

7.1.1 – Gender Equity (Number of gender equity promotion programmes organized by the institution during the year)

The college has formed Internal complaints committee / Women Grievance Cell to monitor and solve the sexual related cases at workplace. Under this committee various curricular and co-curricular activities have been organized for the promotion of gender equity.

Objective of committee:

- Providing equal access to participation and decision-making for women in social, political and economic sector.
- Mainstreaming a gender perspective into the development process.
- College should free from sexual harassment and eliminating discrimination and all forms of violence against women and the girl students.
- To empower women in India.
- Creating awareness amongst women about their rights, eligibility criterion, responsibilities, duties etc.

Mechanism:

- To create new knowledge on Women in National and Global Perspectives.
- To call up the meeting of committee members whenever needed.
- To conduct evidence based research on 'Women and Economic Development'.
- Identify and analyze the matter in case of complaint of harassments against the women.
- All the terms and condition of prevention, prohibition and redressed of sexual harassment Act 2013 will be applicable while solving the matter.
- Final decision is taken by committee and it is to be accepted by the person who raised the complaint.

Action Plan:

- Yearly committees of various programme will be formed.
- Women cell member will be always ready and in touch with girl's student to solve the various issues.
- To run the activity smoothly girls are motivated at each and every step of their college life.
- Girls sensitization programme will be conducted for the enhancement and

upliftment of girls student by inviting social icons Doctors, PSI, API, IAS officers etc.

- Various workshop, webinar and seminar related to gender sensitization will be organized.

Facility Provided

- C.C.T.V. cameras have been set up at the crowd and remote places of the college, so Principal can easily watch. If some problematic cases happened, then disciplinary action will be taken immediately.
- A Barbade fencing already exists to all college campus.
- Phone numbers of all important places/persons, local police station, PSI Ballarpur, Police help line etc. have been displayed at entrance gate- notice board etc. to which students can contact in emergency.
- A special room has been allotted to women cell so that girl students or women employee of the college can register their complaints any time during college hours.
- There is a separate common room for girls.

On the point view of safety measures and social awareness various programme and some workshop were conducted.

Gender equity programme, Curricular and Co-curricular activities- 2022

- Every year college celebrated Savitribai Phule birth anniversary on 03 Jan. and International Women's day on 8th Mar.
- Organised State Level One Day Online Workshop on Gender Equity And Women Rights.
- Celebrated International Women's day on 8th Mar. at college level.

COMMITTEE

Run by Guru Nanak Sewa Samiti, Waur



GURU NANAK COLLEGE OF SCIENCE

BALLARPUR DIST. CHANDRAPUR- 442 701

NAAC Accredited with Grade B

Affiliated to Gondwana University, Gadchiroli

Website: www.gncollege.co.in Email: principalgncb@gmail.com/principalgncb@yahoo.co.in Ph.No. (07172) 240124


Internal Complaint Committee (Women's Grievance Cell)

Session 2022-2023

Following members committee is constituted for monitoring Grievance Cell

Sr. No.	Name	Designation
1	Dr. S.S. Pokley	Chairman (Principal)
2	Dr. Y. G. Bodkhe	Secretary (Assistant Prof.)
3	Dr. S.A. Gaikwad	Member (Associate Prof.)
4	Dr. B. S. Gawate	Member (Assistant Prof.)
5	Dr. N. S. Dudhe	Member (Lecture)
6.	Mrs. Novita Meshram	Member (Lab Assistant)
7.	Miss Swarnika Umre	Student representative (B.S.c II)
8.	Miss Tayyaba T. Sheikh	Student representative (M.S.c I)


Secretary


Principal
Principal
Guru Nanak College
of Science, Ballarpur



GURU NANAK COLLEGE OF SCIENCE

BALLARPUR DIST. CHANDRAPUR- 442 701

NAAC Accredited with Grade B

Affiliated to Gondwana University, Gadchiroli

Website: www.gncollege.co.in Email: principalgncb@gmail.com/principalgncb@yahoo.co.in Ph.No. (07172) 240124

Zero Tolerance Policy

I. Implementation of guidelines of statutory/regulatory bodies

Guru Nanak College of Science adheres following guidelines of statutory/regulatory bodies for timely redressal of student grievances including sexual harassment and ragging cases:

