



Namita Education & Welfare Society's

SIDDHARTH COLLEGE

(B.M.M., B.M.S & B.Com)

(A Minority Institute, Affiliated to University of Mumbai)

At: Boradpada, Post: Chargaon, On Badlapur-Mhasa Road, Tal: Ambarnath, Dist: Thane – 421 503.

Contact Nos.: 0251-2670232, 8550961581, 9930501961 Website: www.siddharthcollegebadlapur.edu.in

email id : principal@siddharthcollegebadlapur.edu.in, namitaeducation@gmail.com

PART – A

Gender Sensitization in Curricular Activities

Foundation Course (Semester I, II, III & IV) is a compulsory course for all programmes. It touches upon various social, economic and political issues with emphasis on role of females. Some of the important aspects of curriculum that address issues related to women in the Indian society have been cited below:

Foundation Course – I

Sr. No.	Modules / Units
2	Concept of Disparity – 1
	Understand the concept of disparity as arising out of stratification and inequality; Explore the disparities arising out of gender with special reference to violence against women, female foeticide (declining sex ratio), and portrayal of women in media; Appreciate the inequalities faced by people with disabilities and understand the issues of people with physical and mental disabilities.

Foundation Course – II

Sr. No.	Modules / Units
5	Significant Aspects of Political Processes
	The party system in Indian politics; Local self-government in urban and rural areas; the 73 rd and 74 th Amendments and their implication for inclusive politics; Role and significance of women in politics.

Foundation Course – III

Sr. NO.	Modules / Units
1	Human Rights Violations and Redressal
	A. Scheduled Caste – Constitutional and legal rights, Forms of violation, Redressal mechanisms. (2 Lectures) B. Scheduled Tribes: Constitutional and legal rights, Forms of violations, Redressal mechanisms. (2 Lectures) C. Women – Constitutional and legal rights, Forms of violations, Redressal mechanisms. (2 Lectures) D. Children – Constitutional and legal rights, Forms of violations, Redressal mechanisms. (2 Lectures) E. People with Disabilities, Minorities, and the Elderly population – Constitutional and legal rights, Forms of violations, Redressal mechanisms. (4 Lectures)

The students also make field based projects as a part of compulsory internal assessment for the Foundation Course (Semester – I, II, III & IV). Among the other issues, various issues pertaining to women are given to students for the project work.



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PART- B

Women's Development Cell (WDC):

Women's Development Cell has been actively participating in arranging various types of programmes with regard to Gender Equity in and outside the college campus.

Academic Year : 2018-19:

Date	Title of the Programme	Name of the Resource Person/s, His Designation along with Collaboration, if any	No.of Beneficiaries	
			Students	Staff
12.01.2019	Women's Health and Fitness	Dr.Minaxi Samant, District Programme Officer, University of Mumbai	68	6

Academic Year : 2019-20:

Date	Title of the Programme	Name of the Resource Person/s, His/her Designation along with Collaboration, if any	No.of Beneficiaries	
			Students	Staff
18.09.2019	Rally on 'Beti Bachao and Beti Padoo'	Principal and Staff of the College	140	5

Academic Year : 2020-21:

Date	Title of the Programme	Name of the Resource Person/s, His Designation along with Collaboration, if any	No.of Beneficiaries	
			Students	Staff
29.06.2021	Workshop on Women Safety and Empowerment	Adv. Mrs. Soniya Gajbhiye, Bombay High Court, Nagpur Bench	200 +	7

Academic Year : 2021-22:

Date	Title of the Programme	Name of the Resource Person/s, His Designation along with Collaboration, if any	No.of Beneficiaries	
			Students	Staff
08.03.2022	Workshop on Health Issues related to Women	Mrs.Nita Bambolkar, Department of English, Rizvi College, Mumbai	37	4

Academic Year : 2022-23:

Date	Title of the Programme	Name of the Resource Person/s, His Designation along with Collaboration, if any	No.of Beneficiaries	
			Students	Staff
17.03.2023	Health Check-up Camp on Thalassaemia and Haemoglobin	Vidyadhar Gangurde. Rotary Club of Thane	102	7

In addition to the above programmes, the **Birth Anniversary of Savitribai Phule** on 3rd January and **International Women Day** on 8th March are celebrated every year.



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DEPARTMENT OF WOMENS DEVELOPMENT CELL WITH COORDINATION OF IQAC

Activity: “Women's Health and Fitness”	Date: 12 -01-2020
Venue: SEMINAR HALL	Time: 10:30 To 12:30
Name of the Resource Person	Mrs. Minaxi Samant
No. Of Participants	68

REPORT ON

“WOMEN’S HEALTH AND FITNESS”

Activity Details:

Siddharth College of BMM, BMS and BCom, Department of Women’s Development Cell with Coordination of IQAC Organised Womens Health and Fitness Session for the girl students of the college on 12th Jan, 2020 at 10:30 am in seminar hall. BA, Bcom, and BMS girl students of the college was made for Health of their Fitness as well as to share important information to them related to activities by Women cell.

Resource Person Mrs. Minaxi Samant District Programme Directed NSS, Mumbai delivered a talk on ‘Womens Health and Fitness’ as a physical Director she shared her topic very interesting and informative manner. She exclusively referred the importance of health. care and maintaining the fitness in daily life of everyone especially women's. In the interactive session, students were made aware about the Women Cell and its functioning in the college as well as in the society. Students were also asked about their suggestion for the welfare of girls firstly at college level. Students participated enthusiastically in the session.

Outcomes of This Programme :

- Proper supply of electricity and water in the washrooms.
- Proper surveillance of Domestic Violence.
- Webinar should be organized on Medical Health.
- Arrangement of PAD in emergency Situation
- Students had also brought up some complaints against the visit of outsiders in the college and rude behaviour of fee clerk, lack of communication in examination cell. All the suggestions and complaints had already been brought in the notice of Dr. R. P. Paul (Principal)



Mrs. Swati Narwade	Mr. Karnekar S.V.
Convenor WDC.	IQAC Coordinator



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EVENT REPORT

Activity: “Rally on Beti Bachao , Beti Padao”	Date: 18 -09-2019
Venue: College campus to Boradpada	Time: 11:30 To 1:30

A Report on “Rally on Women Beti Bachao Beti Padhao ”

Siddharth College of BMM, BMS and BCom, Department of Women’s Development Cell with coordination of National Service Scheme organised rally on women’s safety and empowerment from college campus to boradpada village.

Objectives of the activity:

- ❖ The prime objective of the rally is to empower women and spread awareness on women’s safety.
- ❖ To create awareness about the importance of women’s education.
- ❖ To spread awareness about increasing women harassment

Outcomes of the activity:

- ❖ The beneficiaries (Village Tribal People) had awareness on Women Safety, Welfare and also on Women Education.
- ❖ The village people in and around Boradpada village appreciated the students about the rally on Women Safety and Welfare.
- ❖ This program helped to fulfil the potential as individuals and contributors for communities and economies among the students
- ❖





Key Highlights:

- Totally, 140 students from BA, BCom, BSc and Misarticulated in the rally with posters and placards with messages about women safety and importance of women education slogans.
- On Women's Development Cell Committee Mrs. Narwade Swati, Assistant Professor and Head, Department of English and Ms. Suvarna Padir, Assistant Professor and Head, Department of Marathi handled the session on Women Safety and Welfare for the students.

Mrs. Swati Narwade	Miss. Suvarna Padir
HOD English	HOD Marathi



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EVENT REPORT

Activity: Workshop on Women's Safety and Empowerment	Date: 29-06-2021
Venue: Siddharth College	Time: 11:30 To 2:30

REPORT ON

Workshop on Women's Safety and Empowerment

Siddharth College of BMM, BMS and BCom, Department of Women's Development Cell with Coordination of IQAC was organised Intercollegiate online workshop on women's safety and empowerment of the girl students. Program was started by 11:00am with registration process of the students. All participants of other colleges had enrolled themselves. Resource person were Adv. Mrs. Soniya Gajbhiye Senior Advocate Nagpur Bench of Mumbai High Court, express her views. Women empowerment in India is the most effective tool for development as these days; women across the world are actively working as a leader and surpassing others in all the spheres of life. As the entire world is clasping its breath and praying every single day for an incredible escape from the COVID-19 Pandemic, it is the women governors and nations steered by these amazing figures who are taking over the responsibility and marching ahead in the battle alone wherever required.

