



Dnyanopasak Shikshan Mandal's,

ARTS, COMMERCE AND SCIENCE COLLEGE, JINTUR

(Affiliated to Swami Ramanand Teerth Marathwada University, Nanded)

Junior & Senior

JINTUR - 431 509. Dist. Parbhani. Maharashtra. India.

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NAAC Re-accredited 'B' Grade

Adv. G. N. Dudhgaonkar
President & Ex. Member of Parliament

Dr. Sow. Sandhyatai Dudhgaonkar
Secretary

Dr. S. G. Bhombe
I/C Principal

Policy document for Women Cell

Introduction:

The Women Cell is constituted to help maintain a harmonious atmosphere at the Institute, to enable women/girls to pursue their work with dignity and reassurance. The Cell has been working to raise awareness on gender equality issues. This Cell functions as the "Complaints Committee" as required by the "Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013".

Women Cell at College has been constituted to develop a congenial environment to contribute in inclusive growth of all, particularly women in and around the ambit of the college campus. The cell aims to empower women/girls through knowledge sharing, training and aptitude building exercises and programmes. This shall include; improving women's sense of self-worth, making women aware of their right to have and to determine choices, their right to have access to opportunities and resources, their right to have the power to control their own lives, both within and outside the home and their ability to influence the direction of social change to create a more just social and economic order, nationally and internationally

Objectives:

- To prevent sexual harassment and to promote general well-being of female students of college.
- To create social awareness about the problems of women and in particular regarding gender discrimination.
- To encourage women's development in the activities of the Cell.
- To organize seminars / webinars for creating general awareness and orientation of girl students.
- To organize various types of programs and create awareness about self-employment
- To make women aware of their social and legal rights and thus empower them to stand against any discrimination.
- To develop personality and incubate leadership quality in women leading to a fulfilling lives.
- To act as a forum for information sharing and exchange of ideas.

1. Policy Content and Guidelines

Women cell would function in consonance with the guidelines provided by UGC.

The main functions shall include:

1. Organizing workshops and seminars that will result in women empowerment of both within the campus and outside the campus.
2. Spreading awareness about issues affecting women like health and fitness.
3. Assisting Cell for Prevention of Sexual Harassment (ICC) for dealing with complaint and conducting an inquiry.





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4. Monitor the timely conduction of activities under Women Cell and submit the reports of same to IQAC of the college.

3. Operational Mechanism

Meetings:

- The meeting agenda will be linked to the objectives of Women cell and annual action plan. However, the committee will also asses the current needs and develops the agenda accordingly.
- The Committee will meet at least two times a year. The chair of the Committee may convene additional meetings, as if necessary.
- A minimum of 4 members of the Committee will be present for the meeting to constitute a quorum.

4. Execution of Activities:

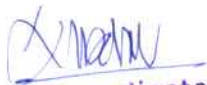
- A minimum of 4 activities (Workshops /Seminars/Awareness Programs) will be conducted in an academic year.
- The activity will be planned and executed by Women cell.
- A detailed report of each activity will be submitted to IQAC.

5. Sample list of activities are as following:

1. Personality Development
2. Women Fitness/Nutrition.
3. Organizing Speech, Debate, Essay writing, Extempore, Posters etc. on current issues to sensitize students.
4. Arranging lectures of highly qualified and successful Women.
5. Any complaints of Sexual harassment received by Women cell would be directed to higher authority and full assistance would be provided to find justice in the case.

6. Review of Policy

- On the basis of the experience of the working of the policy the Chairperson is authorized to make suggestions/recommendations to the college principal about changes in the policy.
- Any change will be incorporated based on approval from Principal of college.
- The policy will be reviewed after 3 academic years.



Co-ordinator
Internal Quality Assurance Cell
D.S.M.'s Arts, Com. & Science College
Jintur, Dist. Parbhani





I/C PRINCIPAL
Dnyanopasak Shikshan Mandal's
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