

Report on Gender Equality

Specific facilities provided for women in terms of:

a. Safety and security

One Day Workshop on Prevention of Sexual Harassment at Workplace

Date: 09/12/2023

Workshop on Prevention of Sexual Harassment at Campus for new students

On 9th December 2023, a workshop was organized for prevention of sexual harassment for Students at Seminar Hall, VPIMSR. Actually this workshop was to be conducted in the month of August but in the meeting, it was decided to after the admission process of MBA I, it can be scheduled. Due to Diwali vacations again the workshop is postponed. This orientation workshop was organized for students who have joined the Institute in the Academic Year 2023- 2024 for UG and PG classes.

Objectives:


The objectives of orientation were to sensitize the students against the sexual harassment at workplace and campus and make them aware of the policy on these issues and the support system available at the Institute. The two distinguished speakers namely, Dr. Neeta Uday Deshpande and Adv. Jayshree Pendse, a lawyer, Sangli Civil & Criminal Court, were conducted this workshop. Adv. Jayshree Pendse is active lawyer and had delivered many lectures in different organizations on prevention of sexual harassment.

Programme details:

Dr. Neeta Uday Deshpande welcomed the students, Guest speakers and Dr.M.M. Ali Prof. In-charge. He gave opening remarks and said that the VPIMSR is taking initiating to solve Sexual harassment matters in the campus. Dr. A M.


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Kulkarni and Mrs. M.B. Gaikwad Madam felicitated the guest by offering book and moment as a token of love. Mrs. Dr. N.U. Deshpande introduced eminent guest speakers of the programme and also explained 'what is sexual harassment.


Background:

Adv. Jayshree Pendse in her speech explained when, why and how this legislature came into existence in India. She said before the law and legislature come into existence there is history of struggle behind it. In 1974 Abortion Act and dowry act came into exist. She also stated that there are already many laws for the welfare of women in India and better than many developing countries. She has given many examples of 'Myths and Facts' regarding sexual harassment towards the women in our society and then how the sexual harassment takes place. She explained about the law of Vishakha Guidelines. Since 2013 the prevention and prohibition act in order to prevent sexual harassment has come out very strongly. She explained the definition of Sexual Harassment and covered many points. She has stated that the sexual harassment includes unwelcome sexually determined behavior as physical contact, demand or request for sexual favors, sexually coloured remarks, showing pornography and any other unwanted physical, verbal or nonverbal conduct of sexual nature the unwelcome idle chatter of sexual nature, verbal or non-verbal conduct of a sexual nature. Also introduced Guidelines, complaint mechanism, what are the preventive steps, employer's responsibilities. She also explained the definition of employees and what is workplace. She also mentioned that "No witness does not mean false complaints." At the end, many students asked doubts to guest speakers. Adv. Pendase madam cleared their doubts. Dr. A.M. Kulkarni. Librarian gave vote of thanks.

Photo:


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Dr. A M. Kulkarni offering memento to Adv Jayashree Pendase Madam

d. Any other relevant information

International Women's Day: March 08, 2023


- **Interactive Session on Design & Progress of Professional Career**
- Resource person - Mrs Nina Patil
- Contact – Director, Fresh express, Sangli
- Date & Time - 8/03/2023 from 11.00am

Contents Cover in brief – Following questions asked by students to clear their doubts.-

- Kindly express success story of your career.
- What difficulties you faced and how you overcome it.
- Which kind of training required to become successful woman?
- How to improve communication? & how can we improve confidence?
- How to remove fear or sadness? And how can we overcome weakness?
- Could you describe one of your typical workdays?
- How many hours do you work in a day? & How to set goal
- How can we optimize our time every day?
- What are important qualities we have to nurture?


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c. Common Rooms



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