

7.1.1 i) Gender Sensitization action plan

Gender Sensitization Action Plan

To ensure respectful and dignified behaviour and to maintain a standard at the workplace, sensitization of all the employees is to follow up regularly.

- Every program should include a session on gender sensitization within the induction and the orientation programmes.
- The counselling committee under the chairmanship of Mrs. Dr. K. N. Ranbhare is constituted to positively influence them for their learning and emotional well-being. Every faculty member has to observe the students in class and identify change in behaviour of student such cases are to be observed and reported to counselling committee. The counselling committee will be advising the students on their personal problems and help with solving problems and conflicts related to the learning and adjustment in the college. Moreover, it should also include the matter of recognising the behavioural issues of the students and provide proper guidance to resolve them.
- Right from semester one of every program the new students are to provide a mentor (who will be a teacher of her department). Regular need based meetings between the mentor and mentee are to be conducted to smoothen the burden of study and to ease the stress in the new atmosphere.
- To ensure equal and unbiased measures for everyone for their teaching & learning activities. For this “**No Discrimination Policy**” has to be strictly followed by all means.
- To ensure equal rights and participations in regular cultural activities, sports, debate, celebrations, and performing arts, girls students are to encourage by all means without any sign of gender discrimination.
- Lady Faculties and staff members are to be given equal participations in different activities performed throughout the year. All the committees formed, should include lady faculties and staffs in appropriate numbers.
- The awareness programme on safety and security is to be conducted on regular basis. Also legal awareness about sexual harassment at work place is to be generated amongst lady staff members.

The institute will provide full support for celebration of different days such as International Women’s Day, Mother’s day and other days.

- To encourage the girls students should be encouraged to undertake their physical fitness seriously by joining (separate for girls and boys) **gymnasium facility** provided by the institute and regular yoga classes conducted by expert trainer, arranged by the institute. Besides these, there are a plenty of opportunity to explore other different forms of sports in the college. Especially the girl students should me motivated to take advantages of these for their health.
- To conduct regular meetings of the committee of the Grievance redresal for Sexual Harassment of Women at Workplace to look after the fact that safety and security in all such aspects are maintained.
- Sensitisation by the elements of education in the curriculum to be strictly monitored. Different activities and topics related to gender sensitization to be performed under the curriculum.
- To conduct classes related to gender, women’s rights and women empowerment for students by the departmental faculty members. To conduct counselling sessions for the girl students on a regular manner by the lady faculty members of the counselling Committees.

7.1.1 Safety and Security

Safety and security

For female staff and students safety and security is of prime importance, 24 hours security guards on duty in the campus. In addition to this institute has installed IT enables surveillance system on campus with more than 100 IP cameras. A full fledged Internal Complaint Committee is constituted to address issues related to female staff and students. To promote gender sensitization, programmes are organised on campus these include international women's day, guest lectures and workshops on sexual harassment and Legal laws