1. The Code of Conduct for student to maintain the highest standards of discipline and dignified manner of behavior inside and outside the College campus. It is displayed on the college notice board, as well as in the college website. For details, please go through the link: <https://www.gncollege.co.in/academics/code-of-conduct/>
2. The possible cases of women sexual harassment inside the campus are redressed according to the rule of <Handbook on Sexual Harassment of Women at Workplace Act 2015>. For details, please go through the link: <https://wcd.nic.in/act/handbook-sexual-harassment-women-workplace>
3. Besides this, the girl students can register a complaint regarding sexual harassment in Ministry of Women & Child Development through the given link: <http://www.shebox.nic.in/home/displayDocument?filename=how-to-use-shebox.pdf>.
4. The possible cases of ragging in college are redressed according to the rule of <UGC Regulation on Curbing the Menace of Ragging in Higher Educational Institution, 2009>. For details, please go through the link: <https://www.ugc.ac.in/oldpdf/ragging/minuterag230409.pdf>

II. Policies & Mechanism for Zero Tolerance

Guru Nanak College of Science, Ballarpur has a transparent policy and mechanism for timely redressal of student grievances including sexual harassment and ragging cases. The College students could **submit their grievance through offline/online mode as well as from grievance box** of the campus. All issues of the student grievances are redressed by the Grievance Redressal Committee of the College.

A. Prohibition for Sexual Harassment of Women at College

POLICY

The College has a well constituted Women Cell, makes awareness for social and Ethical issues among Girl students and staffs. All complaints related to woman including sexual harassment are redressed by Woman Cell and gives suggestions to deal the case, if any.

MECHANISM

1. Encouragement of the students to express their grievance /problems freely and frankly without any fear of being victimized.
2. Suggestion or complaint box is installed in which the students, who want to remain anonymous, put in writing their grievances and their suggestions.
3. After knowing grievance of students, member discusses it with the chairman and then an appropriate solution is found out. If not solved at this level then grievance is taken up to the Principal and legal advisor.
4. The complainant shall be summoned to hear complaints (if necessary).
5. After hearing of complaints, the committee shall take appropriate decision.

The final action against grievances is to be resolved by the Head, Students Grievance and Redressal Cell and the Principal.

B. Prohibition of Ragging among Students of the College


POLICY

Ragging is brought to bear for the purposes of dominant status of freshly enrolled students or students who are in any way considered junior or inferior by other students. The College has a well constituted Anti-Ragging Committee to strictly prohibited Ragging in any them within the premises of College as well as on public transport.

MECHANISM

1. To upload Anti Ragging Act guidelines of Gondwana University Gadchiroli, Director of Higher Education. Pune, Government of Maharashtra and University Grants Commission New Delhi on the college website.
2. Provide information about the Cell's objectives and mode of action through the website and college prospects and notices.
3. Installation of the CCTV Camera for a healthy environment and discipline.
4. To receive complaints through online/offline mode.
5. Receive the complaints from the students and form the committee, conduct enquiry and submit a report along with recommendation on punishment for the offenders.




Principal
Guru Nanak College
of Science, Ballarpur

NOTICE

DATE	PAGE No.
06/08/2023	1

NOTICE

All the members of women grievance cell are hereby informed to attend the meeting in women grievance cell room on date 06/08/2023 at 11:00 AM.

Agenda of the meeting

- 1) To discuss yearly planning of various gender related programs schedule
- 2) To solve common room issues
- 3) To discuss about preventive measures should be taken to prevent students issues.

Dr. Y. G. Bodhe
secretary
women grievance cell

Principal
Dr. S. S. Potley

Members:

- 1) Dr. S. A. Gaitwad
- 2) Dr. B. S. Gaitwad
- 3) Mrs. Navita Mishra
- 4) Miss Swarnika Umre
- 5) Rishi Surenthi

2) Dr. N. S. Bodhe

Dr. S. Gaitwad

B.Sc II

B.C. II

DATE	PAGE No.
06/08/2023	2

Minutes of Meeting

Meeting of all the members of women grievance cell was held on 06/08/2023. Following points were discussed. The meeting was chaired by principal Dr. S. S. Potley sir.

- Dr. Potley sir congratulated all the members of committee for being appointed.
- Secretary of women cell Dr. Y. G. Bodhe give some suggestion regarding to common room issues.
- yearly proper planning was done & it was decided to take some girls related workshop on national level.
- Dr. N. S. Bodhe share some junior college girls issue.
- The meeting was sharply started at 11 AM & closed at 11:45 AM.



NOTICE

Session : - 2022-23

NOTICE

All the members of women grievance cell are hereby informed to attend the meeting in women grievance cell room on 29/08/2022 at 11:00 am.

