

**7.1.2: (QIM) Measures initiated by the Institution for the promotion of gender equity during last five years:**

**Gender equity:**

The Gender equity is necessary to give equal opportunity to both women and men, so as to enjoy the same status and have an equal opportunity to exercise their human rights and realize their full potential to contribute towards political, economic, social and cultural development and to benefit from the results. It is the equal value attributed by society to both the similarities and the differences between women and men and the different roles they play. Gender equality can be promoted when resources, opportunities and support are availed to men and women without regard to their biological sex. This refers to a platform or strategy in the process of achieving gender equality.

Targeted measures are often needed to compensate for historical and social disadvantages that prevent women and men from otherwise being equals. These measures, such as affirmative action, may require a different treatment of women and men in order to ensure an equal outcome. In our College during admissions, Counseling sessions are held. We have a good quality security system as well as cleaning system to maintain healthy and secure life of students. Common rooms are available for girls as well as boys also. To describe gender equity initiatives our college had conducted following types of programs. International Women's Day, Anti-Dowry Awareness Program, Cancer Awareness Program, Women's Health Camp, Female foeticide Street Play. To sort issues of women our college established Women Grievance Cell i.e. VISHAKA committee as per norms of MUHS.

Activities by the institution: for gender equity and sensitization and facilities for women on campus.

1. Safety and Security
2. Counseling
3. Common Room
4. Day care centre for young children

1. **Safety and Security:** College gives prime importance to the Safety and Security of all the girl students and female staff. We are having 24 Hrs. securities for college, hospital and hostels with firm and precise rules especially for girl's hostel. While taking leave it is mandatory presence of their parents, though they

can enjoy freedom of their rights & womanhood. Time to time annual gathering, different motivating lectures organize separately for only girls students in girls hostel. For security we have installed CCTV cameras at all vulnerable areas within the premises of the institute and to limit the entry of outsiders within its premises. While these directions demand a decent amount of accountability from institute, a holistic approach to tackle the student safety is developed. College understands the power of vigilance as the key to protect the students.

2. **Counseling:** College during admissions, counseling sessions are held for new students. Counseling of students is done as and when needed by the class teachers, SWC and medical officers. For any medical emergency and moral help special teacher appointed in girl's hostel.
3. **Common Room:** Common rooms are provided for girls with sanitary pad vending machine facility.
4. **Medical care** is provided for the students in hostel as day care facility.



PRINCIPAL

SNJB's Smt. K. B. Abad Homoeopathic  
Medical College & Shri R. P. Chordiya  
Hospital & Bhameshah Shri V. D. Mehata Dev-Vijay  
P. G. Institute of Homoeopathy & Research  
Centre, Chandwad, Dist. Nashik



S.N.J.B'S Smt K. B. Abad Homoeopathic Medical College, Shri R. P. Chordiya Hospital & Bhamasha Shri V. D. Mehata, Dev-Vijay P. G. Institute of Homoeopathy & Research Centre, Neminagar, Chandwad, Dist - Nashik 423101 (M.S.)



### Gender Sensitization Action Plan: 2022-23

**Objective:** To promote Equality, Harmony, Strengthening and empowerment among students and staff of the institute.

| Sr. No. | Gender Sensitization Action Plan  |
|---------|---|
| 1       | During UG and PG student orientation program, members of the prevention of Sexual Harassment committee (VISHKHA) provide information to the students about the functioning of the cell. |
| 2       | Promote activities related to health, nutrition among the female students.  |
| 3       | Provide professional counseling to the female students and staff.   |
| 4       | Women students are encouraged to participate in sports and cultural competitions.   |
| 5       | Mentoring of students to solve gender related issues.   |
| 6       | Standard Code of Conduct to all for better Gender equity.   |
| 7       | Equal opportunities to Girls in all activities and leadership.  |
| 8       | Activities for Gender Sensitization awareness.  |
| 9       | Adequate Safety & Security at College, Hospital & Girls Hostel.   |
| 10      | Awareness activities in the Adaptive Villages and other neighboring areas.  |
| 11      | Strengthen Mental Health of Girls by Yoga & Meditation.   |
| 12      | Awareness program in campus and college regarding health and hygiene of women.  |
| 13      | Exclusive cultural program for girls in hostel.   |
| 14      | Physical & Mental Strengthening of girls in today's tough world with personality development and Nirbhaya nari program (Self-Defense Training).   |



  
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