

Promotion of Gender Equity

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1. Specific facilities provided for women -

** Specific facilities provided for women in terms of -

- a) Security & safety.
- b) Counseling.
- c) Common rooms for boys & girls.
- d) Celebrate women's day
- e) Cultural & co-curricular activities.

a) Security and safety:

The college campus is fully secured and safe for all the girl students and ladies faculties. The dedicated women cell in the college looks after safety and security of the girls. The vigilance committee and all the staff members are always careful and alert about the untoward incident.

1. All staff & students have been provided the Identity card by the institute and the same checked by the security during their entry.
2. Extensive CCTV surveillance network.
3. Strict implementation of anti-Ragging in campus.
4. Separate hostel for girls is available in campus.
5. We have conducted the lecture once in year in our college for girl's students by lady police officer of Nirbhaya Pathak, Satara.

1. Security room at entry point:



2. CCTV surveillance camera in campus:



b) Counseling:

1. Formal and informal avenues for counseling male and female students and staff for academic and other issues/problems.
2. Grievance Redressal Committees are available for counseling of both males and females students.
3. To mark the International women's day on 8 March, the women cell of our college took an initiative and organized separate counseling sessions for Girls.



c) Common rooms:

Common rooms have been allocated for boys and girls students, which also facilitate meetings and discussions.



Girls common Room



Boys common Room

d) Celebrate women's day:

International Women's Day is a global holiday celebrated annually on March 8 as a focal point in the women's rights movement, bringing attention to issues such as gender equality, reproductive rights, and violence and abuse against women.

Institute celebrate Woman's day every year, it is a significance of social, economic, cultural and political accomplishment of women. The day also implies an act of accelerate gender uniformity. Anti-sexual harassment committee & anti-ragging committee of the institute arrange various programmes, guest lecture on this day.

Sr. No.	Description	Link
1	Supporting documents for women's day celebration during 5 yrs.	View Document



e) Cultural & co-curricular activities:

Additional initiatives ensure the active participation of boys and girls students in co-curricular activities including sports and cultural as inter-college and inter-university levels.

Cultural Activity:



Annual Sport:



Sr. No.	Description	Link
1	Supporting documents for cultural activity during 5 yrs.	View Document
2	Supporting documents for sport activity during 5 yrs.	View Document



2. Women faculty members empowered at various cells/ committees:

1. Academic Development committee
2. Board of Examination
3. Internal complaints committee- a) Students, staff Grievances & Redressal Committee
b) Anti Sexual Harassment Committee
4. Finance & planning committee
5. Purchase & maintenance committee
6. Anti-Ragging Committee
7. Library committee
8. Admission committee
9. Institutional Human Resource Committee
10. Right to Information (RTI) Committee
11. Internal Quality Assurance Committee (IQAC)
12. Website Committee
13. Canteen Committee
14. Sport Committee
15. Cultural Committee
16. Magazine Committee
17. NSS/Unnat Bharat
18. Technical Committee
19. Alumni Committee
20. Discipline Committee
21. Institute Innovative cell
22. AICTE Allied Committee

Sr. No.	Description	Link
1	Supporting documents for various cells/ committees during 5 years.	View Document



3. Special 90 days Maternity Leave provision for Women faculty members:

Shree Santkrupa Shikshan Sanstha			
Leave Policy for AY2023 - 24			
	Head Office, School, Jr. College	Pharmacy & Engineering	Remarks
	1st June To 31st May	1st July To 30th June	
	Number of Days per Year	Number of Days per Year	
Casual Leave (CL)	10	10	Only 1 per month in the first year of service
Medical Leave (ML)	8	8	Available only after 1 year of service
Maternity Leave	90	90	Available only after 2 years of service
Paternity Leave	7	7	Available only after 2 years of service
Vacation Leave			
Summer	21	21	It may be less and at the discretion of the Management
Diwali	8	8	
Study Leave			
PG	7	7	Available after 3 years of service & for upto 2 years after enrolment confirmation
PhD	7	7	Available after 3 years of service & for upto 5 years after enrolment confirmation
Other Leaves			
Own Marriage	7	7	Available after 1 year of service and including Saturday, Sunday & Public Holidays
Marriage Anniversary / Birthday	0.5	0.5	
Death of Immediate Family Member	3	3	

Sr. No.	Description	Link
1	Maternity leave Beneficiary Details	View Document

