



AQAR 2020-21

.1.1 - Measures initiated by the Institution for the promotion of gender equity during the year

- Navjeevan Institute of Management has taken several measures to enhance safety & security on campuses by constituting Internal Complaints Committee (ICC), installing CCTV cameras & by providing round the clock security.
- The concept of gender equity refers to “fairness of treatment for both women and men, according to their respective needs.”
- This may include equal treatment or treatment that is different but which is considered equivalent in terms of rights, benefits, obligations and opportunities” as per International Labour Office [ILO], 2000.
- We need education seriously to focus on promoting the equal participation of women and men in making decisions; reducing enrolment gap between women’s and men’s access; giving equality in learning process, educational outcomes and external results; and providing equal benefits for both sexes.
- Gender equity in education means that male and female faculty have equal opportunities in terms of economic, social, cultural, and political developments. If gender equity is exactly achieved this will contribute to future of girls and boys more than approaches men-centered, and girls will get benefits from public and domestic life as much as boy.
- Several measures taken by Institute are as below:
 - **Safety and security**
 - Safety of girls is a top priority at every college campus. Nowadays, safe and supportive campus community is both an obligation and a challenge for college administrators and students.
 - Institute should provide a comprehensive range of security amenities especially for girls within the premises, through a dedicated team of security personnel. It is a common phenomenon that most of the outstation students enrolling for different courses come out of their homes and cities for the first time in their life. It is therefore of utmost importance for institutions to provide them a comfortable and safe ambience of ‘feel at home’ within the campus.
 - Women safety at any college campus is a serious concern now. According to a poll, 86%



of parents believe that the safety of the campus is one of the most important factors in choosing one institution over the other.

- This problem can only be solved through awareness and prevention programs, dialogue and action.
- Students should be given regular lessons about sexual assault and its prevention from the school level itself so that they become more aware and alert and do not hesitate in taking preventive and safety actions in case such disdainful circumstances are encountered in future. So, following actions have been taken to ensure safety of the girl students-

- **CCTV Camera**

- ✓ 24X7 CCTV surveillance is maintained in Navjeevan Institute of Management, Nashik.
- ✓ It helps to keep a check on anti- social activities.
- ✓ Students and other employees in the college too remain cautious about the surveillance.
- ✓ Discipline is also maintained and it also provides a sense of security to the students and even their guardians.
- ✓ Students wear identity cards at all times to ensure their identity.
- ✓ The institution takes good care of the students in every aspect.

- **Restricted Entry**

- ✓ For security of the girls in the college campus and to restrict unwanted entry, proper boundary wall with fencing have been constructed.
- ✓ Signboards have been placed outside hostels to ensure restricted entry.

- Female staff is appointed without any bias to contribute positively towards the growth of the Institute.

- The healthcare facilities are provided on and off the campus with a qualified physician with a separate medical room.

- The institute has a policy of appreciating faculty without gender bias. Women faculty are nominated, based on their ability, as heads of the departments and conveners of various committees and discharging their duties efficiently.

- **INTERNAL COMPLAINTS COMMITTEE (ICC) -**

- ✓ Committee formed to address cases of sexual harassment of Women at Work place)
Prevention, Prohibition and Redressal Act – 2013



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- ✓ The ICC ensures that posters promoting gender equity & sensitization are placed on the Notice Boards.
- ✓ A Complaint Box is placed outside the office.
- ✓ Telephone / Mobile numbers of the ICC Chairperson and members are made available on the Notice Board of the office, University Directory & Website.
- ✓ Strict confidentiality is maintained by the ICC to encourage the complainant to lodge complaint without fear.
- **ANTI RAGGING COMMITTEE** – Committee is formed to ensure the safety and positive mindset of girl students to excel in their academics.
- **Discipline in campus**
 - ✓ There is a Discipline Committee in the institution to take care of safety and security of the students.
 - ✓ It also keeps an eye on the working of all the employees as well as the activities of the students within the institution.
 - ✓ NIM aims at zero tolerance against eve teasing/ragging with wide publicity which is maintained by the Discipline Committee.
- **Escort during educational visit outside campus**
 - ✓ Female students are accompanied by female faculty members during the visits or programme organized outside the college campus.
- **Faculty Advisor**
 - ✓ Faculty advisors are assigned the responsibility of mentoring and counselling of the students, boys and girls both.
 - ✓ Each faculty advisor looks after the matters of a group of 20-25 students.
 - ✓ If any problem is there both boys and girls are being counselled as per their requirements individually also.
- **Common Rooms**
 - ✓ Separate common room facilities for both female and male students as per AICTE rules and regulations are available in campus where the students come in their free time to relax and entertain.
- **Awareness program**
 - ✓ Awareness programs and workshops on gender sensitivity are regularly organized in the



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campus and nearby places by the students and faculty members to make them aware towards women issues in order to enhance women empowerment.

- ✓ The female faculty members, staff and students are informed about various laws and rights available for their empowerment.
- **Active participation by female staff and student**
- ✓ Female faculty members and students also play a very active role in the events and fests organized by various committees of the institution.
- ✓ Girl students along with female faculty members are allowed to go on industrial visits, technical exhibition etc.
- International Women's Day is celebrated every year in Institute to acknowledge the success and efforts made by women in professional and personal lives.
- Female employees also get maternity leave, child care leave.
- Indoor & outdoor games for Men & Women students and staff were held on various occasions.
- Faculty has been directed to keep the door of the lecture hall open during classes.
- Counselling is provided to the complainants and the respondents independently by the ICC. The Counsellor of the University provides counselling to students of all departments.
- Training & Placement cell also conducted special lectures, mock interviews etc. for career counselling of students.