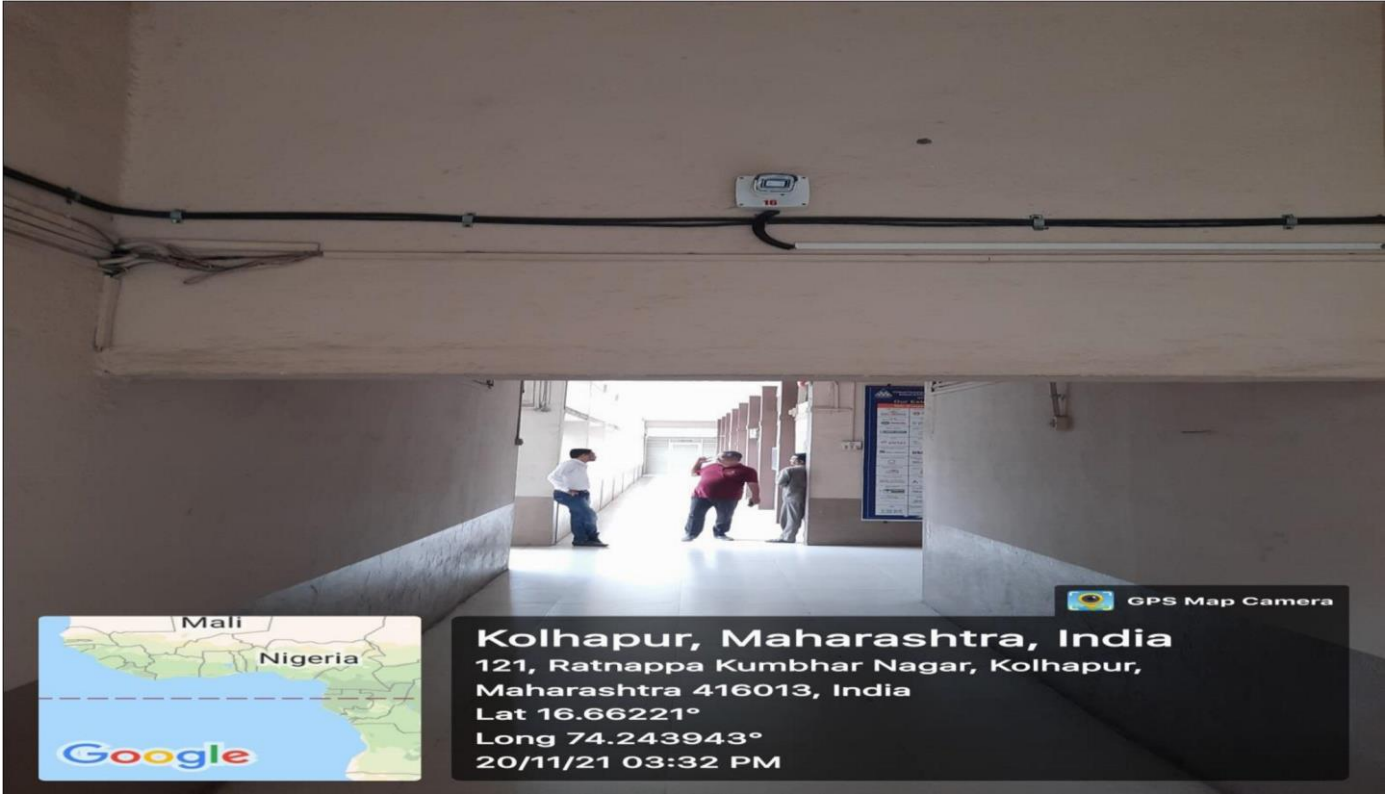
CCTV Ground Floor



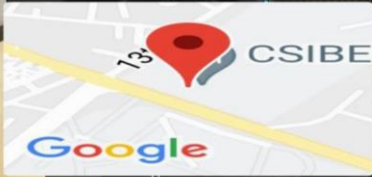
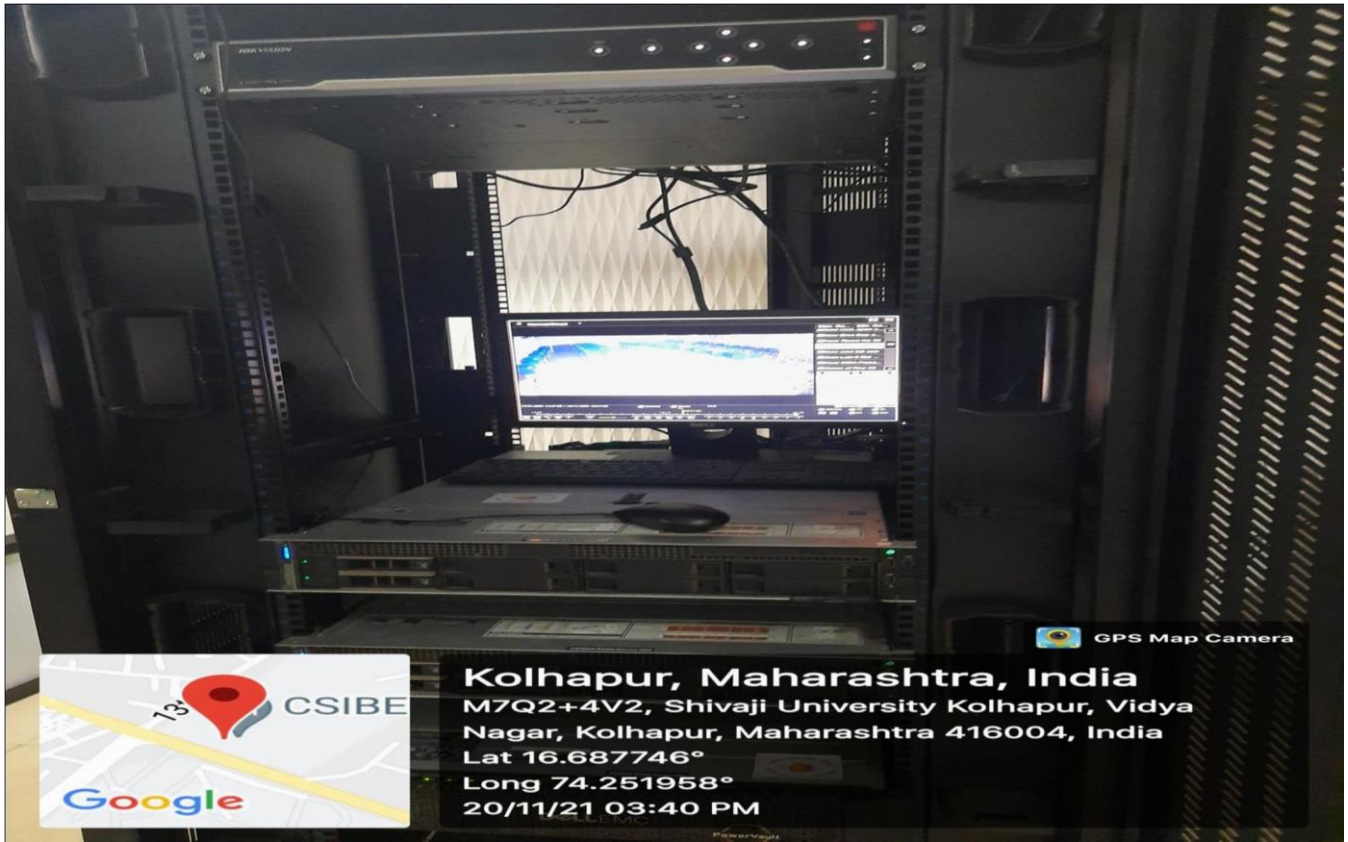
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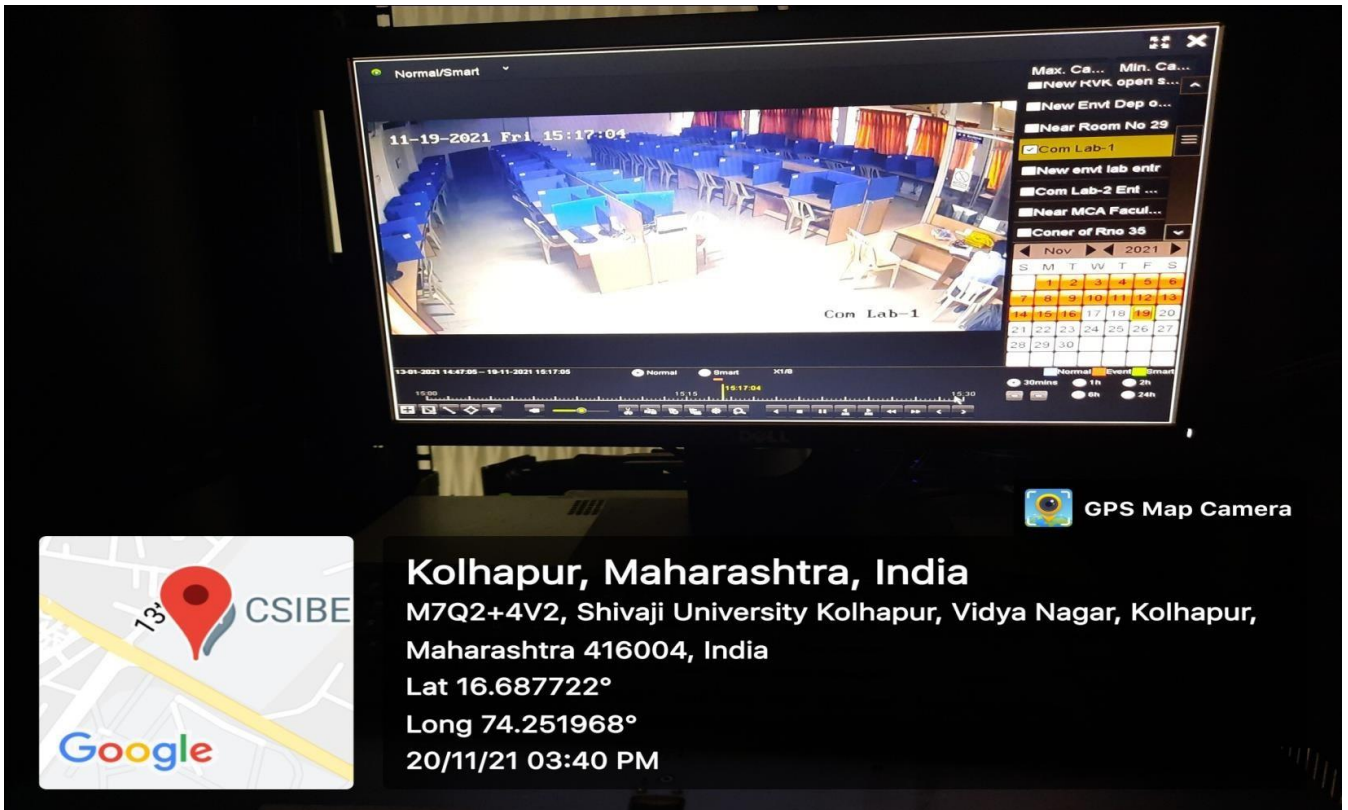
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CCTV Display Server