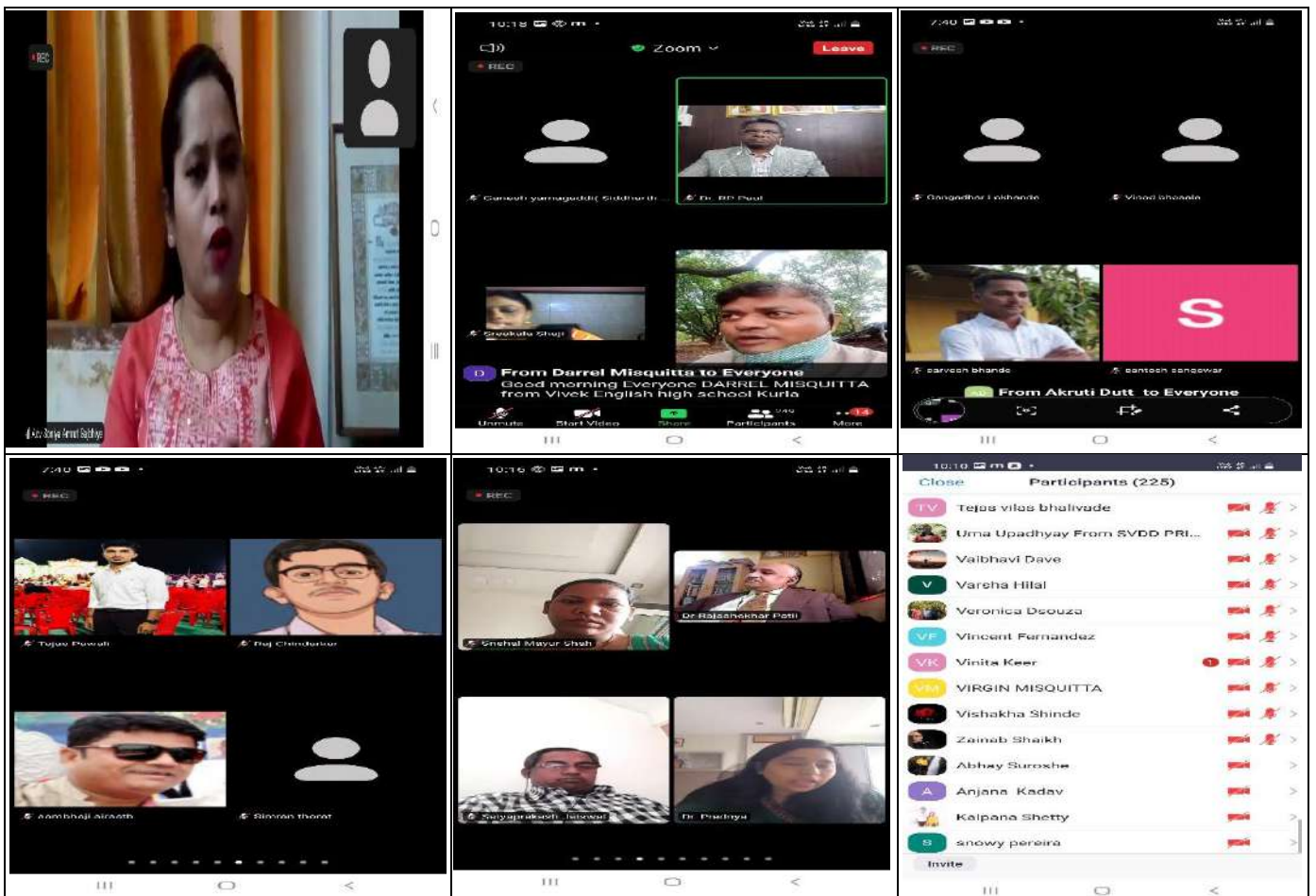
Women empowerment in India is dependent up to a great extent on numerous different variables that encompass geographical setting (rural\tribal), social status (caste and class), educational status, and age factor. Actions on the women empowerment exist at the state, local (panchayat), and national levels. However, women encounter differentiation in most sectors like education, economic opportunities, health and medical assistance, and political participation, which demonstrates that there are substantial gaps between strategy advancements and real exercise at the community level.

Highlights of Workshop:

- ❖ **Gender Discrimination must be Checked**

- ❖ Mass Media is Bringing the Transformation
- ❖ Steps Regarding Implementation of Women Development Programme along with Numerous Acts
- ❖ Changes in Women's Attitude

Dr. R. P. Paul , the Principal proposed the vote of thanks to all the participants and the guests.



Outcome: -

Session was useful for girls they learned new techniques and felt motivated to defend themselves at the time of threat. Focus was overall development of women/ girls which we achieved. More than 200 Students were participated in the session. All participants demanded this kind of workshop should be there twice in a year. It shows that how whole college is working for women safety and for their all-round development.

Mrs. Swati Narwade	Mr. Karnekar S.V.
Convenor WDC	Programme Officer NSS & IQAC Coordinator



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Department of Women's Development Cell with Coordination Of IQAC REPORT ON WOMEN'S DAY CELEBRATION & HEALTH ISSUE COUNSELLING

DATE: 8th March 2022

VENUE: Seminar Hall. TIME: 011:30 AM

Keeping in view the growing imbalance in the man-woman ratio, we have to emphasize focusing on celebrating and welcoming girl child. To get rid of vicious social customs of dowry system responsible for killing of girl child, the status of women shall have to be enhanced. The International Women's Day was celebrated at Siddharth College of Arts, Commerce and Science on **8th March, 2022**. The purpose of celebrating Women's Day is – To raise awareness about the status and dignity of women among the students. Sari draping, Hair styling, Button stitching, Rangoli Competition was conducted in the multipurpose hall of our college. At the beginning of program our respected Trustees Mrs.Nita Bambolkar a short speech on Women's day. Then some fun events were designed to make the boys realize the women's daily household work and of course to have fun for all. 37 students and 4 staff took part in this programme.

Sweets, snacks and beverages were served among the audience. A discussion was carried out by the members emphasizing their gross average performance of women students for the annual year 2021-2022. The deserving employees were felicitated with various merits. This celebration brought fun, happiness, entertainment and a sense of unity among all.





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Report on Haemoglobin and Health Check-up Camp

DATE: 17th March 2023

VENUE: Seminar Hall. TIME: 09:30 am to 4: 30 pm

Sidharth College of BMM, BMS and BCom, Boradpada. Department of National Service Scheme, Women Development Cell and Rotary Club Badlapur, Primary Health Care Hospital Sonwala jointly organised special Lecture, HB and health check-up camp for the students and employees of Sidharth College of BMM, and BCom.

Prior to the beginning of the haemoglobin test camp, an inaugural programme was organised by the Department of NSS with Coordination of IQAC in its auditorium which was presided over by Dr R. P. Paul, Principal of the college. IQAC Coordinator and Programme Officer NSS Mr. Karnekar Sandip, Mrs. Swati Narwade Convenor WDC, Dr. Gayatri Gayal, PHC Hospital Boradpada, Social Worker Vidyadhar Gangurde. Member Rotary Club of Thane, and Nursing Staff Assistance Vaishnavi Gite and Vaibhavi.

Resource Person Vidyadhar Gangurde Express his view haemoglobin test measures the levels of haemoglobin in the blood. Haemoglobin is a protein in the red blood cells that carries oxygen from the lungs to the rest of the body. If the haemoglobin levels are abnormal, it may be a sign that one may have a blood disorder. A haemoglobin test is often used to check for anemie, a condition in which the body has fewer red blood cells than normal.

In the camp, the haemoglobin test was done for a total of 102 College and School students (53female and 47male). Out of the 102students. only 6 of them were found to have their haemoglobin level below 5, whereas the level of others was above 10. Mr. Jadhav Nandkumar, Head, Dept of Political Science, Assistant Professors Mr., Kanojiya Ashwinikumar and other faculty members actively cooperated to make the camp a grand success.