Agenda of the meeting

- 1) To aware students about the mechanism & action plan.
- 2) To discuss yearly planning of various programmes.
- 3) To discuss some health issues of girls & how to overcome it.
- 4) Any issue during the meeting

Dr. Y. G. Boduke
secretary
women grievance cell

Principal
Guru Nanak College
of Science, Ballarur

Members

- 1) Dr. S. A. Gaitonde
- 2) Dr. B. S. Hawte
- 3) Dr. N. S. Dudhe
- 4) Mrs. Novita Meshram
- 5) Qudsiya Siddiqui M.Sc Ist
- 6) Sauravika Umre B. Sc II

Minutes of the meeting

Meeting of all the members of women grievance cell was held on 29/08/2022. Meeting was sharply started at 11:00 in the presence of principal sir. Various suggestions were accepted by all the concerned members.

- 1) Some girls common room cleaning issues & their health related problems was the first priority topic raised by Dr. Y. G. Boduke.
- 2) Dr. B. S. Hawte focused on the yearly programme to be conducted for the whole year.
- 3) Mrs. Novita Meshram discussed on the discipline to be maintained by girls in common room.
- 4) Dr. N. S. Dudhe discussed some Jr college girls student issues related about boys students.
- 5) Principal sir gave valuable suggestions & meeting was sharply close at 12:30 pm.

INDEX

SAVITRIBAI FULE JAYANTI

Sr. No	Activities	Date and duration of the Initiative	Issues addressed
1.	Organised State Level One Day Online Workshop on Gender Equity And Women Rights.	09/03/2023	Gender sensitization
2.	Savitribai Fule Jayanti	03/1/2023	Gender sensitization
3.	International women's day	08/03/2022	Indian Culture and Civilization Awareness

NOTICE

All the members of women grievance cell of our college are hereby informed that the meeting is going to organize at principal's office on date 28/12/2022 at 11 AM.

So all members should attend the meeting without fail.

Agenda of Meeting

- 1) To arrange guest for the programme of Saritribai Jule Birth Anniversary on date 03/01/2023.
- 2) To discuss the schedule of programme & some girls' activity.

Secretary

women cell
G. N. College Ballari

Members:

- 1) Dr. B. S. Gante
- 2) Dr. N. S. Dube
- 3) Mrs. Norita
- 4) Susarna Umte
- 5) Quadriga Sidiqui

Principal

Principal
Guru Nanak College
of Science, Ballari

Minutes of Meeting

Meeting of all the members of women's grievance cell was held on 28/12/2022 to discuss the planning of celebration of Saritribai Jule Birth Anniversary. Following points were discussed in details.

- 1) principal suggested to organise the programme in well manner & with involvement of number of maximum girls students.
- 2) the schedule of the programme was finalise by all the committee members.
- 3) principal has suggested to invite some renowned person or social icon as a guest.
- 4) Dr. N. S. Dube took the responsibility of Refreshment.

Notice

गुरुनानक विज्ञान महाविद्यालय, बल्लारपूर

सुचना

दिनांक : ०२/०१/२०२३

महाविद्यालयातील सर्व वरिष्ठ व कनिष्ठ शिक्षक, शिक्षकेत्तर कर्मचा—यांना आणि विद्यार्थी व विद्यार्थीनींना कळविण्यात येते की, दिनांक आज दिनांक ०३/०१/२०२३ जी कांतीज्योती सावित्रीबाई फुले यांच्या जयंती निमित्त महाविद्यालयात १२.३० वाजता अभिवादन कार्यक्रम घेण्याचे ठरविले आहे.

तरी सर्वानी ग्रंथालयामध्ये उपस्थित राहावे.

से. योजना
N.U. Jadhao.
, NSS.

Name of Teacher

महिला तक्रार निवारण विभाग

प्राचार्य
Principal
Guru Nanak College
of Science, Ballarou

Sign

PHOTOGRAPHS



[Handwritten signature]



गुरुनानक महाविद्यालयात सावित्रीबाई फुले जयंती साजरी

प्रतिनिधी

बल्लरपूर, दि.६ : आजच्या महिलांची बौद्धिक प्रगती अजूनही पाहिले तशी झालेली नाही. दागिने, कपडे, भांडे आणि भौतिक सुखातच बऱ्याचशा शिक्षित महिला स्वतःला बांधून आहेत. महिलांनी खरा विकास साधायचा असेल तर क्रांतीज्योती सावित्रीबाई फुलेंचा आदर्श डोळ्यासमोर ठेवून बौद्धिक विकास साधावा. सामाजिक चळवळी उभारून सर्वसामान्य कुटुंबातील मुलींना शिक्षणाच्या प्रवाहात आणावे. शिक्षण आणि सामाजिक कृती यांची सांगड जेव्हा साधली जाईल तीच खरी प्रगती असेल