Kolhapur, Maharashtra, India
M7Q2+4V2, Shivaji University Kolhapur, Vidya
Nagar, Kolhapur, Maharashtra 416004, India
Lat 16.687746°
Long 74.251958°
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Kolhapur, Maharashtra, India
M7Q2+4V2, Shivaji University Kolhapur, Vidya Nagar, Kolhapur,
Maharashtra 416004, India
Lat 16.687722°
Long 74.251968°
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7.1.1 Gender sensitization programs

Legal Awareness Programme

7th February 2020

Programme Report submitted

to

National Commission for Women, New Delhi

by

Dr. Mrs. Rajani S. Kamath

M.Sc, Ph.D.

**Chhatrapati Shahu Institute of Business Education and
Research**

Kolhapur – 416004



2020

PROGRAMME BRIEF

The Constitution of India provides an effective and independent judicial system. Right to “access to justice” has been recognized as one of the fundamental rights. Justice delivery or administration of justice is one of the paramount functions of the nation. National Commission for Women has recognized the need of Legal Awareness Education and thereby initiated a Countrywide Legal Awareness Programme. Legal awareness could be spread by educating people about their rights, about their duties and about new laws and provisions.

In the backdrop of this, one day seminar on **Legal Awareness Programme** sponsored by **National Commission for Women, New Delhi** was organized at CSIBER, Kolhapur on 7th February 2020. The said programme is an effort toward Legal Empowerment among students.

This programme has emphasized on Cyber Laws as the same is today's need of an hour.

