



**S.E.M.T'S**  
**MOINUDDIN B. HARRIS COLLEGE OF ARTS,**  
**A.E. KALSEKAR COLLEGE OF COMMERCE & MANAGEMENT.**  
**(Affiliated to the University of Mumbai)**  
**Nawayat Nagar, SOPARA (W), Vasai, Dist.- Palghar**  
**PIN - 401 203, (MAHARASHTRA)**

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**7.1.1: Institution has initiated the Gender Audit and measures for the promotion of gender equity during the last five years. Describe the gender equity & sensitization in curricular and co-curricular activities, facilities for women on campus etc., within 500 words**

**7.1.1 Additional Information (915 words)**

- A. **Safety and Security** - SEMT college gives utmost value to the safety and security of the students as well as faculties. Our college runs under the CCTV surveillance and is equipped with more than 60 CCTV high resolution camera's monitoring the entry and exit of undesired components. The security personnel are posted at the entry and exit checkpoints. All the faculty members and students are required to wear their given identity cards throughout to prevent unauthorized visitors from entering the campus. Our College forbids ragging. The College prohibits workplace sexual harassment. The ICC also protects female students. The college website, application, and notice board have anti-ragging information.
- B. **Counselling and Career Guidance-** Regular Counselling sessions are conducted by our college psychiatrist and sexologist Dr. Danish. The students feel free and discuss their problems to him by which they are stress free and learn anger management and this in turn improves their mental health. The mentors of the concerned classes guide the students in day-to-day activities and motivate them in their interested areas. Also, the mentors interact with the students about a variety of career options which will help the students comprehend the challenges and opportunities of the outside world.
- C. **Psychotherapy for Enrolment:** The members of the admissions committee counsel parents and applicants about enrolling in the courses at various stages of the admissions process. In order to give constant advice and support, the college's faculty members are available at all times for the students to chat with regarding their academic difficulties.
- D. **Common Room:** Female college students can use a designated waiting room. This service allows students to have informal chats on various topics. It doubles as a toilet during illness. A ladies-only area is provided, featuring restrooms, a clean vending machine, and an incinerator. Female students using the lavatory near the staff room will be safe and secure.
- E. **Curricular and Co-Curricular activities and facilities:**
  - The Women Development Cell was established in the academic year 2016-17, that promotes empowerment through seminars, training sessions, guest lectures, and other key initiatives to enlighten and sensitize the girl student population. The WDC also plans motivational talks and events for personality development for the female students. WDC department of the college conducted some programs like sexual harassment webinar, Awareness session on Domestic Violence, Gender Sensitization awareness, Debate competition on Status of women, PowerPoint Presentation on Women Empowerment, Debate Competition on Violence against

Women, Self Defense Training program, World Women's Day Celebration, Girls' right and safety programs, Seminar on Women Empowerment, Selfie competition on National Girls Child day, etc, to indulge the students regarding safety of women's by eminent speakers.

- Women's week was celebrated by WDC department which was enjoyed by female staff and students both. None the less, International Women's Day was replenished like the other years.
- NSS sponsors Literacy Awareness campaign and Self-defense programs. The NSS periodically organizes competitions to promote reading and safeguard young females. NSS Unit of the college also conducted a webinar on Health is wealth to create awareness about safety and security amongst the students. The other programs and activities conducted by NSS are Women Development program, Webinar on Women Defense Leadership, Webinar on Aspects of Women Leadership, PPT on Role of Women in family, etc.
- The subject of Foundation Course provides insights on gender issues and strategies to address them.
- The staff of the college continuously encourages female students to participate in Cultural and sports activities as well.
- Programmes promoting non-violence, gender awareness, peace, and harmony are held to remember important events in these countries' history and represent their independence and democratic principles.
- The Swachh Bharat Abhiyan is an initiative to raise awareness about hygiene and sanitation among students at different levels.
- Teacher's Day is celebrated on Dr. Radhakrishnan's birthday, International Yoga Day is about yoga, and National Voter's Day is on January 25th.
- Our college organizes various programs to promote awareness among the students through information and programs on Protection and safety for Students especially girls.
- To support linguistic and cultural diversity our college celebrates Hindi Diwas and Marathi Rajyabhashya Divas.
- The Anti -ragging Cell protects female student's safety. This Cell ensures that any sort of ragging is completely prohibited in college campus. Anti-ragging Committee of the college regulates girl's safety in the college campus through introduction of various penalties and fines.
- WDC department of the college and Anti Ragging Committee provides safety of bullying to the freshers.
- DLLE Dept of the college takes various measures to maintain the safety and security of girls by conducting programs and events like Poster making competition on status of women in society, Rally on status of women in society, Slogan lekhan activity on women's status (Betibachao ), Women Facility Week, Poster making activity on social issues of women, Essay writing competition on Importance of women Education , Awareness of voting rights, etc.

- Hindi Kavita lekhan (Poem writing) was conducted to encourage female students by Hindi Department.
  - The WDC also invites a gynecologist or lawyer to help with personal issues.
  - Fire extinguishers are available in the college to suppress the accidental fire catches.
  - There are first-aid kits made available across the campus. In the event of a medical emergency, there is a doctor on call service accessible.
  - Vending machine for female students is available in Girl's common room and for female staff members it is available in female staff room itself.
  - College has Complaint Box at the ground floor to address the queries of the students (specially for girls)
- F. Others - The percentage of female students has increased over the period since beginning till date. The number of female students in the academic year 2017-18 was 432 out of 1008 students which increased to 516 female students in 2021-22. The total number of female students in M.com. Also, out of total faculty members, there are more female faculty members. Out of total departments and committees, majority of the departments and committees are headed by female faculty members. Female staff members are hereby motivated by the management of the college and principal of the college with gifts and appreciation each year on Women's Day and Teachers Day. This makes female staff happy with gifts and compliments from college management and the principal.