

# Report On Gender Sensitization 2015-2016



Director  
Shri Sharda Bhavan Education Society's  
Institute of Technology and Management,  
NANDED.



Shri Sharda Bhavan Education Society's  
**INSTITUTE OF TECHNOLOGY & MANAGEMENT**

**VIP Road, Nanded-431 602(M.S.), INDIA**

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**Department of Computer Science**

## Gender Sensitization Action Plan

**(2015-2016)**

On June 18, 2015, at 11 a.m., the Women's club held a meeting at the Director's Office of the College. Making an action plan for gender sensitization for the academic year 2015–2016 was on the agenda for the conference.

The following Committee members were present:

### **Present Members:**

1. Mr. M. M. Bokare (Incharge)
2. Mr. N.N. Bharkad (Member)
3. Mr. S.N. Kokate (Member)
4. Ms.A.A. Ralegaonkar (Member)
5. Mr.N. D. Shinde (Member)
6. Mr. S.B. Hambarde (( Non- Teaching Member)
7. Mr. U. B. Shinde ( Non- Teaching Member )

**Absent Members: Nil**

### Minutes of the Meeting:

The conversation that follows was held in accordance with the specified agenda:

- To aid female students in developing their overall well-being and self-confidence.
- To gather a comprehensive understanding of the legal issues surrounding violence against women by inviting notable solicitors.
- To concentrate on women's health and hygiene issues and recommend appropriate sanitation practices.
- To handle any complaints.





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**Department of Computer Science**

## List of Activities of 2015-16

Sr. No	Events	Activities	Outcomes
1.	<b>Legal Awareness Program</b>	Girl Students' Safety and Sexual Abuse	<ul style="list-style-type: none"><li>• A sexual abuse prevention action plan was created to safeguard the security of female pupils. A programme was run to help people understand these problems better.</li><li>• Giving the pupils information and statistics on the millions of girls and boys who experience sexual exploitation and abuse around the world.</li><li>• There is sexual violence everywhere. The students need to be made aware of this, and this is a need. As a result, an awareness programme was set up.</li></ul>
2.	<b>Program on Women's Health</b>	Health and Hygiene- A Guest Lecture by Dr. Rekha Chavhan (Awareness Drive on Health and Hygiene)	<ul style="list-style-type: none"><li>• As part of the Awareness Drive, a programme on "Health and Hygiene" was organized.</li><li>• Taught the kids how to maintain their health and hygiene in daily life.</li><li>• All of the Committee members attended a meeting that was led by the Director of SSBES' ITM.</li></ul>



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Action Plan  
(2016-2017)



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## Department of Computer Science

### Gender Sensitization Action Plan

(2016-2017)

On June 20, 2016, at 11 a.m., the Women's Forum held a meeting in College Hall No. 1. Planning actions for a gender sensitization action plan for the academic year 2016–2017 was on the agenda for the meeting. The goal of organizing these programs is to enhance gender equity within the institute and in our outreach while also bringing about a positive change in attitude.

The following Committee members were present:

#### **Present Members:**

1. Mr. M. M. Bokare (Incharge)
2. Mr. N.N. Bharkad (Member)
3. Mr. S.N. Kokate (Member)
4. Ms.A.A. Ralegaonkar (Member)
5. Mr.N. D. Shinde (Member)
6. Mr. S.B. Hambarde (Non- Teaching Member)
7. Mr. U. B. Shinde (Non- Teaching Member)

**Absent Members: Nil**





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## Department of Computer Science

### Minutes of the Meeting:

According to the previously announced agenda, the following topics were discussed in the meeting:

- Empowering female students and motivating them to engage in entrepreneurial activity.
- To aid female students in developing a strong sense of self-worth to overcome challenges.
- To concentrate on women's health issues, recommended cleanliness habits, and sanitation procedures.
- To ensure the growth of female pupils by encouraging them to explore their creative talents.
- To raise legal awareness so that female students are familiar with legal rights that will give them authority.