The objectives of the programme were:

- To empower the students with the knowledge of their legal rights and duties, towards achieving Legal Awareness among them
- To create awareness about cyber legal issues and challenges related to the use of Cyberspace
- To create legal awareness and building capacity among the student community about Women and the Indian Constitution.

The highlights of the programme are:

- The target group comprised of students and women workers employed in unorganized sector. In total there were **152** participants.
- There were four session each of duration 90 minutes. Following laws were covered in the awareness programme:
 - Women and Indian Constitution
 - Cyber Crimes against Women
- Sessions were delivered by Advocates, Law Professors from Kolhapur district.
- Session were supported by PPT or any other audio visual aid, discussion, case studies and interactions

Programme Schedule

Time	Session	Resource Person
9:00 – 10:00	Registration	
10:00 - 10:30	Inauguration and Keynote Address	Adv. Vivek Ghatge, Member, Bar Council of Maharashtra & Goa. Mobile: 9373777373
10:30 – 11:45	Cyber Crimes against Women - I	Mr. Sanjay More, Police Inspector, Cyber Cell, Kolhapur. Mobile: 9821583560
11:45 – 1:00	Women and Indian Constitution - I	Adv. Asavari A. Kulkarni Advocate & Notary, Family Court, Kolhapur. Mobile: 9823632020
1:00 – 2:00	Lunch break	
2:00 – 3:15	Cyber Crimes against Women - II	Adv. Neelam P. Gandhi Advocate, Adv. Dr. Shah & Associates Law Firm, Kolhapur. Mobile: 9860686016
3:15 – 4:30	Women and Indian Constitution - II	Adv. Madhavi S. Malge Advocate, ASM Law Firm, Tarabai Park, Kolhapur. 8668812626
4:30 – 5:00	Feedback and Valedictory	

Inauguration Schedule

1	Welcome & Seminar Overview	Dr. R.S. Kamath Seminar Coordinator
2	Guest Felicitation	Dr. V. M. Hilage to Adv. Vivek Ghatge

3	E-Inauguration	
4	Institute Highlight	Dr. V. M. Hilage Member, CSIBER Trust
5	Chief Guest Introduction	Dr. D.M. Bhosale Dept. of Social Work
6	Keynote Address	Adv. Vivek Ghatge, Member, Bar Council of Maharashtra & Goa.
7	Vote of Thanks	Dr. R. V. Kulkarni Head, Dept. of Computer Studies

Valedictory Schedule

1	Welcome & Seminar Overview	Dr. R.S. Kamath Seminar Coordinator
2	Participants Feedback	
3	Presidential Remark	Dr. T.V. G. Sarma, Coordinator IQAC, CSIBER
4	Few Certificate Distribution	Guests on Dias
5	Vote of Thanks	Dr. S. S. Jamsandekar Dept. of Computer Studies

Students from following colleges got benefited from knowledge inputs of the Legal Awareness Programme:

1. Chhatrapati Shahu Institute of Business Education and Research, Kolhapur
2. D.R.K College of Commerce, Kolhapur.
3. D. R. Mane MAhavidyalay, Kagal.
4. IGNOU Study Centre, Kolhapur
5. Miraj Mahavidyalay, Miraj

Women participants from following unorganized Sector got benefited from knowledge inputs of this programme:

1. Pratham Training Center, Kolhapur (Electrical and Healthcare)
2. Mahila Netrutv Vikas, Gokul Dudha Sangha, Kolhapur

INAUGURAL CEREMONY

Dignitaries on the Dias



Prayer by Snehal, student of Dept. of Social Overview by Dr. R. S. Kamath, Programme Work Coordinator



Chief Guest and Resource Person Felicitation from by Dr. V. M. Hilage, Member, CSIBER Trust



Chief Guest Introduction by Dr. D. M. Bhosale



Keynote Address - Adv. Vivek Ghatge



Anchoring by Russel & Mayuri MCA II Vote of Thanks by Dr. Ajay D. Shinde



SESSION I – CYBER CRIMES AGAINST WOMEN

POLICE INSPECTOR MR. SANJAY MORE

Session Anchoring – Radhika MCAII Cyber Crimes – I by Mr. Sanjay More



SESSION II – WOMEN AND INDIAN CONSTITUTION

POLICE INSPECTOR MR. SANJAY MORE

Resource person introduction by Dr. K. N. Resource person felicitation by Dr. R. V.

Ranbhare Kulkarni



Session on Women and Indian Constitution by Adv. Asavari A. Kulkarni



Lunch Time



SESSION III – CYBER CRIMES AGAINST WOMEN

ADV. NEELAM P. GANDHI

Session Anchoring – Lawrence MCAI Resource person felicitation by Dr. S. S.