नामिता एज्युकेशन अँड वेलफेअर सोसायटी
सिधार्थ कॉलेज (बी.एम.एम., बी.एम.एस. अँड बी.कॉम.)
 मु. बोराडपाडा पो. चरगाव बदापूर - म्हासा रोड, ता. अंबरमाथ वि. थाने.
 जागतिक महिला दिन
सावित्रीबाई फुले स्मृती दिनानिमित्त
FREE HAEMOGLOBIN & HEALTH CHECK UP CAMP
 "स्त्री च्या निरोगी आरोग्यासाठी हिमोग्लोबीन आणि कॅल्शियमचे महत्त्व"
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 मा. डॉ. आर्चना गरुड मा. विद्याधर गंगुर्डे डॉ. आर. पी. पॉल
 कॅम्पिग ऑफिसरी (प्र.अ.अ. कोषाध्यक्ष) सामाजिक कार्यकर्ता प्राचार्य
 मा. डॉ. नाचत्री गायल मा. शिकत एच. लोखंडे
 प्रा.अ. अश्वीन. कानोजिया अखत NEWS
 सौजन्य : दामनराव ओक स्वत पेठी, सेटरी क्लब, ठाणे
 श्री. संतोष संभेदार प्रा. संदिप कर्नेकर प्रा. शिववीरकर कानोजिया प्रा. चंद्रकांत कांबळे श्री. प्रमोद दमडे
 (A.O.) (ई.व्ही. - का.अ.टी.से.के.) (एज्युकेशन क्लब प्रमुख) (टीचर संस्था) (अध्यक्ष)





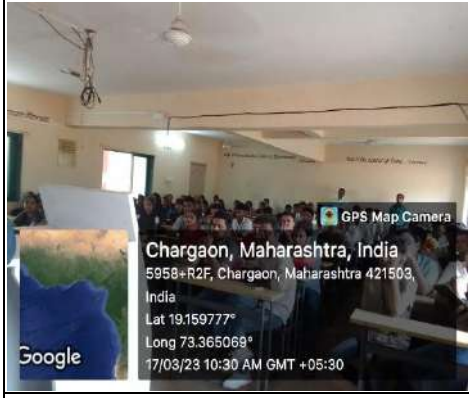
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PART – C
Facilities for Women Safety

1. Security Cabin:

The entry in the College is permitted through only one gate. Identity Cards of the students are checked at the entry gate. Visitors' entries are maintained in the visitors register. CCTV Cameras have been installed at the main entry gate to keep surveillance.



2. CCTV Camera Surveillance

The College campus is under CCTV surveillance. A total of 08 cameras have been installed at various places in the College campus for ensuring safety and security of students, especially girls and women.



3. Girls Common Room

A Girls Common Room with attached toilet has been provided on the second floor of the College Building. The Common Room have a facility sanitary pad.



Napkin Facility Available in Girls Common Room



Separate Washroom for Boys and Girls:

The college provided separate and hygienic washrooms for girls. The Washroom is also provided with sanitary napkins.



Girls Toilet Inside Image



Boys Washroom



Boys Washroom Inside



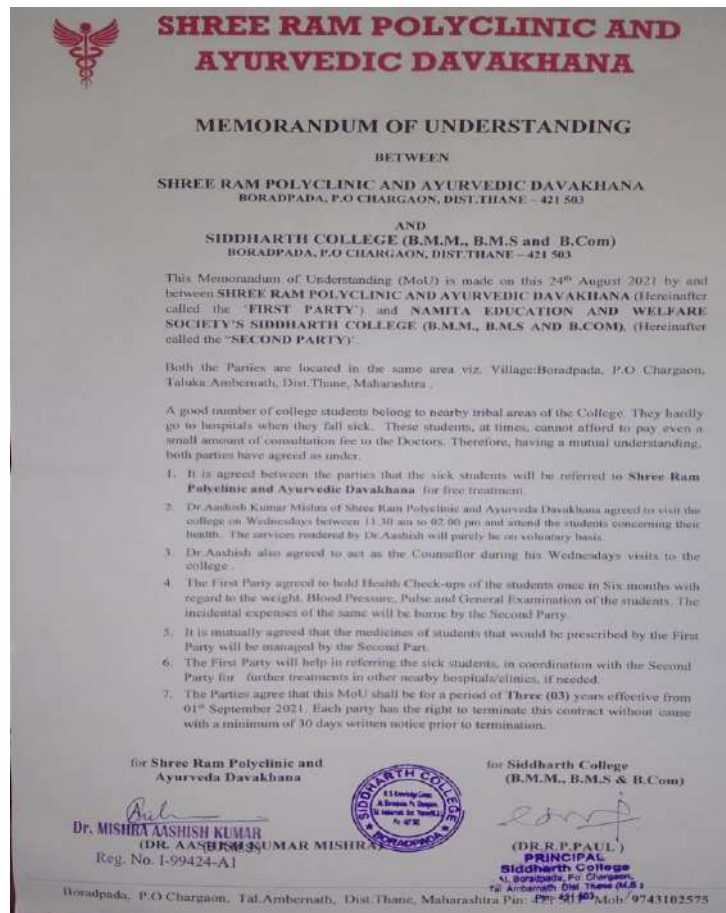
Regular Meeting with Parents



PART – E Counselling Centre

The College has appointed Dr.Aashish Kumar Mishra as the Counsellor for three years as per the MoU signed between the college and Shree Ram Polyclinic and Ayurvedic Davakhana, Boradpada – 421 503 dt. 24th August 2021. He visits the college on Wednesdays between 11.30 am to 02.00 pm.

Many students have been benefitted with the system of counselling.



PART – F
GENDER AUDIT CERTIFICATE AND REPORT

Gender Equality Compliance Certification

Gender Equality Compliance Certification

Geotek Global Certification Pvt. Ltd.

hereby certify that the organization

**Namita Education & Welfare Society's
Siddharth College of BMM, BMS and BCom**

Address : N. S. Knowledge Centre, Badalapur - Mhasa Road, Boradpada, P. O. Chargaon
421503, Taluka Ambernath, District Thane, Maharashtra, India

has implemented and maintained Measures initiated by the Institution for the promotion of gender equity & sensitization, Women Empowerment, Specific facilities provided for the women in terms of Safety & Security, Counselling and Common Rooms.

Scope :

To Evolve and Impart Comprehensive Higher Education to the Students of Under Graduation & Post-Graduation, in Arts, Commerce & Science, Multimedia & Mass Communication and Management Studies.

The compliance has been ascertained based on evaluation of current practices and the documents presented

Scheme : Gender Equality
Certificate No. : 22.GGCS.IN.GA022887
Certification Date : 01st March 2023
Cert. Expiry Date : 28th February 2026



Chief Executive Officer
Geotek Global Certification Pvt. Ltd.
102, Raj Legacy, Near Bramhand Phase 5, Off. GB Road,
Thane (West), Pin 400607, Maharashtra, India

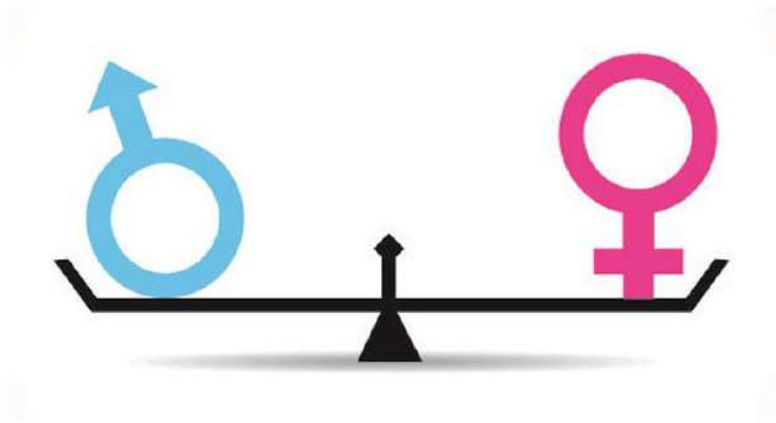


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BCOM BORADPADA
DIST. THANE-421 503**



GENDER AUDIT

2022-23

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1. INTRODUCTION:

“Our objective is to provide a high-quality education to students, the vast majority of them come from nearby tribal areas. The College aspires to offer them with core undergraduate and postgraduate degrees needed for a wide range of job opportunities”

It is with great pleasure that we welcome you to Namita Education and Welfare Society's (NEWS) Siddharth College BMM, BMS and BCom. Namita Education Society was established by Shri.Nagesh Sambhaji Jadhav, a visionary way back in 1997 and the college got affiliation from University of Mumbai in 2012. Also, the college got the status of religious minority by Government of Maharashtra in 2009.

The vision of our college is to provide quality education to rural and tribal students and to empower them to become self-reliance, responsible, competitive and competent citizens in the society. Despite our college is located in a rural, hilly and tribal area, our college runs in full swing in streams. We are blessed with green campus of Five and half acres of land with natural sceneries.

Our college offers the Mumbai University courses of BA., B.Sc., B.Com., BMS, BAMMC and M. Com courses. The Namita Education and Welfare Society also runs Mahatma Jyotiba Phule High School and Junior College and Siddharth College of Education. We have a good team of highly qualified and dedicative teaching and non-teaching staff. Each class is effectively guided by their mentors. We are well equipped with good infrastructure, library and laboratories.

The college also provides ample opportunities to sports and co-curricular activities. We have few international sports students to our credit. Our students are sincerely involved in National Service Scheme (NSS) too. You will find variety of information about all our activities through this website.

