND GOVT. SECTOR SPEAKER- VIKAS SAWANT, PUNE PRADNYA ACADEMY	20/07/2021	24	26	50

5. Academic year 2021-22

Sr. No	Title of the programme	Date	Female	Male	Total
1	PROGRAMME ON GOAL SETTING IN STUDENT'S LIFE SPEAKER- DR. SONAL KAME	17/09/2021	45	35	80
2	PROGRAMME ON SELF EMPLOYMENT SPEAKER- MOHAN KALNE , LIFESTYLE MARKETING	08/12/2021	40	30	70
3	PROGRAMME ON SOFT SKILL DEVELOPMENT WORKSHOP SPEAKER-DR.SONAL KAME,DR. UMESH CHAPKE,DR. D. R. KHANDERAO	03/01/2022	35	15	50
4	PROGRAMME ON CAREER COUNSELLING SPEAKER- ADITYA SHARMA, UNACADEMY, PUNE	18/04/2022	40	50	90
5	PROGRAMME ON COMPETITIVE EXAM PREPARATION SPEAKER- PROF. RAHUL JANJAL	13/04/2022	45	35	80
6.	Disaster Manager programme	09/05/2022	50	20	70

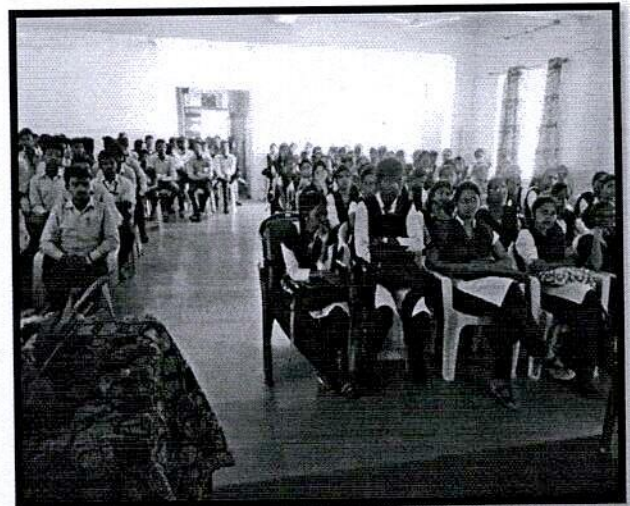
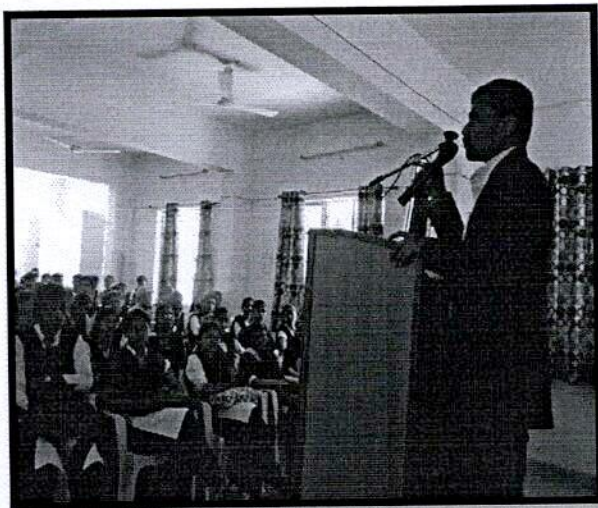
Programs organized by the college for students and staff during the academic year 2017-22



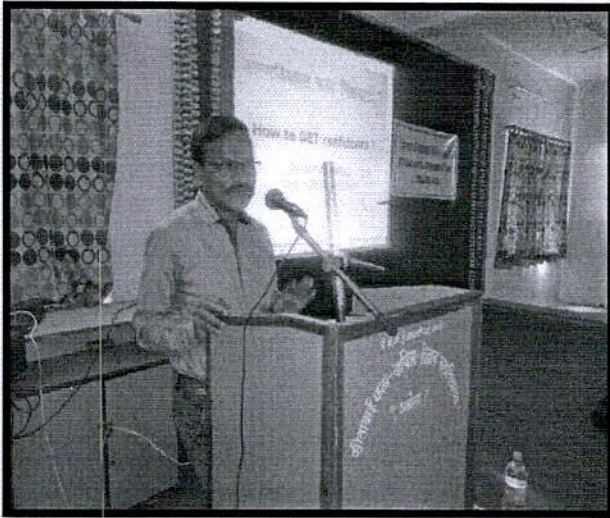
Programme on Prevention of Sexual Harassment of Women



