

7.1.1 - Measures initiated by the Institution for the promotion of gender equity during the year.

During the year, the institution implemented several measures to promote gender equity. The primary focus was on gender sensitization, which included a range of activities aimed at fostering awareness, understanding, and respect for all genders. Key initiatives included awareness campaigns, workshops, and guest lectures on gender equality, sexual harassment, and gender-based violence. Faculty were trained to recognize and address gender bias, while gender issues were integrated into the curriculum across various disciplines. Students were actively engaged through peer mentoring programs, debates, and the establishment of a Gender Equality Club. Support systems were strengthened, with gender-sensitive counselling services and clear anti-sexual harassment policies in place. Additionally, inclusive facilities and safe spaces were created, and college policies were reviewed to ensure gender neutrality. The success of these initiatives was monitored through surveys and feedback, with a focus on continuous improvement. These efforts were designed to create a safe, inclusive environment that promotes gender equity and challenges stereotypes across the institution.

A. Action plan for Gender Sensitization:

Gender equity and sensitization in educational settings, both curricular and co-curricular, aim to create an environment where all genders are respected, valued, and provided equal opportunities to thrive.

National and International Days, 2023-24

International Women's Day



On Women's Day, our institution had the privilege of hosting **Dr. Lata Akhujkar**, a distinguished scholar, who shared her invaluable insights with our students and faculty. Her lecture on Mastani, an iconic figure from the Bajirao Peshwa era, was both enlightening and engaging. Dr. Akhujkar's deep knowledge and eloquent presentation offered a unique glimpse into this fascinating period of Indian history, highlighting cultural and historical nuances that resonate even today. The lecture was met with great enthusiasm, leaving our community inspired and grateful for the opportunity to learn from her expertise. This event not only celebrated the contributions of educators but also reinforced our commitment to fostering historical awareness and intellectual growth among our students.



1. Curricular Integration:

-Inclusion of Gender Perspectives: Courses and educational materials should incorporate gender perspectives to ensure diverse experiences and viewpoints are represented. This includes studying gender roles, stereotypes, and societal impacts.

-Gender-Sensitive Language: Using inclusive language that avoids stereotypes and discrimination based on gender.

2. Co-curricular Activities:

- Equal Participation: Encouraging and ensuring equal participation of all genders in sports, cultural events, clubs, and leadership roles.



- Awareness Campaigns: Conducting workshops, seminars, and awareness campaigns on gender issues, consent, and sexual harassment.

3. Facilities for Women on Campus:

- **Safe Environment:** Ensuring campus safety through well-lit pathways, security measures, and emergency assistance.



- **Health Services:** Access to gender-specific health services including counselling, reproductive health, and maternity support.

- **Accommodation:** Providing gender-neutral or women-specific accommodation options that are safe and comfortable.



4. Policies and Support Systems:

- **Anti-discrimination Policies:** Implementing and enforcing policies that prohibit discrimination based on gender, sexual orientation, or gender identity.
- **Support Services:** Establishing support services such as gender grievance cells for addressing gender-related issues.
- **Affirmative Action:** Implementing affirmative action measures to ensure representation and participation of women in academic and administrative roles.

5. Awareness and Sensitization:

- **Training Programs:** Conducting training sessions for students, faculty, and staff to raise awareness about gender sensitivity, inclusivity, and respectful behaviour.
- **Sensitization Campaigns:** Using posters, events, and social media to promote gender equality, respect, and understanding.



SINHGAD TECHNICAL EDUCATION SOCIETY'S
SMT. KASHIBAI NAVALE COLLEGE OF ARCHITECTURE
S.No. 10 / Part, Ambegaon Bk. , Pune -411041

Bachelor of Architecture (B.Arch.)
Masters in Landscape Architecture (M.Arch.)

INSTITUTE CODE 6885

MENSTRUAL HYGIENE AND PERSONALITY DEVELOPMENT

On **6th August 2024**
at **11.30 am**
(Only for Girls)

Goodie Bags:
Free goodie bags worth
₹200 for attendees

Certification:
Earn a certificate for
participation

Dr. Sudhir Chavan
(Principal)
SKNCOA

Dr. Shobhan Kelkar
(HoD), B.Arch
SKNCOA

Prof. M. N. Navale Dr. Mrs. Sunanda M. Navale Dr. Rohit Navale Mrs. Rachana Navale Ashtekar
Founder President STES Founder Secretary, STES Vice President (HR) STES Vice President (ADMIN) STES

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In summary, gender equity and sensitization in educational settings encompass a broad range of measures aimed at creating a supportive and inclusive environment for all genders. It involves not only policy implementation but also fostering a culture of respect, understanding, and equal opportunity across all aspects of campus life.

B. Women Grievance cell

1. To resolve issues pertaining to girl's/ Women sexual harassment.
2. To equip the female students, faculty, and staff members with knowledge of their legal rights.
3. To safeguard the rights of female students, faculty, and staff members.
4. To provide a platform for listening to complaints and redresses of gradiences.
5. To ensure personality along with academic development of students.
6. To incorporate hygiene habits and ensure a healthy atmosphere in and around the college.

WOMEN COMPLAINT REDRESSAL COMMITTEE

Sr.No.	Name of the Faculty	Designation	Phone no.
1	Dr. Sudhir Chavan	Principal	9923056961
2	Dr. Shobhan Kelkar	HOD	9881127447
3	Ar. Onkar Khebudkar	Squad	9420123091
4	Ar. Swati Tagare	Squad	9730179997
5	Er. Padmaja Patankar	Squad	7506233766
6	Ar. Shruti Dudhane	Squad	7709047233
7	Ar. Neha Masalekar	Member -Secretary	9421019230

C. Security Officer

1. The security officer shall be under the direct control of the office superintendent and shall assist the registrar in maintaining security of the campus, and of its immovable property.
2. He shall be responsible in respect of all routine matters pertaining to the recruitment of security staff, their posting, substitute appointments, sanctioning of all kinds of leave to them, transferring of the watchman from one place to another and to take disciplinary actions, if any, against them.
3. In case of major disciplinary action, the approval of the office superintendent shall be obtained. He shall perform such other duties and functions as may be assigned to him by the Registrar from time to time.

D. Safety and Security

Safety and security on campus are essential for creating a conducive learning environment. Implementing well-trained security personnel, surveillance systems, and emergency protocols ensures students and staff feel protected.



Security guard for hostels



Security guard near entry gates



Restricted entries

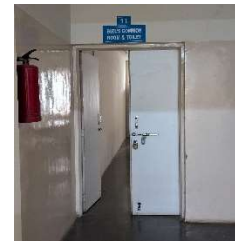
E. Facilities- Common room, Hostels, Clinic



Separate Hostel facility for girls and boys



Clinic and other facilities within campus



Girls Common room