The college has also formed various Statutory Cells like SC/ST Cell, OBC Cell, Grievance Redressal Cell, Anti-ragging Cell,

We look forward to serve our students in achieving their overall personality development. We assure you that the Siddharth College would provide you all qualities of community's expectation.

2. GENDER AUDIT:

The gender audit is a tool to assess and check the institute for gender equality in organizations representing in their policies and programs. By identifying critical gender gaps and challenges the audit also establish a base line against which progress can be measured over time, and recommendations made of how they can be addressed through improvements. There is no standard approach for carrying out gender audit. Self-analysis of the college is carried out reviewing the existing infrastructure and available data. Gender equality is human right. Each human being regardless of gender is entitled to live in dignity and freedom, without any fear. Women and other marginalized genders are still backward in economic, social and cultural fields. Gender equality is important to achieve human progress.

Gender Policy of the College:

- No discrimination on the basis of Gender.
- Equal opportunity to all.
- Freedom to all to express free opinion
- Easy to access functional, confidential grievance and redressal cell.
- Arrangement of safety and security for all.

Objectives of the Gender Audit:

- To find out the areas where gender balance exists and the factors behind the gender balance.
- To establish good gender balance in decision-making processes in all areas of the college activities.
- To suggest measures for bridging the gender gap.
- To Foster gender equality in all aspects of college community.
- To see the work and capacity for prevention of sexual harassment at the college.

Methodology:

The list of collected information:

- The status of teaching staff

- Enrolment of students
- Representation of girls in NSS

3. CONSTITUTION OF ICC:

The College has constituted an Internal Complaint Committee (ICC) on date **14/7/2014** according to **The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013**, published by Legislative Department of Ministry of Law and Justice.

ICC COMMITTEE:

Sr. No.	Name of Member	Designation	Position held
1	Mrs. Narwade Swati A.	HOD, English	Chair person
2	Miss. Padir Suvarna A.	Asst. Prof. Marathi	Member
3	Mr. Karnekar Sandip V.	Asst. Prof. Commerce	Member
4	Mrs. Khanolkar Vidya S.	Asst. Prof. Commerce	Member
5	Adv. Khobragade Roshan	Advocate	Member
6	Miss. Girha Haushi Chiman	Student Representative	

The Namita Education and Welfare Society is committed to create and maintain a community in which students, teachers and non-teaching staff can work together in an environment free of violence, harassment, exploitation and intimidation. Every member of the College should be aware that while the Namita Education and Welfare Society being the Minority Institution is committed to the right to freedom of expression and association, it strongly supports gender equality.

4. OBJECTIVES OF THE POLICY:

The Institution has set up an Internal Complaints Committee (ICC) under the Sexual Harassment Act. The goal of the Sexual harassment policy is to end the problem faced by the student/employee through an internal system of relief that is easy to access, and thereby provides an effective remedy to the aggrieved complainant as quickly as possible so that she

can continue to study and develop without further impediments. This is very important to recognize for two reasons. One, in relation to how cases are resolved, in that redressal does not necessarily have to be punitive and instead may be educational, (depending it is openly discussed at forums which are attended by both teachers and students; women students are encouraged to speak up freely in class or elsewhere. In this background the College Sexual harassment policy has the following objectives:

- To fulfill the directive of the Supreme Court enjoining all employers to develop and implement a policy against sexual harassment at the work place.
- To evolve a permanent mechanism for the prevention and redressal of sexual harassment cases and other acts of gender-based violence at the Institution level.
- To ensure the implementation of the policy in letter and spirit through proper reporting of the complaints and their follow-up procedures.
- To uphold the commitment of the institution to provide an environment free of gender-based discrimination.
- To create a secure physical and social environment which will deter acts of sexual harassment?

5. DEFINITIONS OF SEXUAL HARASSMENT:

The following constitute sexual harassment:

- When submission to unwelcome sexual advances, requests for sexual favors, and verbal or physical conduct of a sexual nature are, implicitly or explicitly, made a term or condition of teaching/guidance, employment, participation or evaluation of a person's engagement in any College activity.
- When unwelcome sexual advances, and verbal, non-verbal and/or physical conduct such as loaded comments, remarks or jokes, letters, phone calls or e-mails, gestures, exhibition of pornography, lurid stares, physical contact, stalking, sounds or display of a derogatory nature have the purpose and/ or effect of interfering with an individual's performance or of creating an intimidating, hostile, or offensive environment.
- When a person/s uses, with a sexual purpose, the body or any part of it or any object as an extension of the body in relation to another person without the latter's consent or against that person's will, such conduct will amount to sexual assault.

6. JURISDICTION:

The rules and regulations outlined in this policy shall be applicable to all complaints of sexual harassment made:

- **By a member of the institution against any other member of the institution**

7. POWER AND DUTIES OF ICC:

Preventive:

- To create and ensure a safe environment that is free of sexual harassment.
- To create an atmosphere promoting equality and gender justice.
- To publicize the policy widely, especially through website and notice boards.
- To publicize the names and phone numbers of members of the committees.
- To plan and carry out programs for gender sensitization (through workshops, seminars, posters, film shows, debates, skits) either independently or with the assistance of the Gender Sensitizing Committee.

Remedial:

- The mechanism for registering complaints should be safe, accessible and sensitive.
- To take cognizance of complaints about sexual harassment, conduct enquiries, provide assistance and redressal to the victims, recommend penalties and take action against the harasser, if necessary.
- To recommend to the concerned authorities follow-up action and monitor the same.
- To advise the disciplinary authority concerned to issue warnings or take the help of the law to stop the harasser, if the complainant consents.
- To seek medical, police and legal intervention with the consent of the complainant.
- To make arrangements for appropriate psychological and emotional support (in the form of counseling, security and other assistance) to the victim if s/he so desires.

8. PROCEDURE FOR REGISTERING COMPLAINTS:

- All complaints must be brought by the complainant in person directly to ICC.
- If the complainant wishes, she/he can be accompanied by a representative.
- The Principal can refer any complaint to ICC.

9. ENQUIRY PROCEDURES:

- The committee is bound to maintain confidentiality during the time of the enquiry (in order not to prejudice the proceedings).
- After the report has been finalized, confidentiality should be maintained, if the complainant so desires, by withholding the complainant's name and other particulars that would identify her.
- The ICC after the receipt of a complaint, establish a prima facie case of sexual harassment on the basis of both the definition of sexual harassment as given in this policy, and the jurisdiction of this policy. Reasons for not pursuing a complaint must be recorded in the minutes and made available to the complainant in writing.
- In case of a complaint filed by another person on behalf of the complainant (where the complainant is in confinement) the complaint will be investigated in order to explore whether a prima facie case of sexual harassment exists and whether intervention or some other assistance is required.
- During the enquiry procedure, the complainant and the accused will be called separately so as to ensure freedom of expression and an atmosphere free of intimidation.
- The ICC must submit its report to the Principal.
- The entire process of enquiry should be completed within three months.

This is hereby clarified that Institution shall comply the guidelines of the Apex court in Vishakha case and provisions of the Sexual harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013 and rules made there under other laws of the land made in this regard.

The college has also Gender Sensitization Cell (GSC++) to promote gender equity and also organizes Gender Sensitive Activities in the college