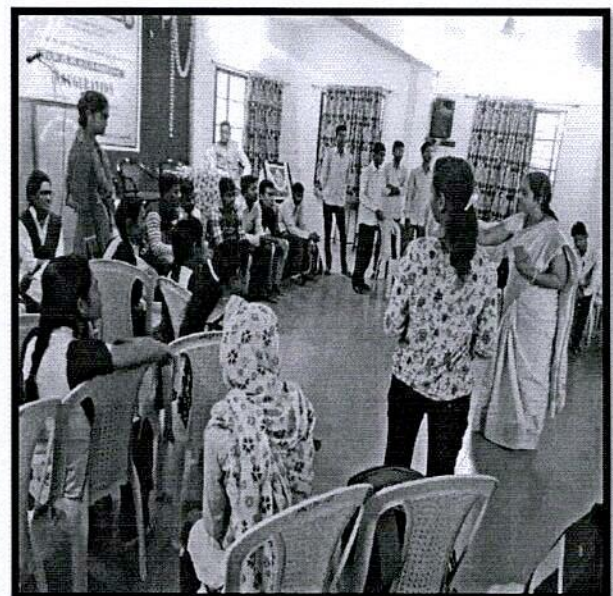
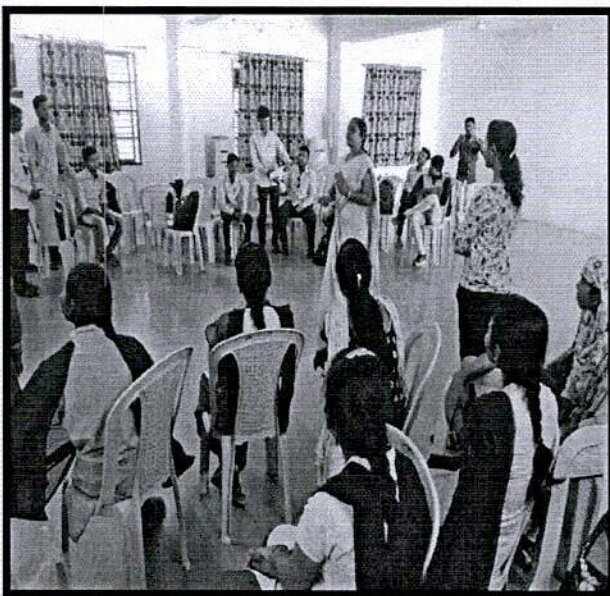
Competitive Exam Guidance Programme