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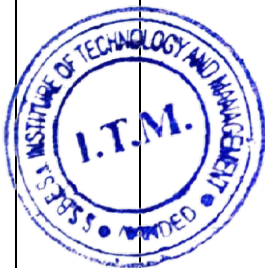
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**Department of Computer Science**

**List of activities of 2016-2017**

Sr. No	Events	Activities	Outcomes
1.	<b>Program on Women's Health</b>	Health and Hygiene Program	<ul style="list-style-type: none"> <li>• A program on 'Health and Hygiene' was organized for the students.</li> <li>• Provision of information about how to maintain Health and Hygiene in daily life.</li> <li>• Made girl students aware of good health and hygiene, cosmetic products and its related problems.</li> <li>• Focus was laid on hygiene practices and sanitation methods to be followed.</li> </ul>
2.	<b>Legal Awareness Program</b>	Legal and Educational Issues Regarding Sexual Abuse	<ul style="list-style-type: none"> <li>• A Guest Lecture on "Awareness and Legal Aspects of Sexual Abuse" was organized by the SSBES' ITM.</li> <li>• The speaker exhorted the girls to speak up and to act bravely and self-assuredly in challenging circumstances.</li> <li>• To protect them against sexual abuse, the participants were advised and made aware of legal and constitutional issues.</li> </ul>
		Workshop on "Prohibition, Prevention, and Redress for Sexual Harassment of Women at Work"	<ul style="list-style-type: none"> <li>• Through this training, the stakeholders were informed about how Poona College's Internal Complaint Committee (ICC) operates.</li> <li>• Another speaker discussed the UGC regulations governing harassment in educational institutions.</li> <li>• The speaker provided information regarding laws and acts connected to the Prohibition, Prevention, and Redressal of Sexual Harassment of Women at Their Place of Work.</li> </ul>
		Seminar on 'Sociology Of Gender' organized by the Department of Computer Science	<ul style="list-style-type: none"> <li>• Leading academics, social scientists, researchers, and research scholars were together on one platform for this seminar.</li> <li>• They discussed the effects of society on gender and expressed their opinions, personal stories, and research findings.</li> <li>• This activity offered an interdisciplinary forum for researchers, practitioners, and educators to present and discuss the issues, as well as the practical difficulties, that society faces with regard to the female gender, and the measures taken to prevent the attribution of stereotypes or gender roles that result in gender discrimination and the subjugation of Women.</li> </ul>



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### Gender Sensitization Action Plan

(2017-2018)

On June 19, 2017, at 10:30 a.m., the Women's Club held a meeting in College Hall No. 1. Planning actions for a gender sensitization action plan for the academic year 2017–2018 was on the agenda for the meeting. The goal of organizing these programs is to enhance gender equity within the institute and in our outreach while also bringing about a positive change in attitude.

The following Committee members were present:

#### **Present Members:**

1. Mr. M. M. Bokare (Incharge)
2. Mr. N.N. Bharkad (Member)
3. Mr. S.N. Kokate (Member)
4. Ms.A.A. Ralegaonkar (Member)
5. Mr.N. D. Shinde (Member)
6. Mr. S.B. Hambarde (Non- Teaching Member)
7. Mr. U. B. Shinde (Non- Teaching Member)



Absent Members: Nil



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### Minutes of the Meeting:

The following topics were discussed during the meeting in accordance with the previously announced agenda:

- To undertake workshops, seminars, and other awareness programs in collaboration with other organizations and NGOs on gender sensitization, gender equality, and other topics.
- To concentrate on women's health issues, proper sanitation procedures, and cleanliness standards.
- To encourage female students to use apps created for women's protection and seek assistance from the police.
- Awareness of gender equity is created with the aid of audio-visual aids.
- To motivate female students to engage in activities for skill development.