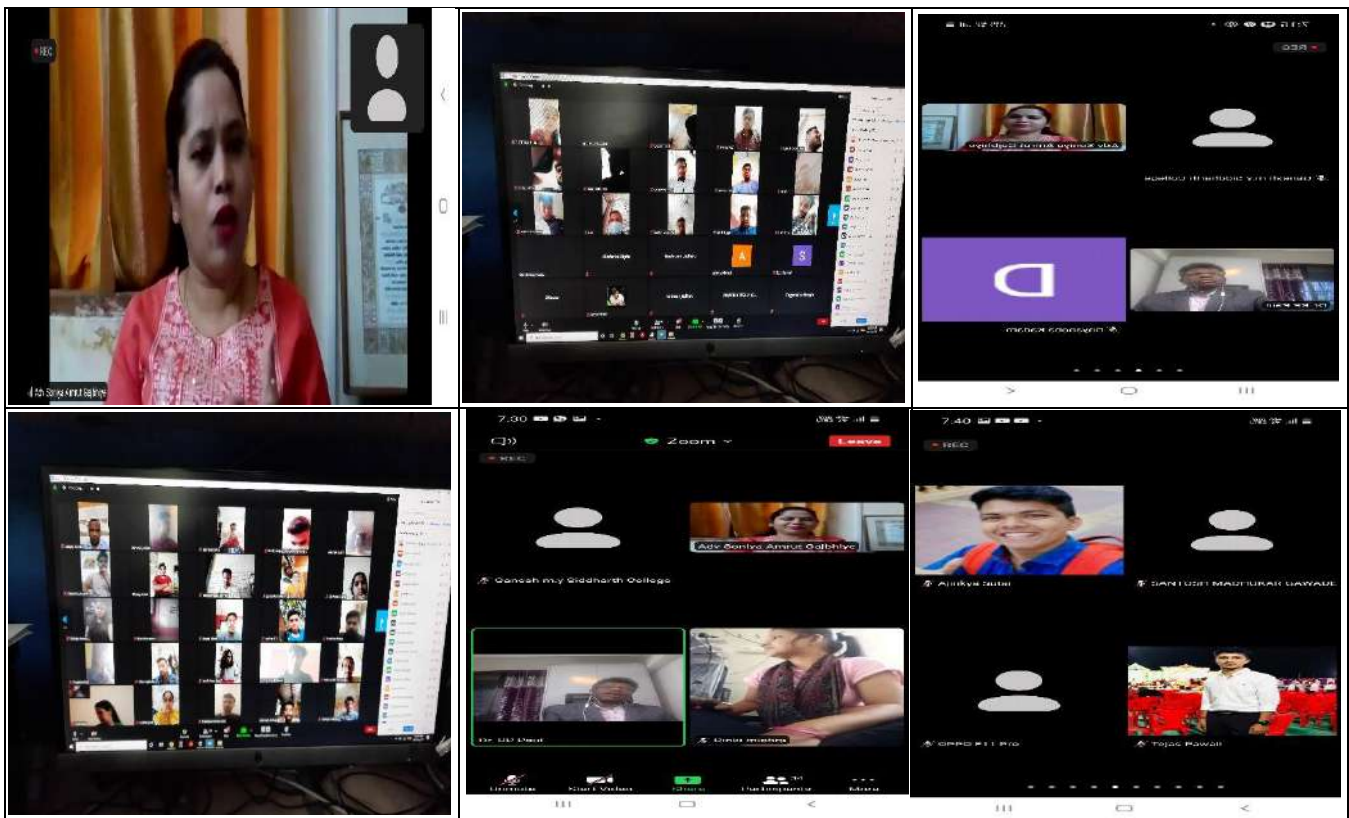
10. GENDER SENSITIZATION CELL (GSC):

Sr. No.	Name of Member	Designation	Position held
1.	Ms. Khanvilkar Vrushali M.	Asst. Prof., Commerce	Chairman
2.	Mr. Karnekar Sandip V.	Vice Principal	Member
3.	Mr. Jadhav Nandkumar	Asst. Prof. Political Science	Member
5.	Mr. Kadali Vilas	Asst. Prof. Marathi	Member

11. PERIODIC AWARENESS PROGRAMMES FOR STAFF AND STUDENTS:

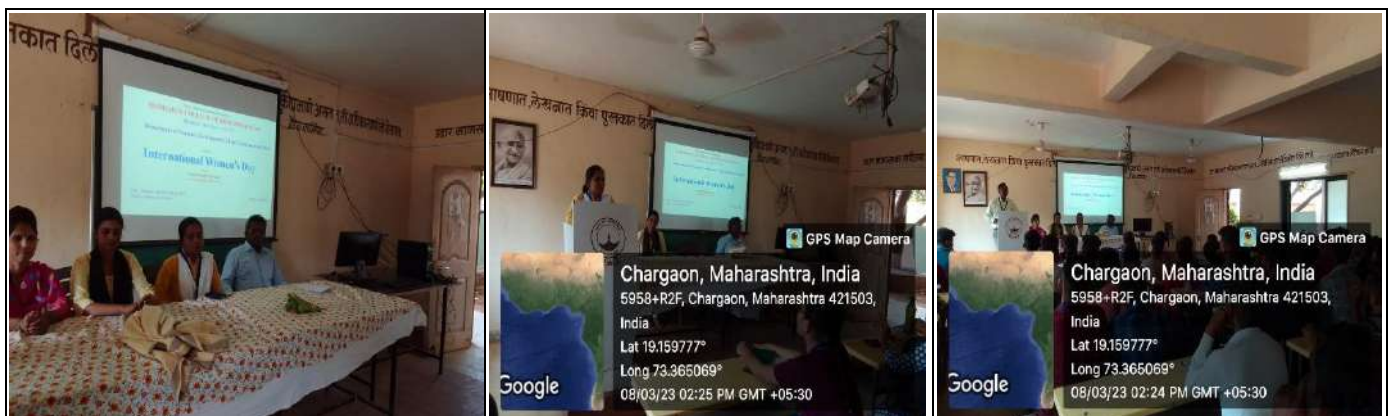
The college is continuously conducting awareness programs for staff and students for the safety of women. The college students and faculty members through ICC and GSC are involved in these activities.

National Level Webinar on Sexual Harassment and Women's Empowerment



Adv. Soniya Gajbhiye expressed her View on Women's Empowerment and how to face and solve Sexual Harassment

On 08-03-2022 & 23 International Women's Day Celebration and Walking Rally to aware Tribal Girls to Higher Education





Rally Photos





ACP Bhoir Sir API Shinde Ma'am Motivated by Tribal Students Achievement Goal and Ambitious

12. CONTROLLING ENTRY AND EXIT OF STUDENTS:

To restrict the entry of outsiders in the campus, discipline committee members' checks identity card of students during their entry in the campus. The students are strictly informed to have their identity cards with them. The College authority earlier had decided to install Closed Circuit Televisions (CCTV) to get rid of this problem as well as address issue. This process is necessary to protect college from outsiders.

13. SEPARATE READING ROOM FOR GIRLS & BOYS AND A COMMON LADIES ROOM:

The Library is repository of knowledge library provide information to the library users. Library resources reference books, text books, dictionaries, encyclopedia, Journals and Magazines are available in library. Reading rooms for boys and girls are separate.

The College also maintains separate room for the rest and recreation among girl students. It gives students relief from the stress and strain of continuous lessons. The ladies common room has facility of table, chairs, attached washroom, a mirror and lavatory with Sanitary Vending

Machine. Water purifier is fitted to provide drinking water. The ladies Common room has a lady peon deployed for its maintenance and surveillance.

14. EMERGENCY PHONE NUMBERS:

All the emergency phone numbers are displayed in common ladies' room and in the Corridor. A copy is also available in administrative office as well.

15. CCTV SURVEILLANCE IN THE CAMPUS:

Surveillance system is of top most importance, where the safety of girl students and institute comes up. The college campus is fully covered with 11 CCTV cameras' ensuring every corner being watched all the time. This averts any unavoidable activities in the campus.

16. DISPLAY BOARDS IN COLLEGE CAMP

Sr. No.	Office	Contact No.
1.	Office of the College	02224-363289
2.	Police Station	100 02512 – 690297
3.	Women Helpline	1091
4.	DAMINI Squad, Badlapur	7741092000
5.	Fire Brigade	101 02442 – 222226
6.	Ambulance	102
7.	Blood Bank	1990



Namita Education and Welfare Society's
SIDDHARTH COLLEGE of BMM, BMS & BCOM, BORADPADA,
DIST. - THANE - 421503

ANTI RAGING COMMITTEE (ARC)

Sr. No.	Name of Member	Department	Designation
1	Dr. R. P. Paul	Principal	Chairman
2	Mr. Kanojiya Ashwinikumar H.	Commerce	Member
3	Mr. Kadali Rajesh	Sports	Member
4	Mr. Jadhav Nandkumar V.	Sociology	Member
5	Mrs. Narwade Swati G.	English	Member
6	Mr. Jadhav Vasant P.	Student Representative	Member
7	Mr. Palande Purva	Student Representative	Member

Complaints Committee: As per this law, every employer employing 10 or more persons is mandated to constitute an Internal Complaints Committee to handle complaints of sexual harassment at the workplace (S. 4, SHA). Failure to constitute this committee or act per the recommendations of the committee shall result be punished with a fine which may extend to Rs. 50,000/- (1st time), double the fine or cancellation of license to carry out business the 2nd time. (S. 26, SHA)

The employer is also under an obligation to initiate action under the Indian Penal Code against the perpetrator and to provide assistance to the aggrieved woman if she chooses to initiate action under the Indian Penal Code herself (S. 19, SHA).