Jamsandekar



Session on Cyber Crimes against Women by Adv. Neelam P. Gandhi



SESSION IV – WOMEN AND INDIAN CONSTITUTION

ADV. MADHAVI S. MALGE

Resource person felicitation by Dr. P.G. Naik



Session on Women and Indian Constitution by Adv. Madhavi S. Malge



VALEDICTORY FUNCTION

Programme Summary by Dr. R. S. Kamath Participant's Feedback



Participant's Feedback Certificate Distribution



Certificate Distribution



Presidential Remark by Dr. T.V. G. Sarma



Vote of Thans by Dr. S. S. Jamsandekar



Student organizing team with seminar coordinator



**Report on a Guest Lecture on
Prevention of Sexual Harassment of Women at Workplace –
Legal Aspects**



**A
Guest Lecture
on
“*Prevention of Sexual Harassment at workplace
– Legal Aspects*”
By
Mrs. Madhavi Malage**

**Organized by,
Internal Complaint Committee
Chhatrapati Shahu Institute of Business Education &
Research(CSIBER),Kolhapur**

**Date-27th Feb. 2020
Venue- Seminar Hall
Time- 02.00 pm**



Preamble

Working in an environment that is hazard free is not a choice — it is the right of all employees. Today, with more and more women joining the workforce, companies and organizations need to ensure that their establishments are safe so that their women employees feel secure and can work at ease. One of the greatest threats to impair this feeling of security is sexual harassment at the workplace. The challenges associated with this practice are immense and can have adverse ramifications if they are not handled carefully.

The movement against sexual harassment in general and protection of women has been growing. This led to the enactment of the Sexual Harassment of Women at the Workplace (Prevention, Prohibition and Redressal) Act 2013. The Government's intent is to put a brake on such cases. However, recent data generated by the Government indicates that there has been a rise in sexual harassment and the number of complaints relating to it at the workplace has seen an upsurge

Hence creating awareness about laws in place to deal with sexual harassment issues is need of an hour. Exactly to cater this need, a guest lecture was organized as a part of awareness creation programme on "***Sexual Harassment of Women at Workplace – Legal Aspects***" by Internal Complaints Committee on 27-02-2020. The venue of the guest lecture was Seminar Hall (Room no. 1).

Programme Objective

The main objective of the program was to create an awareness about educate the participants about the various laws which are in place to deal with sexual harassment at work place, gender equality and global initiatives to prevent sexual harassment at work place.

The resource person for the guest lecture was an advocate Mrs. Madhavi Malage. The duration of guest lecture was 1.30 Minutes which commenced at 2.00 PM and concluded with Q/A session at 3.30 PM.

Organizing Body

Internal Complaints Committee, CSIBER , Kolhapur

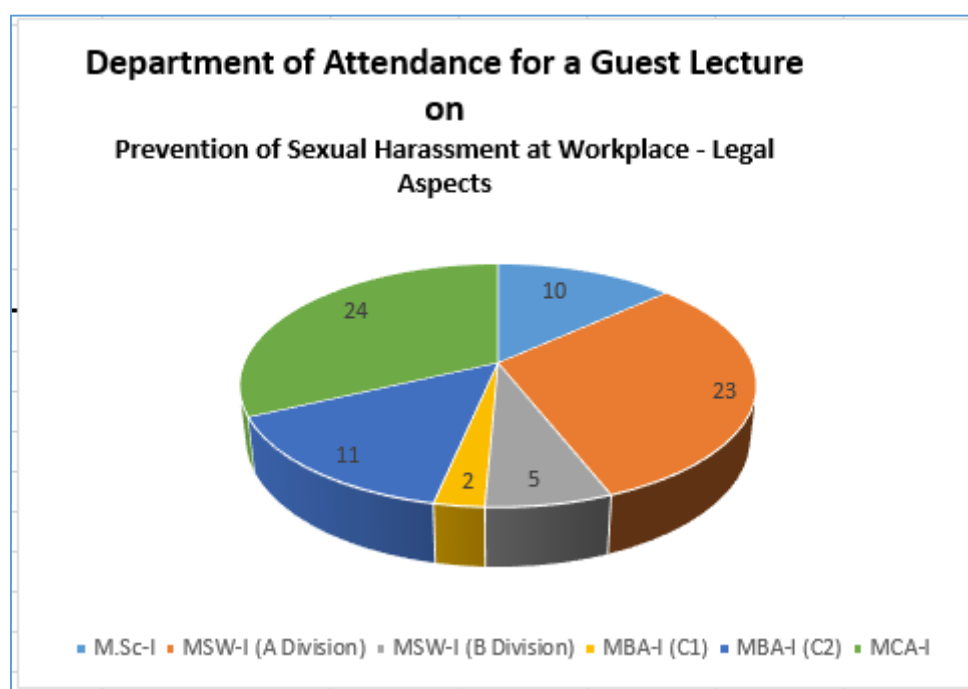
- Dr. P.G.Naik, Chairman, Department of Computer Studies, CSIBER, Kolhapur
- Dr. Sonia P. Rajput, Member, Department of Social Work, CSIBER, Kolhapur
- Dr. A.D.Jadhav, Member, M.Phil Department, CSIBER, Kolhapur
- Dr. V.B.Patil, Member, Department of Environment Management, CSIBER, Kolhapur
- Mr. V.S.Salokhe, Registrar, CSIBER, Kolhapur

Programme Attendance

Total 75 female students from various departments of CSIBER were benefited by the lecture.

The following table summarizes the department-wise attendance for the guest lecture.

