



Janata Shikshan Mandal's

Smt. Indirabai G. Kulkarni Arts College, J. B. Sawant Science College and
Sau. Janakibai Dhondo Kunte Commerce College and
J. S. M. College of Arts, Science & Commerce (Junior College)
Late Nanasaheb Kunte Educational Complex
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Index No. : J/17.07.008

Principal : Dr. Anil K. Patil (M.Sc., Ph.D.)

President : Adv. Gautam P. Patil

Permanently Affiliated to University of Mumbai. Included under section 2 (f), 12(B) of the U.G.C. Reaccredited by NAAC with 'B' Grade (CGPA:2.08)
Mumbai University Best College Award 2018 - 2019.

Ref. No.

Date : 21/06/2022

The Gender policy

The Gender policy of J.S.M. College aims to promote equality of opportunity and treatment for all men and women working and studying at college or applying to do so and to ensure equality of access to all services provided by College.

Women Empowerment and Gender Equality are the most important requirements for the upliftment and progress of our nation. The goal of this policy is to contribute to better services for both women and men, through policies and programmes which give more attention to gender considerations and promote equity and equality between women and men. The Cell has both the faculty and students of the College as its members and works with an aim to create a gender sensitized community within campus as well as in the society. It has been organising various academic, technical, medical, cultural and social events for the upliftment of women and spread the real importance of gender equality in the society through College students.

The aim and objective of the WDC is to prevent sexual harassment at workplace and to promote general wellbeing of female students, teaching and non-teaching women staff of the colleges. The cell is also responsible to undertake the awareness programmes on gender sensitization, women rights and women empowerment in colleges.

Women Development Cell, Mumbai University is accountable for awareness of gender sensitization, women's rights and promoting general wellbeing of students, teaching staff, support staff, contractual and daily wages employees of J.S.M. College.

WDC is liable to create a dignified and inclusive environment for all genders in and around the ambit of colleges and equip them in controlling their personal and professional lives.

Activities conducted by WDC

1. Workshop on gender sensitization (gender discrimination, gender equality, gender awareness etc.)
2. Seminar on sexual Harassment at work place Prevention, Prohibition and Redressal Act 2013
3. Awareness programme on Health and Hygiene.



4. Women's empowerment and gender equality.
5. Self-defence training for girls students
6. Poster making competition on any women related issues.
7. Awareness programme on 'Beti Bachao and Beti Padhao'

WDC will continue to strive in creating equitable opportunities to empower women to attain their full potential, enriching organisational and social life in the process which have mutual benefits to the genders and society.

Objectives of WDC

- To create and develop a congenial environment for women employees (including teaching, support staff, and contractual as well as daily wages employees) and students (rural, urban, specially-abled, underprivileged, marginalised), allowing them to reach their full potential.
- To undertake the awareness programmes on gender sensitization, women's rights and women empowerment in university campuses and colleges.
- To sensitize the students towards the special needs of all genders
- To develop equitable opportunities for the educational avenues for women
- To build a gender sensitive and inclusive campus
- To address concerns of gender discrimination and recommend measures and policies for gender parity at the University
- To prevent sexual harassment at workplace
- To undertake surveys or action research projects, if necessary, pertaining to women (rural, urban, specially-abled, underprivileged, marginalised) in the society.
- To conduct gender audit / safety audit on regular basis
- To stress upon the development of women in every sphere.
- To organize events and activities for women empowerment.
- To create an environment that will help women realize their full potential and give their best.

Vision:

- Moulding and enlightening the young minds and pave their way to grow into balanced and better human beings.

Mission:

- To encourage female students to be self-reliant and economically independent.
- To instil positive self-esteem and confidence in the female students so that they can take the right decision in and for-their lives.
- Spreading awareness among the students about the social, legal and constitutional rights of women in order to prevent the exploitation based on gender.
- Making females cognizant about different kinds of violence: sexual, physical and mental and to further equip them with the knowledge and strength to fight against them.
- Creating awareness about the need of gender equality.



- Providing equal career opportunities to all the genders.
- Eliminating deep rooted beliefs of gender bias and discrimination.
- To create legal awareness among women by informing about Women Welfare Laws
- To develop skills among the girl students by means of workshops and training programmes for their overall personality development as well as for encouragement of self-reliance among them.
- To create social awareness about the problems in women in general and gender discrimination in particular by means of programmes like lectures, workshops and seminars.
- To create health hygiene among girl students.



Prin. (Dr.) A.K. Patil

PRINCIPAL

Smt. Indrabaik Kulkarni Arts,

J.S.M. College Science and

Smt. Janakibai Dhondo Kunte Commerce

College, Raigad- 402201, Dist Raigad




Hon. Adv. Gautam P. Patil

President

Janata Shikshan Mandal

Alibag- Raigad