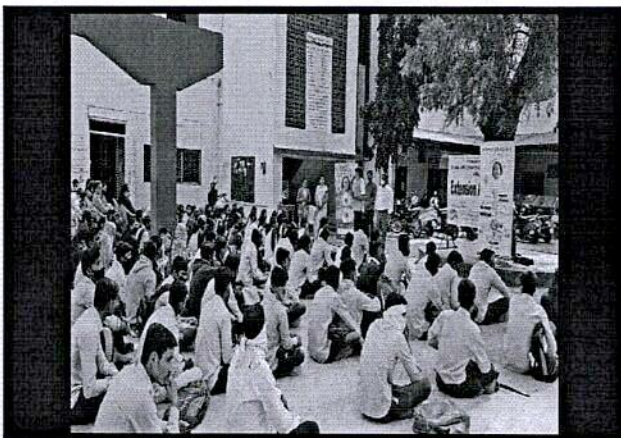
Memory Development Programme



Programme on Self Confidence



Soft Skills Development Programme



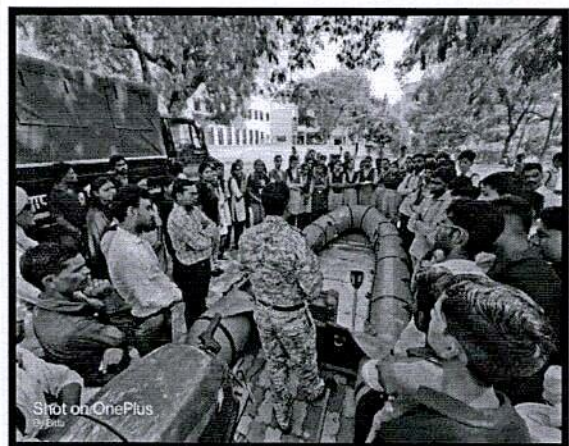
Yoga programme



Health camp for girls



Diabetes Awareness Programme



Disaster Management Programme

D. Our Pride

Color holders and University Topper Girls

Name of the student	Activity details
Ku. Priyanka Gawai	Wrestling
Ku. Vaishali Kangale	Kabbadi
Ku. Ekta Gadge	Kabbadi
Ku. Rani Katare	Judo
Ku. Vaishnavi Nikore	Judo
Ku. Akshada Bochare	Wrestling
Ku. Megha Ingle	Taekwondo
Ku. Hema Maliye	Judo
Ku. Savita Nemade	Football
Ku. Jayashree Kale	5 th Merit in Sociology Sant Gadge Baba Amravati University Merit List
Ku. Ketki Khare	1 st Merit in Music Sant Gadge Baba Amravati University Merit List
Ku. Bhavna Urkande	2 nd Merit in Music Sant Gadge Baba Amravati University Merit List
Ku. Radhika Mahurkar	2 nd Merit in English Sant Gadge Baba Amravati University Merit List
Ku. Suvarna Saraf	2 nd Merit in Music Sant Gadge Baba Amravati University Merit List
Ku. Neha Fadnis	2 nd Merit in Marathi Sant Gadge Baba Amravati University Merit List
Ku. Vaishali Khandve	8 th Merit in Marathi Sant Gadge Baba Amravati University Merit List
Ku. Sushma Dongre	3 rd Merit in Sociology Sant Gadge Baba Amravati University Merit List
Ku. rani vikhe	9 th Merit in Marathi Sant Gadge Baba Amravati University Merit List
Ku. Nutan Thorat	9 th Merit in Sociology Sant Gadge Baba Amravati University Merit List
Ku. Neeta Jadhao	2 nd Merit in Music Sant Gadge Baba Amravati University Merit List
Ku. Bharati Bajad	1 st Merit in Political science Sant Gadge Baba Amravati University Merit List
Ku. Astha Sharma	7 th Merit in English Sant Gadge Baba Amravati University Merit List
Ku. Vidya Khanderao	9 th Merit in History Sant Gadge Baba Amravati University Merit List
Ku. Yukti Mankar	2 nd Merit in Economics Sant Gadge Baba Amravati University Merit List

Ku. Alka Kokate	1 st Merit in Sociology Sant Gadge Baba Amravati University Merit List
Ku. Aishwarya More	8 th Merit in Sociology Sant Gadge Baba Amravati University Merit List
Ku. Pallavi Bhange	7 th Merit in Sociology Sant Gadge Baba Amravati University Merit List
Ku. Durga Pakhare	4 th Merit in Sociology Sant Gadge Baba Amravati University Merit List
Ku. Vaishali Pande	4 th Merit in Sociology Sant Gadge Baba Amravati University Merit List
Ku. Pallavi Tikar	4 th Merit in Political science Sant Gadge Baba Amravati University Merit List

4. Summary

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 of the college initiated Gender Audit. The faculties of college 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.

Gender balance is maintained in every field of educational aspect of the college. The college has lot of strengths; the weaknesses can be overcome with the proper mindset. There is an intention of strong will power and commitment to gender justice. The college is always at front in the race to become one of the best institutions with gender equality where women are respected and encouraged for what they deserve to be.

