

**Nilkanthrao Shinde Science & Arts College**  
**Bhadrawati , Dist: Chandrapur**

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**Action Plan for Gender Equity**

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( From 2020-21 to 2024-25 )

## **The Action Plan for gender equity**

The Action Plan, mandated by the institution on gender equality, is a strategic tool to help achieve the goal of equality between women and men in the world of work. Each Action Plan focuses on results and is linked to the organization's strategic framework and corresponding programme. As a matter of fact, true spirit of education is being practiced in the College i.e. no discrimination against caste, creed, religion and gender including third gender. The college provides safety, security & counselling facilities to both male and female students /staff through its well defined Equity, Diversity.

Gender equality action plans contain:

### **1. Gender Equality**

The college has committed to:

Improve the gender balance in student intake in order to address the gender profile of different disciplines and improve the overall gender balance of students across the Institution. Increase the diversity of representation in professorial and senior leadership roles and in governance committees.

### **2. Women Empowerment,**

The college has committed to:

Empower the students through different programmes. Institution organized various programmes such as International Women Day, Savitribai Phule Jayanti, Health programmes, Haldikumkum for women empowerment.

### **3. Safety and Security:**

For safety and security of students, staff members college has ICC cell, anti -ragging cell, Police Sarthi Takrar Box, common room and CCTV cameras.

### **Gender Sensitization Cell:**

1. To receive complaints if any, from the lady staff and lady students who have been subject to sexual harassment.
2. To keep all records intact and in proper order of the complaints received
3. To enquire into such complaints and establish the facts.

## **Anti Ragging & Disciplinary Committee:**

The following are the functions of, Anti Ragging & Disciplinary Committee.

### **Functions:**

1. To maintain & enforce strict discipline in the college campus.
2. To enforce strict dress code among students.
3. To enforce total prohibition of mobile phones for the purpose other than educational use inside the college campus. Please note that mobile phone is totally prohibited in the college campus and if a student is found carrying mobile phone, the mobile phone needs to be confiscated and submitted to the Principal.
4. To monitor the movement of the students in the college and prevent students loitering around in the corridors during the college working hours.
5. To maintain proper discipline in the student waiting room and corridors during the college working hours.

### **4. Sending faculties' member to Women Empowerment programmes:**

College send faculty members to attend the programmes on women empowerment.

*A. Dhote*  
(Dr. A.B. Dhote)

*L. S. Ladke*  
**Dr. L.S. Ladke**  
**PRINCIPAL**  
**N.S. Science & Arts College**  
**Bhadrawati, Dist-Chandrapur**