



Konkan Education Society's

**Dr. C. D. Deshmukh Commerce and Sau. K. G. Tamhane Arts  
College**

Roha

**Action Plan for Gender Sensitization**

**नारी राष्ट्रस्य अक्षि अस्ति**

**Woman is an Eye of the Nation**

We believe that females are the eyes of the nation and males are the hands and legs of the nation. The equity and equality between males and female and respect towards each other will bring prosperity to the nation. Our college has the following institutional action plan through committees, Cells and Programmes.

**Formation of Women Development Cell (WDC):** - The College is careful about maintaining and promoting gender equity. The college takes care of the safety and security of female students. For this Purpose College, has formulated a separate Women Development Cell (WDC) for the effective planning and execution of the practice.

According to the Vice-chancellors directions issued under sec 14(8) of Maharashtra University Act 1994, according to circular No- WDC/VCD/240 of 2008, the women's development cell is actively working in the college which organizes various programs and activities in the college intending to promote the gender equity.

**Formation of Anti-Sexual Harassment Committee:-** According to Maharashtra Govt.'s Lady Section/sexual harassment committee/2011-255 dated 7/6/2011 'Mahila Laingik Atyachar Samiti' is formed in the college. It also works as an anti-harassment cell. This cell aims to promote a culture of respect and equality for the female gender and also to monitor the treatment of women in the college. Formation of Grievance cell & suggestion box named 'Sakhi': Suggestion box 'Sakhi' is kept at the main entrance of the college premises for receiving complaints from girls. Girl students can drop their complaints in BOX.



**Girls' Common Room:-** The College has a common room for girls provided with an adequate number of toilets, washrooms, washbasins, dressing tables, chairs, fans, and 2 Sanitary Napkin Vending Machines. The female students may rest, relax and refresh there. The purpose of a common room facility for girls is to create a stress-free environment.

**Providing Personal Counseling:** The ladies' staff members of our college are promptly counseling girl students about any difficulty they are facing within as well as out of campus.

**Exploring Gender Perspective in Curricula:-** For the past three decades, Mumbai University has introduced in its curricula a course named "Foundation Course" which helps to create social awareness, civic sense, and social responsibilities in students. The Foundation Course is introduced as a compulsory course for all students of a bachelor's degree in both the first and second years.

**Formation of Anti-Ragging and Discipline Committee:-** The College has constituted the anti ragging and Discipline Committee as part of the UGC mandatory committee. The College prospectus clearly states the anti ragging policy of the college. Ragging is a criminal offense and UGC has notified Regulations on curbing the menace of ragging in higher educational institutions to prohibit, prevent and eliminate the scourge of ragging. The students in distress owing to ragging related incidents can access the committee. The committee has one female and one male member and the Principal of the college is working as its chairperson.

**Set-up of Security Surveillance:-** The college has a set-up of 19 cameras on every corner of the campus. So, that security issues can be handled with proper care.

All committees and cells are conducting their activities as per the specific objectives.



Smt. Seema J. Bhosale  
(Convener, WDC)





Dr. Atul H. Salunkhe  
Principal  
K.E.S. Dr.C.D.Deshmukh  
Comm. & Sau. K.G.T Arts  
College, Roha - Raigad