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### List of Activities of 2017-2018

Sr. No	Events	Activities	Outcomes
	<b>Gender Equality</b>	Gender Awareness & Women's Rights Program- 'Mazi Suraksha Mazya Haathi' (My safety in My Hand) by Adv. Kanchan Kaur Gadiwale	<ul style="list-style-type: none"><li>•The topics of sexual harassment and different forms of abuse were covered in this programme.</li><li>•The speaker went into details on sexual abuse's underlying causes as well as precautions, prevention, and safety measures.</li></ul>
		Screening of a feminist movie 'The Doll's House'	<ul style="list-style-type: none"><li>•This film portrayed the idea of feminism and how it entails the defense of women's rights on the basis that they should be treated equally to males in terms of politics, society, and the economy.</li><li>• When "A Doll's House" was published, society was not yet ready to recognize women's liberation. Thus, viewers saw how society played a role in placing women in traditional positions, which in turn led to frustration and an eventual uprising.</li><li>•The movie's central figure, Nora, resided in a patriarchal culture. She lacked a distinct identity of her own. She put a lot of effort into living up to all of her husband's and kids' expectations at the expense of her own aspirations. By the end of the film, Nora has</li></ul>





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## Department of Computer Science

			<p>freed herself from the constraints of the conventional roles that have been placed upon her</p> <ul style="list-style-type: none"> <li>• This film portrayed the idea of feminism and how it entails the defense of women's rights on the basis that they should be treated equally to males in terms of politics, society, and the economy.</li> </ul>
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2.	<b>Women's Health</b>	Loreal Skin & Hair Care	<ul style="list-style-type: none"> <li>• Girl pupils were made more aware of issues linked to hygiene, good health, and other topics.</li> </ul>
			<ul style="list-style-type: none"> <li>• Female students received instruction on how to recognize and address their own personal health issues.</li> <li>• Female students learned about caring for their skin and hair. Additionally, awareness was raised on hair and skin care.</li> </ul>

3.	<b>Women's Empowerment</b>	Programme for Employability Skills Training	<ul style="list-style-type: none"> <li>• The resource persons reviewed various methods involved in strengthening the students' communication abilities. Girl students received training for handling job interviews and competitive assessments.</li> <li>• The training programme also included an engaging and educational session on problem-solving.</li> </ul>
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A handwritten signature in blue ink, appearing to read "Anand", written over a horizontal line.

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**Department of Computer Science**

**Gender Sensitization Action Plan**

**(2018-2019)**

The Women's Club held a meeting on June 18, 2018, at 11:30 a.m. in College Hall No. 1. The meeting's agenda included scheduling a number of activities for an action plan on gender sensitization for the academic year 2018–2019. The goal of organizing these programs are to enhance gender equity within the institute and in our outreach while also bringing about a positive change in attitude.

The following Committee members were present:

**Present Members:**

1. Mr. M. M. Bokare (Incharge)
2. Mr. N.N. Bharkad (Member)
3. Mr. S.N. Kokate (Member)
4. Ms.A.A. Ralegaonkar (Member)
5. Mr.N. D. Shinde (Member)
6. Mr. U. B. Shinde (Non-Teaching Member)

**Absent Member: Mr. S.B. Hambarde**





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### Minutes of the Meeting:

According to the previously announced agenda, the following topics were discussed in the meeting:

- Protecting female students from sexism by removing eve-teasing images and posters from prominent locations within and outside the campus.
- To inform female students about cybercrimes and digital frauds, as well as how to safeguard themselves from them.
- To gather a thorough understanding of the legal issues pertaining to violence against women by inviting notable solicitors.
- Hold a variety of events to break down stereotypes that discriminate against boys and girls in order to raise awareness among students about gender equality.
- To persuade female students to join NCC and NSS.
- To help female students develop their creative abilities.
- To promote the usage of a suggestion box where any form of gender discrimination experienced in the workplace or in classes can be reported.