Class	No. of Students
M.Sc.-I	10
MSW-I (A Division)	23
MSW-I (B Division)	05
MBA-I (C1)	02
MBA-I (C2)	11
MCA-I	24
Total :	75



About Resource Person

Name of Resource Person – Adv. Madhavi Malage

Academic Qualifications - B.Com, LL.M, PGDHR, ADR, NET, SET

Her academic credentials are distinctly different. She stood 3rd in merit order in H.Sc., LLB and LL.M. And stood first in P.G.Diploma course in Human Rights. Currently, she is pursuing

her Ph.D. in law at Shivaji University and her research focus is on “A Study of Maternal and Child Health Care Rights with Emphasis on Immunization with Special Reference to Kolhapur District: A Constitutional and Human right Perspective” Madhavi organized and worked as a resource person at numerous training programmes on human rights, animal law, Judicial Activism, Judicial Restraint, Value Education, to name a few. One of her major contributions which is worth mentioning is organization of capacity building programme in social science research, New Delhi. She has published four articles in journals and media of national repute. She has contributed to the academic field in various capacities as Asst. Profewssor, Guest Lecturer, visiting faculty. Currently she is a visiting faculty for teaching cyber law at CSIBER institute.

Contents Covered During the Guest Lecture

- Historical Case
 - Vishaka and others V. State of Rajasthan (AIR 1997 SUPREME COURT 3011)
- Supreme Court’s Judgment, Constitutional approach
- Chapterisation of Sexual Harassment of Woman at Work place Act 2013
- Important Provisions under the Act
- Types of Sexual Harassment
- Composition of ICC
- Registering a Complaint
- Complaint Settlement Through Conciliation
- Inquiry into Complaint
- Important sections
- Duties of Employer

Photo Gallery





Programs in 2016-17

International Women's Day Celebration





Training for Self Defence 03/01/2017





Counselling for female staff member on 10-03 -2017





One Day workshop arranged to create awareness program of Antisexual Harassment Act 2013 , on 27-02 2017







2017-18

One Day Workshop On “Enhancing Engagement of Marginalised Girls in I.T. Education An Inclusive Approach” 08/03/2018



Women’s Self Defence Workshop 10/03/2018



Remedial Classes for "Girl Child Bal kalyan Sankul"





2018-19

7.1.1 Gender Equity

Self Defence Training to Girls on 8/10/2018.



Nirbhaya yatra at Rajendra Nagar slum 31/03/2019.



Woman Empowerment Day with Nirbhaya Pathak 10/03/2019





Remedial Classes for poor Girl child "BAL Kalyan Sankul" 10/03/2019





2020-21

Title: Women Empowerment Day

Date: 3rd January 2020

No. of Participants: 35

Photographs:

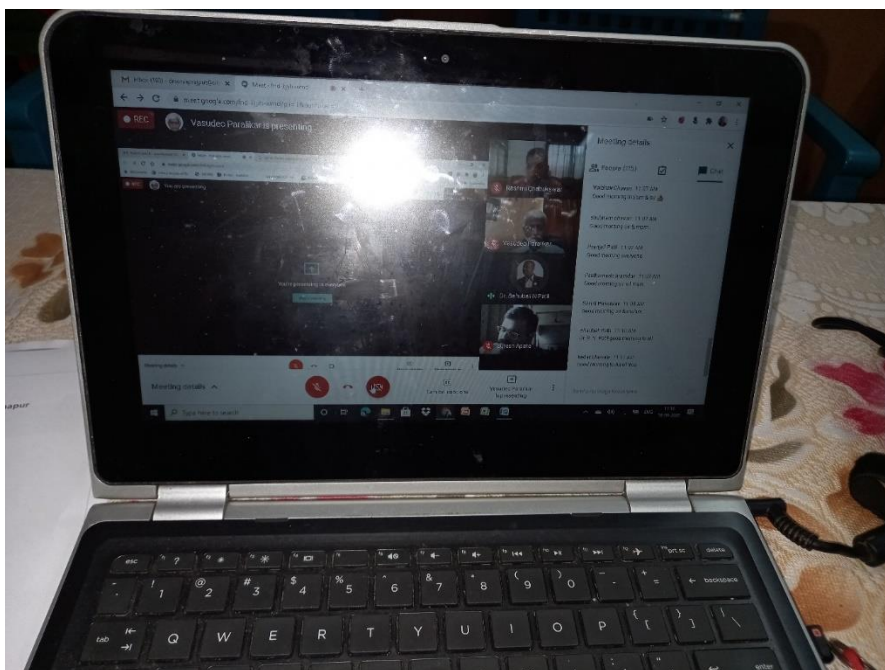
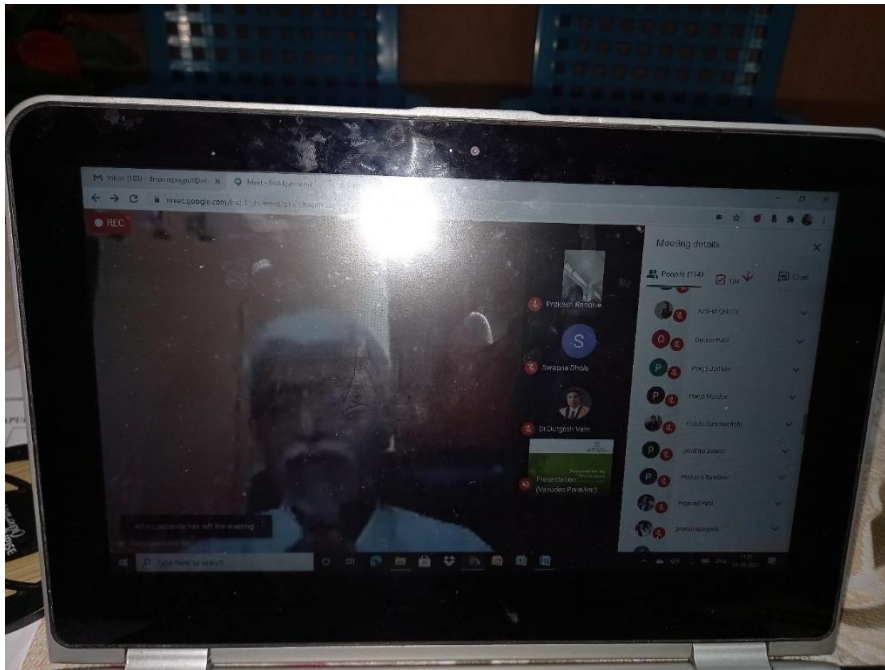