If an internal complaints committee has not been constituted, the woman can file a complaint with the Local Complaints Committee set up by the District Office (S. 5, SHA)

To register a Complaint under this Act: A woman can make a report of sexual harassment within 3 months of the incident with the internal/local complaints committee (S.9, SHA). If the woman is unable to make the complaint herself, owing to mental/physical incapacity or death, her legal heir may also make the complaint.



Namita Education and Welfare Society's
SIDDHARTH COLLEGE of BMM, BMS & BCOM, BORADPADA,
DIST. - THANE - 421503

INTERNAL COMPLAINT COMMITTEE (ICC)

Sr. No.	Name of Member	Designation	Mobile No.
1	Mrs. Narwade Swati A.	Chair person	9923444152
2	Miss. Padir Suvarna A.	Member	7276217366
3	Mr. Karnekar Sandip V.	Member	9579497265
4	Mrs. Khanolkar Vidya S.	Member	8793349071
5	Adv. Khobragade Roshan	Member	9820544795
6	Miss. Girha Haushi Chiman	Student Representative	8668977288

The Sexual Harassment of Women at the Workplace (Prevention, Prohibition and Redressal) Act 2013
"No woman shall be subjected to harassment at any workplace, whether public or private, whether the aggrieved woman is employed there or not."

Defines **sexual harassment** as per (S. 3 (2) of the Sexual Harassment of Women at the Workplace (Prevention, Prohibition and Redressal) Act 2013

- Implied or explicit
 - promise of preferential treatment in employment;
 - threat of preferential treatment in employment;
 - threat about her present or future employment status
- Interference with her work or creating an intimidating or offensive or hostile work environment for her;
- Humiliating treatment likely to affect her health or safety.

Workplace defined as per S. 2(o) of this Act:

- A Government department/institution;
- A private sector organization/institution;
- Hospitals/Nursing homes;
- Sports complexes;
- Places visited by an employee during the course of the employment including transportation provided by the employer

Transfer During the Inquiry:

- The aggrieved woman or the respondent may be transferred;
- she may be granted leave up to 3 months;
- other reliefs may also be prescribed by the Government.

Results of the Inquiry: The internal/local complaints committee may recommend after its inquiry that the employer within 60 days (S. 13, SHA) take action against the respondent for sexual harassment as a misconduct as per the service rules or government prescriptions; or deduct adequate sums from the respondent's salary/wages;

The aggrieved woman can also appeal from this inquiry in the court/tribunal as designated by the government. This appeal should be made within 90 days from the recommendations.

17. SECURITY GUARD AND SECURITY COMMITTEE:

The College has constituted the discipline committee which also works as Women Safety and security Committee to ensure the security and protection of the women students and teaching/non-teaching staff of the College. Security breaches and in disciplinary behavior is handled by this committee and referred to the Principal for further action if necessary. Security guard also helps in maintaining the discipline and safety in the campus. The Committee comprises the following members:

Sr. No.	Name of Member	Designation	Position held
1.	Mr. Karnekar Sandip V.	Vice Principal	Chairman
2.	Mr. Sangewar Santosh R.	Administrative Officer	Coordinator
3.	Dr. Thakur Arjunsingh	HOD, Phy. Edu.	Member
4.	Mr. Rajesh Kadali	Asst. Prof., Phy. Edu.	Member

18. DATA ANALYSIS:

Self-analysis of the college is carried out by ICC, reviewing the existing infrastructure and available data under the guidance of IQAC. The observed data is analyzed, tabulated and graphically represented as follows:

Table No. 1
Gender wise distribution of teaching staff

Sr. No.	Total	Male	Male Percentage	Female	Female Percentage
1	45	22	48.88	23	51.12

Table no. 1 shows gender wise distribution of male and female teaching staff. The total number of female teaching staff is more as compared to male staff. It shows that still there is a female empowerment in the field of education.

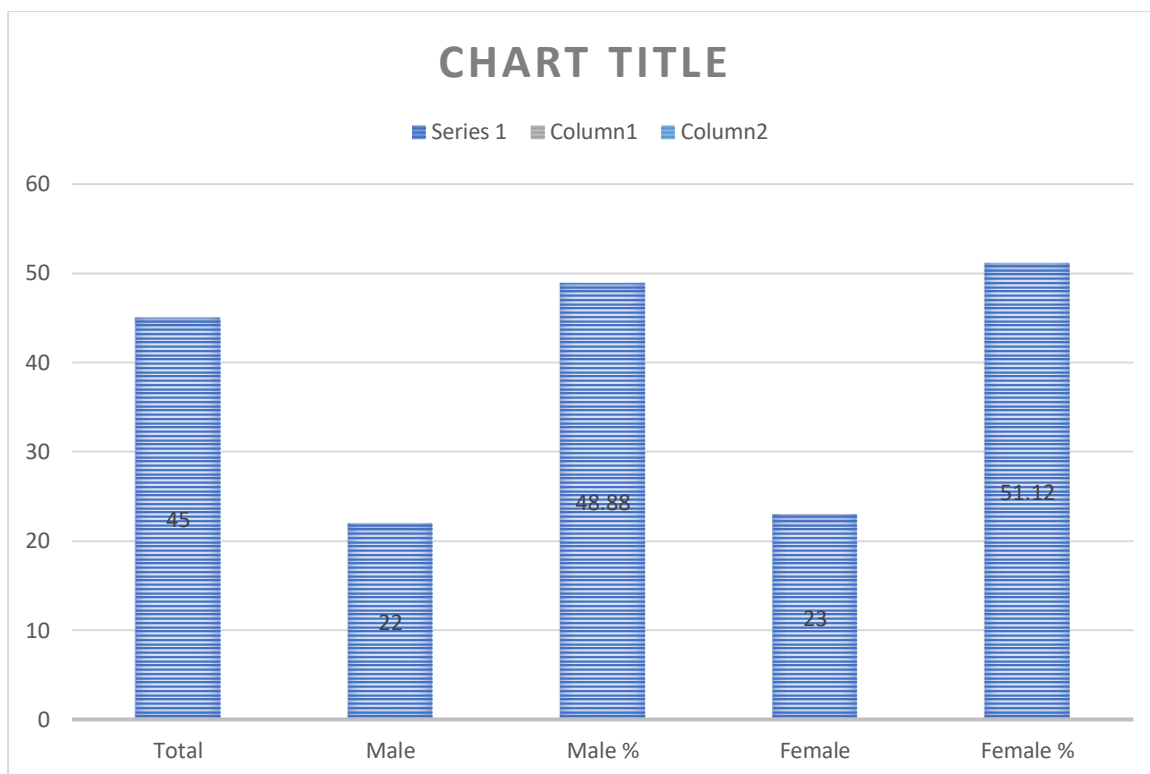


Fig No. 1 Gender wise distribution of teaching staff

Table No. 2

Gender wise distribution of UG Students (B.A.B. Com B.Sc. BMS and BAMMC)

Sr. No.	Total	Male	Male Percentage	Female	Female Percentage
1	1313	972	74.28	328	26.12

Table no. 2 shows gender wise distribution of total Undergraduate students admitted in the academic year 2021-22. From this it is noticed that the no. of female students is less than male.

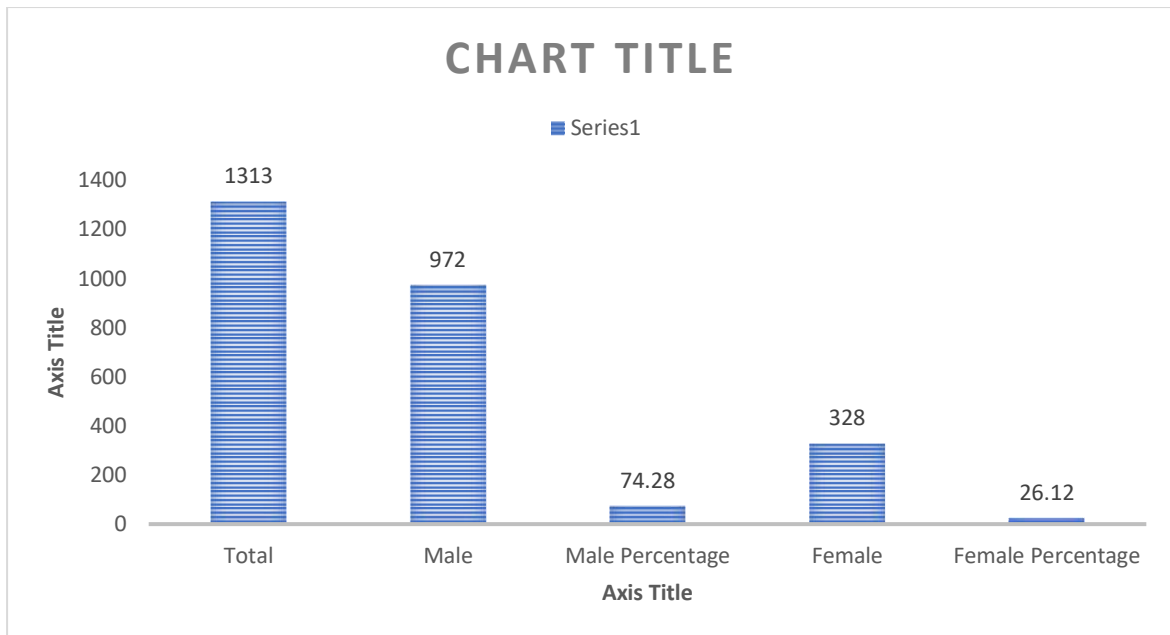


Fig. No. 2 Gender wise distribution of UG Students (B. A. B. Com B. Sc. BMS and BAMMC)

**Table No. 3
Gender wise distribution of Arts Faculty (B.A.)**

Sr. No.	Total	Male	Male Percentage	Female	Female Percentage
1	315	204	64.76	111	35.23

Table no. 3 shows gender wise distribution of Arts faculty (B. A.) In this table less, no. of female students is admitted in Arts faculty.