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## Department of Computer Science

### List of Activities of 2018-2019

Sr No.	Events	Activities	Outcomes
1.	<b>Crimes Against Women</b>	Awareness show titled "Emerging Women and Cybercrime: Problems and Challenges"	<ul style="list-style-type: none"><li>• SSBES' Institute of Technology and Management, Nanded organised a programme for BCA, BBA, B.Sc. (HS), MCA, and MBA students on "Emerging Cyber-crime Related to Women."</li><li>• Through the Internet and social media, the program's resource person educated the participants about cybercrimes. Additionally, information on fraud prevention strategies was provided to them.</li><li>• The Resource Person, a lawyer, also discussed numerous laws relating to cybercrime.</li><li>• Fraud of all kinds, including mail fraud, entrapment of girls, bank fraud, and harassment. Fraud on social media, during phone calls, and elsewhere was discussed.</li><li>• Girls received crucial advice on how to safeguard their identities, pictures, and personal data on social media platforms like Facebook, Twitter, WhatsApp, etc.</li></ul>
		'Annyayala Vacha Kashi Fodavi'- Awareness of Sexual Abuse	<ul style="list-style-type: none"><li>• Through this programme, female students learned how to file a FIR, about the court's in-camera procedure, and about the many forms of sexual assault that can occur at home, in institutions of higher learning, and at the workplace.</li><li>• In case of an emergency, helpline numbers were provided.</li><li>• The 'Pratisad' App was requested of female students, who were also given information on how to file a complaint regarding domestic violence with Mahila Aayog in the Nanded Court and how to contact police immediately in an emergency.</li></ul>





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2.	<b>Women's Equality</b>	Purdah: A Practise of Suffocation or Liberation: A Debate Competition, sponsored by the Department of English	<ul style="list-style-type: none"><li>The purpose of this activity was to increase students' logical argumentation skills and to make them more aware of societal issues.</li><li>The students were split into two groups, one supporting and one opposing the title.</li><li>After logically presenting various points of view, the students came to the conclusion that the Purdah should be worn voluntarily rather than under duress.</li></ul>
3.	<b>Women's Empowerment</b>	Skill Development Program in Mehndi Design	<ul style="list-style-type: none"><li>The Department of Computer Science, SSBES' ITM, was instrumental in exposing the students to the outside world and empowering them by encouraging them to engage in a variety of skillful activities.</li><li>Courses for skill development were offered.</li><li>The "Mehndi Design Course" was created specifically for female students, and it introduced them to a variety of trades that will help them find job and develop self-reliance. In a biweekly course, students learned how to create the newest and most inventive mehndi designs.</li></ul>
		Participation of Girl Students in Women's Empowerment	<ul style="list-style-type: none"><li>This programme was put on by the Maharashtra Pradesh Yuvak Congress in Nanded, and it featured several students from SSBES' Institute of Technology and Management, Nanded demonstrating its effectiveness and sincerity.</li></ul>



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**Department of Computer Science**

**Gender Sensitization Action Plan**

**(2019-2020)**

On June 17, 2019, at 10:30 am, the Women's club had a meeting in College Hall No. 5. The purpose of the meeting was to schedule a number of activities for an action plan on gender sensitization for the academic year 2019–2020.

The following Committee members were present:

**Present Members:**

1. Mr. M. M. Bokare (Incharge)
2. Mr. N.N. Bharkad (Member)
3. Mr. S.N. Kokate (Member)
4. Ms.A.A. Ralegaonkar (Member)
5. Mr.N. D. Shinde (Member)
6. Mr. U. B. Shinde (Non-Teaching Member)
7. Mr. S.B. Hambarde (Non-Teaching Member)
8. Miss. M. V. Harshe (Member)

**Absent Members: Nil**





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### Minutes of the Meeting:

According to the previously announced agenda, the following topics were discussed during the meeting:

- Holding seminars and workshops in conjunction with different organizations to assist them in resolving issues relating to communication and emotional turbulence with people of the opposite gender.
- To concentrate on the proper sanitation procedures and hygiene standards.
- To organize a campaign to raise awareness of cancer and other health-related issues.
- To plan a lecture or workshop on value-based education for female students. welcome prominent solicitors who are well-versed in the legal issues surrounding abuse against women.
- To run various skill-development programs to enable female students become economically independent by supporting them in starting their own businesses.
- Hold health fairs on the campus of the university.
- To promote the use of a suggestion box, where any gender discrimination that has occurred in the workplace or at school might be discussed for counselling.