Title: One day Program on Primary Prevention of Sexual Violence- Dr. Vasudev Paralikar, Pune

Date: 18th September 2020

No. of Participants: 74

Photographs:



Title: Elocution Competition on Role of Youth in Women Development (8th March, 2021)

Date: 13th March, 2021

No. of Participants: 74

Photographs:



Title: Youth Festival

Date: 3rd January 2020

No. of Participants: --

Photographs:



Title: Facebook Live program for transgender “Problems of Transgender Community”

Date: 3rd June 2020

No. of Participants:

Photographs:

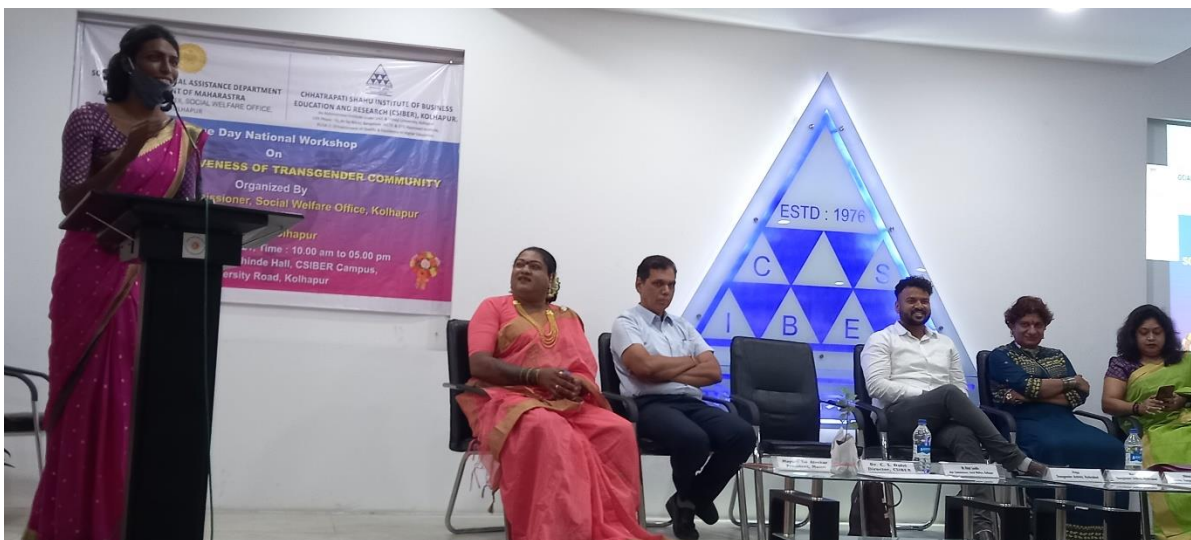


Title: National Workshop on “Social Inclusiveness of Transgender Community”

Date: Monday, 4th October 2021

No. of Participants: --73 Transgender, 67 Other Participants

Photographs:



Counselling

Counselling :

STUDENT COUNSELLING

The Counselling Cell of CSIBER College provides Personal and Vocational Guidance to the students of all Departments of College. Personal Counselling sessions are conducted at the centre by qualified and experienced counsellor to help students to resolve any kind of problems that they might face. The students are handled on a one- to- one basis where the counsellor brings utterly non- judgemental attitude to the table.

Besides Academic and Career related problems, personal issues are also dealt with. Confidentiality is a legal requirement of counselling and is strictly maintained. Thus, the counselling cell provides a platform for students to pursue both their professional and personal goals with greater self –awareness, self –esteem, understanding and focus. The counselling services are provided at Room Number 11, Department of Social Work, on every Wednesday and Friday 12pm to 4 pm.

Confidence issues, choosing the right career path, making choices in the various parts of life, self-doubt, pressure, relationship issues, poor coping abilities, maladjustment, family problems stress, anxiety, depression etc. are the issues that young people often face. Per week 8-to -10 students seek help and guidance from counsellor.

The sessions are dealt on one-to-one basis and privacy is strictly maintained. If any clinical or psychiatric emergency occurs or any help is needed in this regard, then the referral services are made available to the students for intervention.