4. A) Observations

Following are some of the observations-

01. It is found that the college has attained the equitable gender balance in its System.
02. Complaint box to drop complaints is kept in Girls Common room. This box is opened every month and complaints are assessed by Internal Complaints Committee (ICC)
03. Zero tolerance policy on gender ground is adopted by the college.
04. Gender balance in cultural activities and sports is clearly observed, there is overall encouragement for girls to exercise their fullest potential to achieve their goal.
05. Counseling sessions on women's issues are frequently organized.
06. The college has installed CCTV cameras in each class room, covering all corners of the building.
07. The girls are encouraged through self-defence and yoga programmes.

08. The college committees allow mobilization of resources for student activities on a gender- neutral basis.
09. It was also observed that a number of best practices such as Awareness Drives, Discussions and Empowerment Programs etc. are conducted in and beyond the campus.
10. Students have given satisfactory responses on existing infrastructural facilities, safety and cleanliness policy.
11. It is found that students are aware about maintaining gender equity.
12. The overall academic performance of girls at UG and PG level is recognizable .
13. College has a well-built girls hostel with financial support from University Grants Commission (UGC).




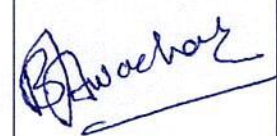



Recommendations-

1. The faculty and students may jointly undertake research on gender issues and publish research articles pertaining to gender sensitization.
2. Women participation may be enhanced in decision making areas of the college.
3. Health checkup for girls may be organized twice in the year.
4. Female members may be given increased participation in various internal academic committees of the college so that there can be gender balance.
5. Zero tolerance against sexual harassment should be given ample propagation and should be put in display.
6. Conduct more awareness programmes on gender balanced society
7. Organize more co-curricular and extra-curricular activities for students and staff including males and females.
8. Motivate girl students to actively participate in sports of their own choice.



Principal
Sitabai Arts, Commerce & Science College,
AKOLA

Gender Audit Report submitted by Gender Audit Committee with signature

Sr. No.	Name	Position	Designation & Institution	Signature
1	Dr. R. D. Sikchi	Chairman Gender Audit Committee	Principal Sitabai Arts, Commerce and Science College, Akola	
2	Dr. Kaumudi Kshirsagar	Co-ordinator Gender Audit Committee	Department of Music & IQAC Co-ordinator Sitabai Arts, Commerce and Science College, Akola	
3	Dr. B. H. Kirdak	External Gender Audit Committee Member	Head Department of Sociology Sant Gajanan Maharaj College, Borgaon Dist-Akola	
4	Dr. Baliram Avchar	External Gender Audit Committee Member	Head Department of Sociology P. D. Patil College of Social Work, Khadki Akola	
5	Dr. S. P. Gaygol	Internal Gender Audit Committee Member	Head Department of Sociology Sitabai Arts, Commerce and Science College, Akola	
6	Dr. S. D. Shembekar	Internal Gender Audit Committee Member	Department of Music Sitabai Arts, Commerce and Science College, Akola	
7	Dr. D. R. Khanderao	Internal Gender Audit Committee Member	Department of English Sitabai Arts, Commerce and Science College, Akola	




Principal
Sitabai Arts, Commerce & Science College,
AKOLA



सामाजिक न्याय विभाग

कार्यालय : सहायक आयुक्त, समाज कल्याण, अकोला

पत्ता - मा.जिल्हाधिकारी,कार्यालय परिसर,प्रशासकीय इमारत,दुसरा माळा, अकोला

Email Id : sdswo_akl@rediffmail.com

Phone/Fax No.०७२४-२४२६४३८

जाक्र/सकआ/अकोला/राछशाम-पुरस्कार/मार्गदर्शन/२५४७ /२०२२-२३ अकोला

दिनांक. १७ /०८/२०२२

स्मरण पत्र क्र.(३)

प्रति,

प्राचार्य,

विषय :- जिल्ह्यातील विविध महाविद्यालयातील मागासवर्गीय विद्यार्थ्यांसाठी महाविद्यालय स्तरावर "समान संधी केंद्रे" (Equal Opportunity Centre) स्थापन करणेबाबत.