सारते डॉ. बी. वाय. नांदेकर (माजी विद्यार्थी) डॉ. शितल जांबुडे, डॉ. शोभा गायकवाड यांची उपस्थिती होती. डॉ. शोभा गायकवाड आणि डा. जांबुळे म्हणाल्या, 'शिक्षणात मेरिट येणाऱ्या विद्यार्थ्यांची संख्या अलीकडे मोठी आहे परंतु संसारात पडल्यानंतर, नोकरीला लागल्यानंतर पुढे प्रगतीपथावर का राहत नाहीत?

[Handwritten signature]



Certificate No. ICERT/BASP/2301/113

Date of Issue: Jan 10, 2023

International Council for Education, Research and Training (ICERT)

One Day International Seminar on the occasion of "Birth anniversary of Savitribai Phule" on
January 03, 2023



"RECENT TRENDS IN EDUCATION AND IT'S RELEVANCE WITH SAVITRIBAI PHULE'S IDEAS"

Certificate of Participation



This is to certify that **Dr Yogita Gulabrao Bodkhe, Assistant professor, Guru Nanak College of Science, Ballarpur, India** has actively participated in the One-Day International Symposium organized on the occasion of "Birth anniversary of Savitribai Phule" on "Recent Trends in Education and it's Relevance with Savitribai Phule's ideas". We wish him/her a great future ahead.

Dr. Sandeep Kumar
General Secretary

Prof. (Dr.) Aruna Anchal
Symposium Chair, Executive Director,
Research and Publication Unit ICERT,
Dean & Head, Faculty of Education,
Baba Mastnath University Rohtak

Dr. Navneet Kaur
Executive Director, Education

Visit us at: www.icert.org.in

Write us at: seminars@icert.org.in

INTERNATIONAL WOMENS DAY

International women day was celebrated at college level .



ONLINE STATE LEVEL WORKSHOP

<div style="display: flex; justify-content: space-between;"> <div> <p>AMBCAR</p> <p>STAD</p> </div> <div> <p>PAGE No.</p> <p>DATE</p> </div> </div> <h3 style="text-align: center;">NOTICE</h3>	<div style="display: flex; justify-content: space-between;"> <div> <p>AMBCAR</p> <p>STAD</p> </div> <div> <p>PAGE No.</p> <p>DATE</p> </div> </div> <h3 style="text-align: center;">Minutes of meeting</h3>
<p>It is to inform all the women Grievance Cell members that the meeting regarding State level webinar is organised on 05/03/2024 in Women Cell. All are requested to attend the meeting.</p>	
<p><u>Agenda:</u></p> <ol style="list-style-type: none"> ① To discuss the arrangement of State level webinar ② Invited Guest ③ Schedule of the Webinar 	
<p><i>Pradip</i></p> <p>Secretary</p>	<p><i>SN</i></p> <p>Principal</p> <p><small>Principal Guru Nanak College of Science, Balarpur</small></p>
<p><u>Members of Women Grievance Cell</u></p> <p>Dr. S. Gaikwad. (prof) <i>SG</i></p> <ol style="list-style-type: none"> 1) Dr. B.S. Gawate <i>BB</i> 2) Dr. N.S. Gadhe <i>AD</i> 3) Mrs. Manita Meshram <i>MM</i> 4) Anubhava Siddiqui <i>AS</i> 	

<div style="display: flex; justify-content: space-between;"> <div> <p>AMBCAR</p> <p>STAD</p> </div> <div> <p>PAGE No.</p> <p>DATE</p> </div> </div> <h3 style="text-align: center;">Minutes of meeting</h3>	<div style="display: flex; justify-content: space-between;"> <div> <p>AMBCAR</p> <p>STAD</p> </div> <div> <p>PAGE No.</p> <p>DATE</p> </div> </div> <h3 style="text-align: center;">Minutes of meeting</h3>
<p>Meeting of all the members of women grievance cell was held on 05/03/2024. The agenda of meeting to discuss the planning regarding state level workshop which was decided to organized with the collaboration with NSS Dept.</p>	
<ul style="list-style-type: none"> * Dr. Yogita Bodhe suggested to invite Gynecologist or midwife as a speaker for the state level workshop. * Dr. Gawate had suggested another speaker Adv. Megha Ramgunde to aware the student about various women related laws & legal rights. * schedule of the programmed was finalised and it was decided to organised on 09/03/2024 from 9.30 AM onwards. * NSS coordinator or iudha took responsibility of google form & the enrollment of participant. 	