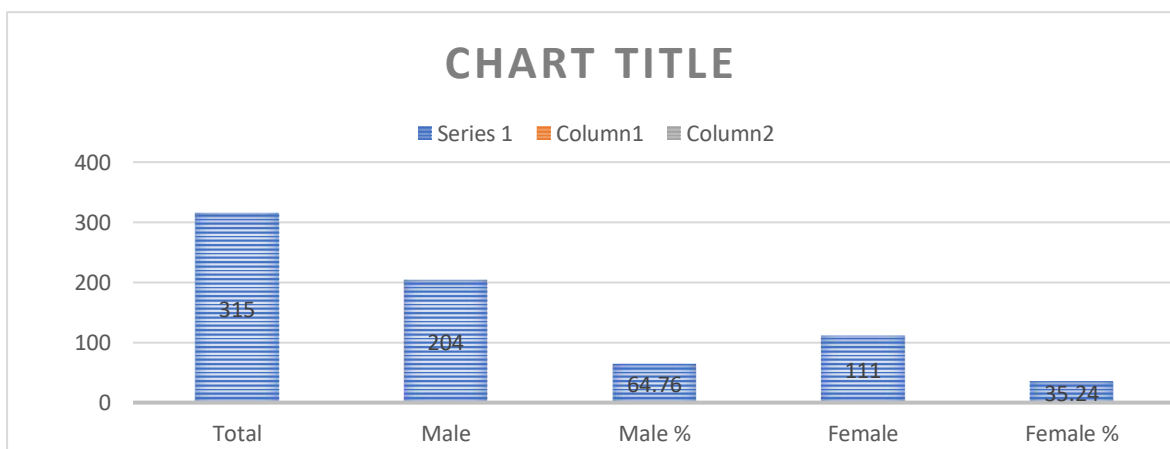


Fig. No. 3 Gender wise distribution of Arts Faculty (B. A.)

Table No. 4

Gender wise distribution of Science Faculty (B. Sc.)

Sr. No.	Total	Male	Male Percentage	Female	Female Percentage
1	208	160	76.92	48	23.07

In table no. 4 there is gender wise distribution of Science faculty (B. Sc.) Here, the no. of female students is less than the no. of male students. The number of female students is decreased.

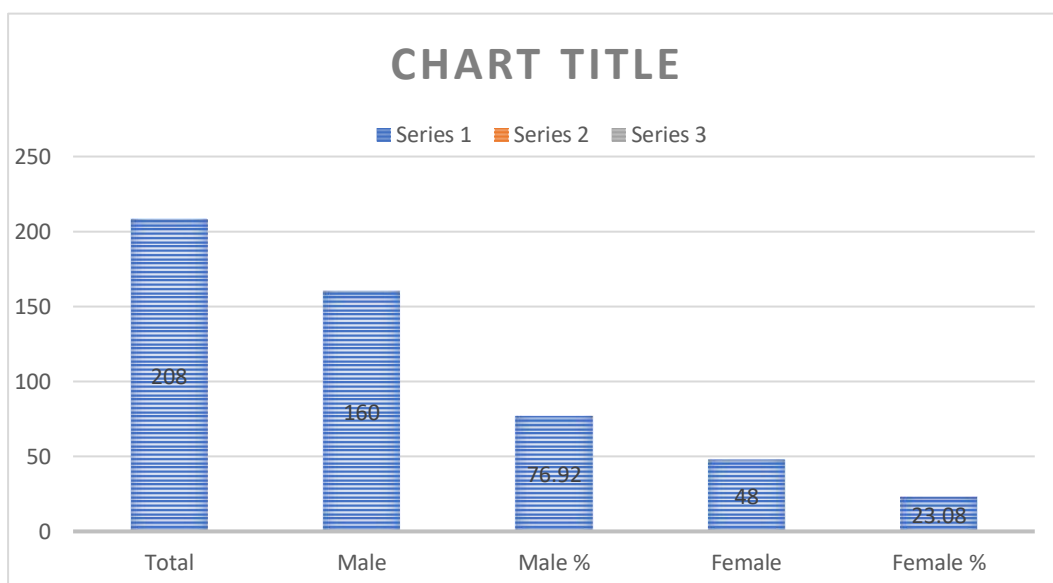


Fig. No. 4 Gender wise distribution of Science Faculty (B. Sc.)

**Table No. 5
Gender wise distribution of BMS and BAMMC**

Sr. No.	Total	Male	Male Percentage	Female	Female Percentage
1	147	112	76.20	35	23.80

In this table the number of female students is less than the male students. The gender imbalance is noticed from the existing data. There is need of counselling of the girls' students to seek admission in these courses.

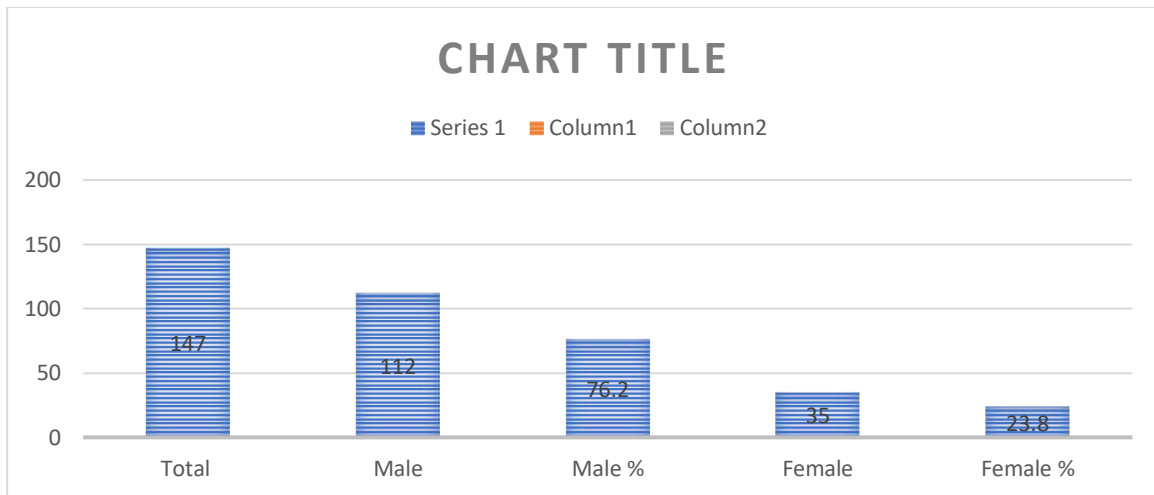


Fig. No. 5 Gender wise distribution of BMS and BAMMC

**Table No. 6
Gender wise distribution of PG Students (M. Com)**

Sr. No.	Total	Male	Male Percentage	Female	Female Percentage
1	87	39	44.82	48	55.17

In table no. 6 there is gender wise distribution of PG Students (M. Com) Here, the no. of female students is less than the no. of male students. The number of female students is increased.