- संदर्भ : १) मा.आयुक्त,समाजकल्याण आयुक्तालय,महाराष्ट्र राज्य पुणे-१ यांचे पत्र क्र.४५८ दि.२८.०१.२०२२
२) या कार्यालयाचे पत्र क्र.३३५ दिनांक.२८ जानेवारी,२०२२
३) या कार्यालयाचे पत्र क्र.१३५ दिनांक.२० मार्च,२०२२
४) मा.जिल्हाधिकारी,अकोला यांचे अध्यक्षतेखाली संपन्न झालेल्या सभेतील निर्देश दि.१०.०२.२०२२
५) या कार्यालयाचे पत्र क्र.२१०२ दिनांक.७ जुलै,२०२२
६) मा. आयुक्त, समाज कल्याण आयुक्तालय, महाराष्ट्र राज्य, पुणे यांनी दि.२१ जुलै, २०२२ रोजीचे आयोजित बैठकीमध्ये दिलेले निर्देश.
७) दैनिक वृत्तपत्रात प्रसिध्द झालेली बातमी तसेच मा.प्रादेशिक उपायुक्त,समाजकल्याण,अमरावती विभाग अमरावती यांच्या अध्यक्षतेखाली संपन्न झालेल्या सभेतील निर्देश दि.५ जुलै,२०२२.

उपरोक्त संदर्भीय विषयान्वये कळविण्यात येते की, राज्यातील विविध महाविद्यालयातील मागासवर्गीय मुला-मुलींना शिष्यवृत्ती, फ्रीशिप व इतर शासनाच्या योजना व स्पर्धा परीक्षा मार्गदर्शन सोबतच उद्योजकता व्यवसाय व रोजगार निर्मितीसाठी आर्थिक न्यायासाठी मार्गदर्शन करणे. तसेच संवाद अभियान- युवा संवाद यासारखे कार्यक्रम सुरु करण्याकरिता आता महाविद्यालयामध्येच विद्यार्थ्यांसाठी "समान संधी केंद्रे"(Equal Opportunity Centre) स्थापन करण्याचे समाज कल्याण विभागाने ठरविले आहे. राज्यातील प्रत्येक महाविद्यालयात त्या महाविद्यालयातील किमान एक प्राध्यापक व सहाय्यक म्हणून काही विद्यार्थी यांची मदत घेऊन महाविद्यालयातच "समान संधी केंद्रे" (Equal Opportunity Centre) सुरु करण्याच्या सूचना देण्यात आल्या आहेत.

केंद्र शासन पुरस्कृत भारत सरकार मंत्रिकोत्तर शिष्यवृत्ती योजनेच्या सुधारित विकासासह त्याचे सर्व मार्गदर्शक सुचनांमध्ये देखील शिष्यवृत्ती धारक विद्यार्थ्यांच्या शैक्षणिक विकास व व्यवसाय रोजगार निर्मितीच्या दृष्टिकोनातून विभागाने या केंद्राच्या माध्यमातून उपायोजना करण्याचे ठरवले आहे. सदर "समान संधी केंद्राच्या" माध्यमातून विद्यार्थ्यांना त्यांच्या पुढील शिक्षणासाठी प्रोत्साहित करणे, रोजगार प्राप्तीसाठी किंवा उद्योजकता व व्यावसायिक होण्यासाठी कौशल्य शिक्षण या सर्व बाबींचा सर्वसमावेशक मार्गदर्शन याद्वारे करण्यात येणार आहेत.

जिल्ह्यातील सर्व उच्च माध्यमिक, कनिष्ठ महाविद्यालय, वरिष्ठ महाविद्यालय व व्यावसायिक तसेच इतर सर्व शैक्षणिक संस्था व त्यांच्या अधिपत्याखाली येणा-या सर्व महाविद्यालयांमध्ये "समान संधी केंद्राची" विहित मुदतीत स्थापना करण्याबाबत आपणास या कार्यालयाचे वरील संदर्भीय पत्र क्र.(२),(३) व (५) अन्वये कळविण्यात आलेले आहेत. तसेच याबाबत प्राचार्य यांचे आढावा बैठकी मध्ये व Whatsapp मेसेजद्वारे सुद्धा वेळोवेळी सूचना दिलेल्या आहे.