Guru Nanak College of Science

Ballarpur, Dist: Chandrapur (MS)-442701

Celebrate's International Women's Day

Women Grievance Cell and NSS

Jointly Organizing

State Level One Day Online Workshop

on

Gender Equity & Women Rights

(9th March 2023)





SPEAKERS

Dr. Shalaka Mamidwar
MBBS, DOMS, MD(Gynaec), IVF specialist,
Chandrapur

Adv. Megha S. Ramgunde
LLM Pune, Debator, Youth Ambassador
Former speaker Bhartiya Chhatra Sansad

Patron
Sardar Naginder Singh Soniji,
Chairman Guru Nanak Sewa Samiti, Wirur

President of Workshop
Dr. Sharad S. Pokley
Principal

Chair Person of technical session
Dr. B. M. Bahirwar,
Vice Principal

Coordinator
Dr. Yogita G. Bodkhe
Incharge, Women's
Grievance Cell

Co-coordinator
Dr. Bhagyashree S. Gawale
Member, Women's Grievance
Cell

Secretary
Dr. Shobha A. Gaikwad
Member, Women's Grievance
Cell

Technical Coordinator
Dr. Nilesh U. Jadhao
PO, NSS

Dr. Dinesh W. Deshmukh
Asst. Professor, Dept. of Chemistry

Organizing Committee members Dr. N. S. Dudhe and Smt. Novita Meshram
Student Representative: Ms. Swarnika Umare (B.Sc-Sem-IV)
Registration Link: <https://forms.gle/bZrSAm5rTRh6N1rz8>

SCHEDULE

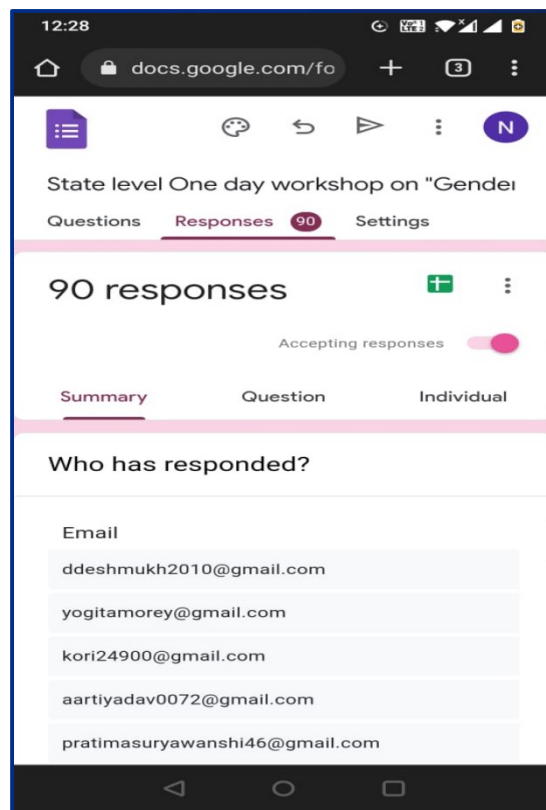
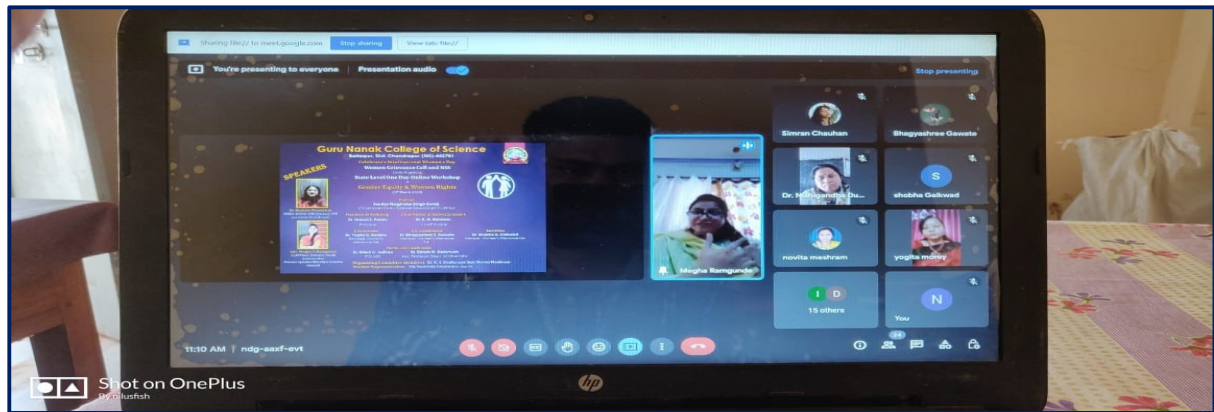
Inaugural Function	09.30 am	
Session -I	10.00 am	Keynote speaker: Dr. Shalaka Mamidwar MBBS, DOMS, MD(Gynaec), IVF specialist, Chandrapur
Session-II	11.10 am	Keynote speaker: Adv. Megha S. Ramgunde LLM Pune, Debator, Youth Ambassador Former speaker Bhartiya Chhatra Sansad
Session -III	12.10 pm	Keynote speaker: Dr. Y. G. Bodkhe, Incharge, Women's Grievance Cell, Asst. Professor, Dept. of Chemistry
Valedictory Function	01.10 pm	