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### List of Activities of 2019-2020

Sr.No	Events	Activities	Outcomes
1.	<b>Women's Empowerment</b>	Self Defense Skills	<ul style="list-style-type: none"><li>The NSS Unit of SSBES' ITM, Nanded organized a workshop on "Self Defense Skills for Girls" to help the female students gain confidence.</li><li>The resource person emphasized the need of knowing how to defend oneself.</li><li>The speaker's ability to engage with the audience held them transfixed.</li><li>In this programme, practical self-defense techniques were also demonstrated.</li></ul>
		Women's Health Awareness Programme	<ul style="list-style-type: none"><li>The conversation raised awareness among the female students of the value of proper hygiene and health.</li><li>• Female students learnt how to recognize and address personal health issues.</li><li>• Advice on how to maintain good health and hygiene in daily life was given to the female students.</li></ul>
		Cancer Awareness Session-Guidance Talk on 'Breast Cancer Awareness'	<ul style="list-style-type: none"><li>A guidance talk on "Breast Cancer Awareness" was organized by the Women's Club of SSBES' ITM, Nanded.</li><li>Dr. Anjali Dawle, a specialist in Nanded, delivered an engaging and educational lecture on the subject at hand.</li><li>The speaker advised ladies to alter their lifestyle and eating habits in order to protect themselves from contracting diseases similar to cancer.</li><li>Participants who were women benefited from this talk.</li></ul>





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2.	<b>Women's Health</b>	Guidance Talk on Plantar Fasciitis	<ul style="list-style-type: none"><li>• The SSBES' ITM, Nanded's Women's club held a guidance talk on the "Plantar Fasciitis" that affects many women.</li><li>• Plantar fasciitis reasons were discussed with the girls by the speaker, Dr. Swati Bhalerao.</li><li>• The speaker discussed many forms of treatment for 'Plantar Fasciitis' including massage, contrast baths, ultrasonography, and shock-wave therapy to aid long-term recovery.</li><li>• She also demonstrated physiotherapy techniques to address the ailment. Due to the audience's engaged participation, the session finished with a vibrant discussion that included questions and responses.</li></ul>
		Workshop on 'Stress Management'	<ul style="list-style-type: none"><li>• A workshop on "Stress Management" was organized by the Women's club of SSBES' ITM, Nanded.</li><li>• The impact of stress on the body and mind, its risk factors, prevention, detection, and various treatments were all explained to the audience.</li><li>• During the question-and-answer period, many preconceptions, skepticisms, and assumptions were dispelled.</li><li>• The speaker described the several personalized stress-relieving elements. Solutions presented 1. Controlling diet 2. Managing time 3. Anger control 4. Keeping a stress journal 5. Counselor's suggestions 6. Suggestions from well-wishers and friends.</li></ul>







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		One Day Workshop on 'Women's Health and Human Development'	<ul style="list-style-type: none"><li>• The girl pupils were educated on the different health issues that affect women, as well as the value of proper diet.</li><li>• The speaker talked about how pregnancy can show the effects of poor nutrition on a person's health.</li><li>• The girls were aware of the distinction between attraction and love. At the conclusion, a discussion on AIDS Awareness informed them about the source and effects of the disease and the precautions to be done to prevent such diseases. They were also given guidance regarding the dos and don'ts of friendship.</li><li>• The girls were educated on wholesome eating practices and the value of nourishing food. During the question-and-answer period, many preconceptions, skepticisms, and assumptions were dispelled.</li></ul>
		Guidance Talk on "Awareness of Sexual Harassment at Workplace"	<ul style="list-style-type: none"><li>• For its female students, SSBES' ITM, Nanded organized a 10-day "Women Entrepreneurship Awareness Programme.</li><li>• The major goal of this programme was to educate the female students at our college about entrepreneurship.</li></ul>
			<ul style="list-style-type: none"><li>• The trainer provided information on the company's true costs, how to write a business plan, where they needed to focus, how much they could grow, and how to reach the goal.</li><li>• The speaker also provided the students with knowledge about several loan types available to entrepreneurs, something they were not aware of.</li></ul>





