



## VENKATESH MAHAJAN SENIOR COLLEGE, OSMANABAD

Re-Accredited with 'B' Grade by NAAC

Affiliated to Dr. Babasaheb Ambedkar Marathwada University, Aurangabad.

### ANNUAL REPORT OF ICC COMMITTEE, 2018-19

NAME- WOMEN AND GENDER DEVELOPMENT CELL (vishakha Samiti)

#### Formation of Committee

Sr.No.	Name	Designation
1)	Principal Dr.Salunke .A. R	Chairman
2)	Dr. Kulkarni .j. R- -	Presiding officer
3)	Prof. Linge .A.S -	Staff representative -member
4)	Prof .Rasal. S . V	Staff representative -member
5)	Mrs. Patil. S. S	-member
6)	Ku .khandalkar Divya	Students representative
7)	Ku .Patil Aishwarya	Students representative

Gender Discrimination is a systematic, unfavorable treatment of individuals on the basis of their gender, which denies them rights, opportunities or resources within any given society. The Women and Gender Development Cell (WGDC) is a mandated body as per Section 3.2 (15) of UGC Guidelines (Prevention, Prohibition and Redressal of Sexual Harassment of women employees and students in higher educational institutions) Regulations, 2015. We believe gender justice on campuses is clearly not an „isolated operation“ requiring quick fix solutions, but an exercise involving a perspectival shift that is able to set down norms of respect, non-discrimination and the unacceptability of any abuse of power, along with robust processes of debate, discussion and dialogue. This has to be the purpose of a new pedagogy within which issues of gender justice are seen as an integral part - not as „women“s issues“ to be ghettoized or added on to academic or curricular agendas as a „requirement“ or afterthought. Similar steps need to be taken on issues of gender non-normative behaviours, sexualities and relationships among different genders. Given the realities of a heterogeneous and diverse student body, purely punitive approaches to issues of the „safety“ of women and gender sensitization serves little purpose in terms of meaningful intervention however “well intentioned” they maybe. Instead approaches must be iterative, continuous and sustained

focusing on empowering young people through educative, preventive and correctional strategies. The Women and Gender Development Cell (WGDC) therefore is mandated to work towards such processes based on the recognition that women and persons with non-normative behaviours are not „victims“ who need „protection“ rather have agency and capability, which they need to be empowered to exercise effectively. Hence all measures of WGDC are directed at promoting such practices, foster mechanisms that safeguard their fundamental rights and increase their participation and visibility in all realms of the academic world. Objectives of WGDC: Understanding and progressively engaging with issues of women, gender, nonnormative behaviors, non-binary gender expressions and identifying discriminatory behaviors for initiating dialogue and discussions in the campus. Conducting outreach work for gender awareness and also identifying those who are facing discrimination, providing support and creating an enabling environment for sharing anxieties, problems and difficulties faced by women and persons with gender non-normative behaviors. Prevent discrimination and sexual harassment against women and students from LGBTQI communities and promote gender awareness among students and employees. Make recommendations to the Director for changes/elaborations in the Rules for students in the prospectus and the byelaws, to make them gender just and to lay down procedures for the prohibition, resolution, settlement and prosecutions of acts of discrimination and sexual harassment against women, by students and the employees. Train and coordinate the work of Gender Champions for gender awareness programs, workshops and other such activities. The WGDC therefore on the one hand strives towards activities and programs to create a gender aware and gender just environment within the campus. At the same time, prepare and capacitate young people with appropriate perspectives, attitudes and skills to work towards creating gender just spaces in the external world outside the Institute. The WGDC also works in tandem with Internal Committee of college which addresses all complaints of sexual harassment within the Institute as per Section 4 of the UGC Guidelines (Prevention, Prohibition and Redrival of Sexual Harassment of women employees and students in higher educational institutions) Regulations, 2015. The mandate of the Internal Committee is to handle all complaints, provide support to complainants, conduct the hearings and submit appropriate recommendations to the Higher Authorities. Members of Women and Gender Development Committee :- Coordinator :-Dr.KulkarniJayashri Ramesh

Staff representative:- Pro. Linge Anita Shatrughn and Prof. RasalSahadevVilas , Shri Patil .  
Students representative:- Ku. KhandalkarDivyaDayanan

In this year committee conducted programme on ‘Sanitary napkin and women self care.’  
Chief Guest for this programme was MrsJyotiPatil. Total 96 students were present for thisprogramme. . No any complaint about sexual harassment was received in this year.



ICC Co-ordinator



**PRINCIPAL**  
Venkatesh Mahajan Senior College,  
Osmanabad 413501