Counselling cell conducts activities like Art Therapy, workshops on stigma reduction and students actively participate in world mental health day program by preparing posters and spreading awareness through poster exhibition.

Every student of every department is welcome and all students are free to avail the counselling services.

Name of the counsellor: Dr K N Ranbhare

Phone number—9604920999

We are proud to collaborate with:

Days of the week	Timings	
	10.00am to 100pm	2.00pm to 5.00pm
Monday	Dr Dhanjay Patil	Mrs Maheshwari Pujari
Wednesday	Dr Upadhyay	Dr Padmaraj Patil
Friday	Mrs Amruta Joshi	Dr Kaveri Chougule

Social Work Department of CSIBER



Life Script



Internal Complaint committee

Constitution of the Internal Complaints Committee (ICC) on Sexual Harassment of women at workplace

A revised committee on “*Internal Complaint Committee(ICC)*” was constituted by institute vide letter bearing ref no. CSIBER/Anti-sexual harassment Committee/2016-17.

- i. Dr. P.G.Naik – Chairman
Professor, Dept of Computer Studies
- ii. Dr.(Mrs.)S.P.Rajput - Member
Assistant Professor, Dept of Social Work
- iii. Dr. A.D.Jadhav - Member
Assistant Professor, M.Phil Dept
- iv. Dr. V.B.Patil - Member
Associate Professor, Dept of Environment Managemet
- v. Mr. V.S.Salokhe - Member
Registrar

Two meeting were organized to take proactive preventive measures for the prohibition of sexual harassment at workplace and to review the complaints,if any.

Minutes of the first meeting of the Internal Complaints Committee (ICC) on Sexual Harassment of women at workplace

In this connection, the first meeting of ICC was conducted on 5nd August, 2019.

Following members of ICC attended the meeting:

1. Dr. P.G.Naik, – Chairman
2. Dr. A.D.Jadhav - Member
3. Dr. V.B.Patil - Member
4. Mr. V.S.Salokhe - Member

At the outset, Chairperson welcomed all the members of the Committee and described the role of ICC. The suggestions from the members were invited for the effective and efficient working of the committee for preventing the Harassment of women at workplace.

3. The Committee noted that no complaint of sexual harassment has been received from any woman employee of this Department.
4. It was emphasized that in order to create awareness among women employees and female students and for continuous sensitization, it is essential to place banners, notices, posters defining sexual harassment at prominent places in premises.
5. One of the members (Dr. v.B.Patil) suggested to place complaint drop box in the office premises.
6. The Chairperson conveyed her thanks to the members for attending the meeting and the members agreed that the Committee will meet every two months on a regular basis or earlier, if need arises.
7. Next meeting of the Committee will be held in the month of October, 2018.

Meeting ended with vote of thanks to the Chair.

Minutes of the second meeting of the Internal Complaints Committee (ICC) on Sexual Harassment of women at workplace in DST

The second meeting of ICC was conducted on 10th October, 2018.

1. Following members of ICC attended the meeting:

- vi. Dr. P.G.Naik – Chairman
- vii. Dr.(Mrs.)S.P.Rajput - Member
- viii. Dr. A.D.Jadhav - Member
- ix. Dr. V.B.Patil - Member
- x. Mr. V.S.Salokhe - Member

2. At the outset, Chairperson welcomed all the members of the Committee

3. The Committee noted that no complaint of sexual harassment has been received from any woman employee of this Department.

4. The policy document of Internal Complaints Committee was circulated among committee member to keep them aware of institute policy to deal with complaints against sexual harassment at workplace.

5. The committee had discussions at length to choke out a plan for the current academic year for rendering a harassment-free workplace for women employees. The following suggestions were made by the committee members in this regard:

- i. To organize sustained awareness campaigns on gender equality
- ii. To organize seminars on nuances of sexual harassment at workplace.
- iii. To organize seminars on Gender Sensitization

6. Organization of workshops where external experts on the subject will interact with all employees and students

7. To create awareness about the law in place to deal with sexual harassment.

8. Next meeting of the Committee will be held in the month of December, 2019.

Meeting ended with vote of thanks to the Chair.

Events Organized

Guest Lecture on ‘Prevention of Sexual Harassment of Women at Workplace – Legal Aspects’

Programme Objective

The main objective of the program was to create an awareness about educate the participants about the various laws which are in place to deal with sexual harassment at work place, gender equality and global initiatives to prevent sexual harassment at work place.

The resource person for the guest lecture was an advocate Mrs. Madhavi Malage. The duration of guest lecture was 1.30 Minutes which commenced at 2.00 PM and concluded with Q/A session at 3.30 PM.

Organizing Body

Internal Complaints Committee, CSIBER , Kolhapur

- Dr. P.G.Naik, Chairman, Department of Computer Studies, CSIBER, Kolhapur
- Dr. Sonia P. Rajput, Member, Department of Social Work, CSIBER, Kolhapur
- Dr. A.D.Jadhav, Member, M.Phil Department, CSIBER, Kolhapur
- Dr. V.B.Patil, Member, Department of Environment Management, CSIBER, Kolhapur
- Mr. V.S.Salokhe, Registrar, CSIBER, Kolhapur