LINK

<https://youtube.com/live/zlJ4xr2jjwo?feature=share>




ONLINE RESPONCES



REPORT OF INTERNAL COMPLAINTS COMMITTEE 2022-23

Report Women Grievance Cell session

2022-2023

Women Grievance Cell has been established in the college since 2013-2014 according to "prevention of sexual harassment of women act at work place Act 2013". Accordingly the body of following members has been constituted at the college level under women grievance cell for the session 2022-23.

1] President Dr. S.S. Pokley, Principal,
G.N.C. Ballarpur

2] Secretary Dr. Yogita G.Bodkhe, Assistant Professor Dept. of chemistry

3] Members –

i) Dr. B.S. Gawte

iii) Dr. N.S.Dudhe

iv) Smt. NovitaMeshram.

v] Students members - Miss Swarnika Umre(BS.c II)

vi] Miss Sakshi Zade- (BS.c I)

From safety point of view of girl's students and women employees, the college has provided following safety measures.

a] C.C.T.V. cameras have been set up at all the incidences occurring in the college premises and can take the places so that principle sir in his cabin can watch all the disciplinary action whenever necessary.

b] A Barbate fencing already exists all surrounding the college campus.

c] Phone numbers of all important places/persons to which students can contact in emergency have been displayed at all necessary places such as entrance gate- notice board etc. which

Includes phone numbers of local police station, PSI Ballarpur, Police help line etc.

d] A special room has been allotted to women cell so that any girl students or women employee in the college can register their complaints any time during college hours.

e] President of the college and all other members of Guru Nanak SewaSamiteeVirur are too much aware of students safety and President sir specially take care of safety of girls students as numbers of girls students is more than number of male students in the college.

f] Meeting of Women Grievance Cell session 2022-2023 was held regularly at proper time and free schedule of staffs.

g] Savitriai Fule Jayanti was celebrated on 03/01/2023. all teaching some non teaching staff and most of students participated in the programme. The chief guest of the programme was Dr. vijay sorte and Dr. Bandopanth Nadekar Principal Anadraoji Patil College Patanwangi. Another guest was Dr. Shita Jamhule HOD Zoology GNC Ballarpur . She focus on various role play by women in society .Dr. Shobha Gaikwad GNC Ballarpur she raised the question why about studious girls student not found on top most position in society.

h]Online state level workshop was organized by NSS and Womens Grievance cell on date 9th march 2023. speaker of the workshop was Dr. Shalaka Mamidwar Gynecologist IVF Chandrapur. She focus on how to take healthy diet plan and importance of daily exercise. Another speaker was ADV. Megha Ramgunde from Pune University. She was well known debater and youth ambassador and former speaker Bhartiya Chhatra Sansad. Dr Megha clears the doubts regarding various existing womens rights and laws. The third session was conducted by Dr. Y.G Bodkhe Women Cell Incharge and coordinator of workshop. She focus on various barriers comes from society in her carrier. Total 90 students participated in this workshop.

i] One students register her complaint and action was taken by the Principal Sir and solve the matter.


Secretary


Principal

Principal
Guru Nanak College
of Science, Ballarpur