याबाबत मा. आयुक्त, समाज कल्याण आयुक्तालय, महाराष्ट्र राज्य, पुणे यांनी सुद्धा राज्यातील संपूर्ण महाविद्यालयात "समान संधी केंद्राची" स्थापना करण्याबाबत वेळोवेळी आयोजित व्हीडीओ कॉन्फरन्स मध्ये निर्देश दिलेले आहे.

जिल्ह्यात महाडीबीटी प्रणालीवर ३१५ इतके महाविद्यालय मरिपंग असून विभागात फक्त ५० टक्के महाविद्यालयात "समान संधी केंद्राची" स्थापना करण्यात आलेली आहे. यावरून असे निदर्शनास येते की, याबाबत आपणास वारंवार सूचना देऊन सुद्धा या महत्वाकांक्षी कामाकडे आपणाकडून जाणीवपूर्वक दुर्लक्ष केल्याचे दिसून येत असून ही प्रशासकीय दृष्ट्या व मागासवर्गीय विद्यार्थ्यांचे हिताचेदृष्टीने सुद्धा अत्यंत गंभीर स्वरूपाची बाब आहे.

तेव्हा आपणास सूचित करण्यात येते की, आपले महाविद्यालय स्तरावर दोन दिवसामध्ये "समान संधी केंद्राची" (Equal Opportunity Centre) स्थापना करण्यात यावीत. व त्याबाबतचा अहवाल तात्काळ या कार्यालयास सादर करण्यात यावा. दिलेल्या मुदतीत याबाबत कार्यवाही न केल्यास आपल्या पालक विभागास कळविण्यांत येईल याची कृपया गांभीर्याने नोंद घ्यावी.

(डॉ. अ. व. राठी)
सहायक आयुक्त,
समाजकल्याण, अकोला.

प्रतिलिपी माहितीस्तव सविनय सादर,

१) मा.आयुक्त,समाजकल्याण आयुक्तालय,महाराष्ट्र राज्य पुणे-१

२) मा.जिल्हाधिकारी,अकोला

प्रत माहिती व उचीत कार्यवाहीस्तव सादर

३) मा.कुलसचिव,संत गाडगेबाबा अमरावती विद्यापीठ,अमरावती

४) डॉ.व्ही.एन.नाठार.समन्वयक, (Equal Opportunity Centre) संत गाडगेबाबा अमरावती विद्यापीठ,अमरावती

५) कुलसचिव,डॉ.पजांबराव देशमुख कृषी विद्यापीठ,अकोला

६) मा.सहसंचालक,(तंत्रशिक्षण)अमरावती विभाग अमरावती

७) मा.सहसंचालक (उच्च शिक्षण) अमरावती विभाग अमरावती

८) मा.उपसंचालक (शिक्षण)अमरावती विभाग अमरावती.

९) मा.शिक्षणाधिकारी,(माध्यमिक) जिल्हा परिषद.अकोला

// आपणांस विनती करण्यांत येते की,आपल्या अधिपत्याखालील येणा-या जिल्हातील सर्व महाविद्यालयामध्ये उक्तपणे समानसंधी केंद्रे शैक्षणिक सत्र.२०२१-२२ पासून सुरु करण्याबाबतच्या सुचना देण्यांत आलेल्या होत्या,मात्रा अद्यापही जिल्हयातील ५० टक्के महाविद्यालयामध्ये समानसंधी केंद्रे स्थापन केल्याबाबतचा माहिती या कार्यालयास अद्याप अप्राप्त आहे.तेव्हा महाविद्यालयास्तरावर वरील प्रमाणे समानसंधी केंद्रे स्थापन करण्याबाबत आपल्यास्तरावरून आदेश वजा सुचना देण्यांत याव्यात.जेणेकरून महाविद्यालयामध्ये प्रवेशित विद्यार्थ्यांना वरील प्रमाणे सुविधा पुरविणेबाबतची कार्यवाही करता येईल.



सहायक आयुक्त,
समाजकल्याण,अकोला.




Equal Opportunity Center (EOC)

Note:- Please Do Not make Duplicate Entry.

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sitabaiartscollegeakola@gmail.com



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समान संधी केंद्र

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