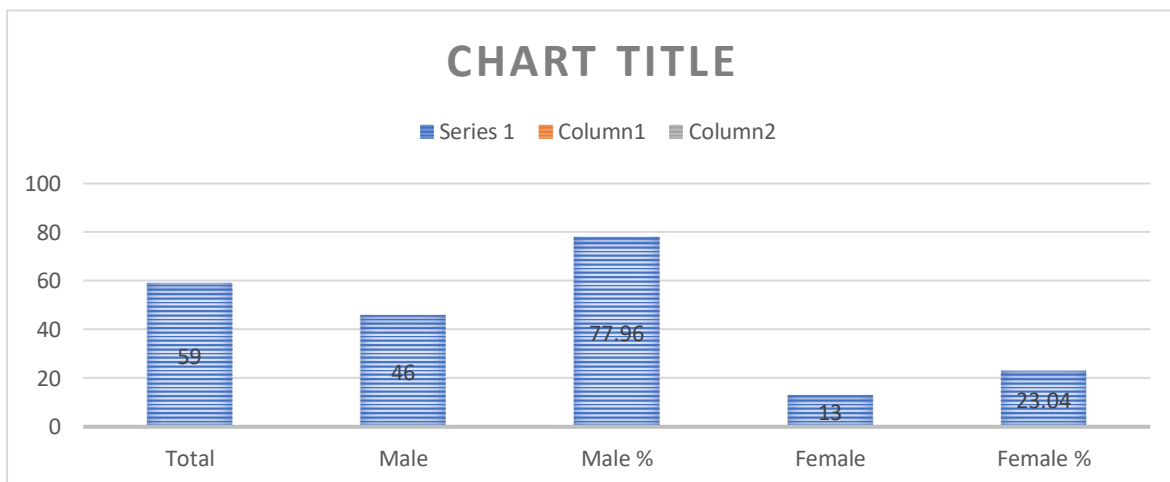


Fig No. 6 Gender wise distribution of PG Students (M. Com)

Table No. 7
Gender wise details of NSS Students

Sr. No.	Total	Male	Male Percentage	Female	Female Percentage
1	100	62	62	38	38

Fig. No. 7 Gender wise details of NSS Students

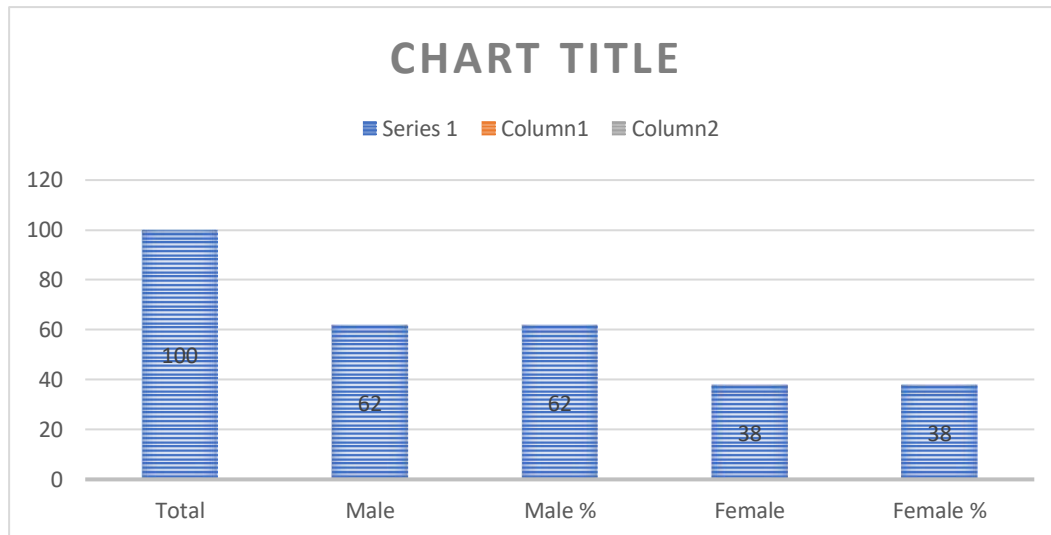


Table number 7 shows gender wise distribution of students enrolled in NSS. In this table the number of female students is less but there is not huge difference.

20. ICC MEETINGS: ICC committee chairperson held meeting regularly. Register of meeting and minutes is maintained and submitted to the Principal.

Minutes of Meeting

An ICC meeting was held at the principal cabin on 25th October, 2021 as per the notice dt. The meeting commenced at 10:30 am the Following members were present.

Dr. R. P. Paul	:	Principal
Mrs. Narwade Swati A.	:	Chair person
Ms. Padir Suvarna A.	:	Member
Mr. Karnekar Sandip V.	:	Member
Mrs. Khanolkar Vidya S.	:	Member
Mr. Jadhav Nandkumar v.	:	Member
Ms. Girha Haushi Chiman	:	Member

Following business was transacted in the meeting.

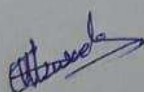
1. To deal with the complaints received from Ms. Bhasma Kajal, SYBA.

- A complaint was received from Miss. Bhasma Kajal, SYBA on 19th October, 2021 that she has been verbally harassed by one Mr. Bangar Raj S a student of SY B. Com.
- Mr. Bangar and the complainant were brought before the committee. Mr. Bangar said that both of them were friends and he was just spoke to her jokingly.
- Ms. Kajal also admitted that they were friends and rift took place recently.

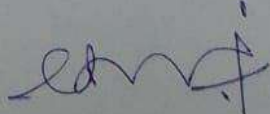
2. To repair the Water cooler of the College.

It was brought to the notice that some students have complained that the water cooler is not working. The Principal instructed the Superintendent and ordered to get the cooler repaired immediately.

As there was no other business, the meeting was ended at 11.25 am


for Internal Complaint Committee
Convenor ICC



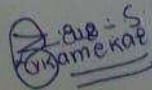


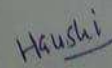
PRINCIPAL







 Aug - 5
Karnekar

 Haushi



Namita Education & Welfare Society's

SIDDHARTH COLLEGE

(B.M.M., B.M.S & B.Com)

(A Minority Institute, Affiliated to University of Mumbai)

At : Boradpada, Post:Chargaon, On Badlapur-Mhasa Road, Tal:Ambernath, Dist.:Thane – 421 503.

Contact Nos.: 0251-2670232, 8550981581, 9930501961

Website: www.siddharthcollegebadlapur.edu.in

email id : principal@siddharthcollegebadlapur.edu.in, namitaeducation@gmail.com

15.10.2021



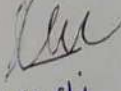
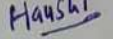
NOTICE

A meeting of Internal Complaint Committee (ICC) is scheduled to be held at the Principal's cabin on 25th October, 2021 at 10.30 am. All the Committee members will attend the same.

Agenda

1. To deal with a complaint received from Ms.Bhasma Kajal, SYBA
2. To repair the Water Cooler of the College.

Members:

- | | |
|--------------------------|--|
| 1. Ms.Narawade Swati G | : Convener |
| 2. Mr.Karnekar Sandip V | : Member  |
| 3. Ms.Padir Suvarna A | : Member  |
| 4. Mrs.Khanolkar Vidya S | : Member |
| 5. Mr.Jadhav Nandkumar V | : Member  |
| 6. Ms.Girha Haushi C | : Member  |


DR.R.P.PAUL
PRINCIPAL
Siddharth College
At Boradpada, Po. Chargaon,
Tal. Ambarnath Dist. Thane (M.S.)
Pin - 421 503.




ANNEXURE- I

List of organized workshops and awareness programs by ICC and GSC for sensitizing the employees and students


Sr. No.	Date	Name of the Activity
1	12.01.2019	Women's Health and Fitness
2	18.09.2019	Rally on 'Beti Bachao and Beti Pado''
3	29.06.2021	Workshop on Women Safety and Empowerment
4	11/01/2021	Role of Gender in Social or Interpersonal Relationship
5	08/07/2021	Gender Based Cyber Security and Social Media Security
6	08.03.2022	Workshop on Health Issues related to Women
7	11/01/2021	Role of Gender in Social or Interpersonal Relationship
8	08-03-2023	Empowered Girl, Empowered Future
9	17.03.2023	Health Check-up Camp on Thalassaemia and Haemoglobin

CONCLUSION:

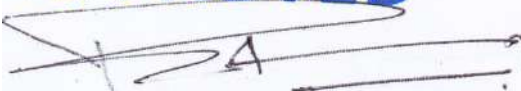
It is found that College has lots of strength and some weaknesses which we can overcome easily. There is no gender issue complaint due to the adoption of proper safety and security measures and awareness of all faculty members, the complaints of students are resolved on the spot.


Mrs. Narwade Swati G.
Convener
Gender Sensitization Cell




PRINCIPAL
Siddharth College
At. Boradpada, Po. Chargaon,
Tal. Ambarnath Dist. Thane (M.S.)
Pin - 421 503
Siddharth College, Boradpada.

Date: 21st Feb. 2023

APPROVED

R. M. JAIN
Lead Auditor