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3.	Women's Economic Empowerment	Guidance Talk on 'Hair and Beauty (Makeup, Personal Grooming, Nail Art & Mehndi) – Career Opportunities'	<ul style="list-style-type: none"><li>• The women's club of SSBES' ITM, Nanded, organized a career advising talk on "Hair and Beauty (Makeup, Personal Grooming, and Nail Art &amp; Mehndi) Career Opportunities".</li><li>• This exercise was designed to give female students a platform to demonstrate their entrepreneurial skills and offer company ideas.</li></ul>
		Workshop on 'Soap Making'	<ul style="list-style-type: none"><li>• A session on "Soap Making" was organized by the Women's Forum of the SSBES' ITM in Nanded.</li><li>• The female students were given a venue to showcase their business abilities.</li><li>• The activity resulted in the girl students receiving startup ideas.</li><li>• The resource person demonstrated how to manufacture a range of soaps, including soaps for babies, soaps with glycerin, soaps for beauty, and soaps in a variety of sizes and forms.</li></ul>
		Workshop on 'Shampoo, Bath Salt and Hand Wash Making'	<ul style="list-style-type: none"><li>• The Women's Forum of SSBES' ITM, Nanded organized a workshop on 'Shampoo, Bath, Salt and Hand Wash Making'.</li><li>• Organizing this workshop was a significant step in providing girl students an opportunity to learn entrepreneurship skills.</li><li>• The participants tried to practically make the shampoo, bath salt, and hand wash.</li><li>• At the end of the workshop, all the participants decided to try to make shampoos, bath salt, and hand washes and market them for commercial purposes.</li></ul>




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		<p>Workshop on 'Cake, Chocolate and Ice-cream Making'</p>	<ul style="list-style-type: none"> <li>• The Women's club of SSBES' ITM, Nanded conducted a workshop on 'Cake, Chocolate and Ice-cream Making'.</li> <li>• The activity led to giving startup ideas to the girl students.</li> <li>• The girl students received a platform to exhibit their entrepreneurial skills.</li> <li>• The participants practically tried making Chocolates, Ice cream and Cake.</li> <li>• At the end of the workshop, all the participants decided to make the Cake, Chocolate and Ice-cream and also market them for commercial purpose.</li> </ul>
		<p>Women Entrepreneur Stall under Magnum Intercollegiate Fest</p>	<ul style="list-style-type: none"> <li>• The Department of Management and Women's Club of SSBES' ITM, Nanded collaborated to put on this festival with the intention of giving female students a venue to showcase their entrepreneurial abilities.</li> <li>• The majority of the stall owners at this festival sold all of their goods and made a profit.</li> <li>• Handmade items including paper and cloth bags, beautiful keys, nameplates, bouquets, shampoos, and soaps to inspire home entrepreneurs, displays of chocolates, chocolate bouquets, clothing, decorative items, and best-of-waste products were set up for sale on campus.</li> </ul>
		<p>Guest Lecture on 'Gender Equality and Mindset of Indian Society'</p>	<ul style="list-style-type: none"> <li>• In the context of India, the question of gender equality has long been up for debate. The speaker attempted to explain the patriarchal foundation of Indian civilization through this discourse.</li> <li>• The speaker covered a wide range of strategies and tactics for promoting equality in society.</li> </ul>



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4.	<b>Legal Awareness</b>	'Awareness of Sexual Harassment at Workplace' - Guidance Talk	<ul style="list-style-type: none"><li>• A guidance talk on 'Awareness of Sexual Harassment at Workplace' was organized by the Women's club of the SSBES' ITM, Nanded.</li><li>• The speaker exhorted the girls to speak up and show courage in challenging circumstances.</li><li>• To prevent sexual abuse, the participants were informed of specific legal and constitutional provisions.</li></ul>
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