



NASHIK GRAMIN SHIKSHAN PRASARAK MANDAL'S

College of Pharmacy

BRAHMA VALLEY EDUCATIONAL CAMPUS

Anjaneri, Nashik – 422 213

Phone No. : (02594) 220146, 220147

Established in 2006-07

7.1.1 Measures initiated by the Institution for the promotion of gender equity

Gender Equity:

The concept of gender equity refers to “fairness of treatment for both women and men, according to their respective needs. This may include equal treatment or treatment that is different but which is considered equivalent in terms of rights, benefits, obligations and opportunities” (International Labour Office [ILO], 2000). University Grants Commission Act, 1956 (3 of 1956) in exercise of the powers conferred under clause (g) of sub-section (1) of section 26 and sub-section (1) of Section 20 makes this regulation which shall apply to all higher educational institutions in India. Regulation 2(k) of the said regulation defines sexual harassment, whereas Regulation 3 (d) says that it is the responsibility of Higher Educational Institutions to act decisively under all gender based violence against employees and students of all sexes recognizing that primarily women employees and students and some male students and students of the third gender i.e. the regulation states that sexual harassment is gender neutral and institutions should take action on complaints of employees and students of all sexes. Regulation 5 talks about the Responsibilities of Internal Complaints Committee [ICC] like provide assistance if an employee or a student chooses to file a complaint with the police; ensure that victims or witnesses are not victimized or discriminated against while dealing with complaints of sexual harassment. Regulation 7 and 8 states the Process of making complaint of sexual harassment and Process of conducting Inquiry simultaneously, whereas in Regulation 7 states that victim's friends, colleagues or any person can file a complaint on his or her behalf if he or she is not able to complain due to illness or death and that the complaints should be filed within 3 months of the offence and the inquiry of the complaint should be completed within a period of ninety days. Regulation 10 states the Punishments and Compensation which will be accordance with the service rules of the Higher Education Institutions and also that the aggrieved person will be entitled to receive compensation. To ensure that the that the provisions for the



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NSGPM's College of Pharmacy
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protection of employees and students from sexual harassment do not get misused, provisions against false or malicious complaints have to be made and publicized within all Higher Education Institutions under Regulation 7 of the UGC (Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and Students in Higher Educational Institutions) Regulations, 2015. -Ministry of HRD.

The institution has initiated several measures in gender equity & sensitization in curricular by the institution. For example, 'Contemporary Issues of women in India' and 'Women and Society in India'; 'Representation of Gender & Sexuality in Literature' and 'Women's Writing in India'; 'aging in males and females' (under course Developmental Biology), 'diet plans for men and women of different age groups' (under the course Health and Nutrition), 'reproductive endocrinology- aspects of hormones and changes in male and females, pregnancy and related changes' 'Geography of Population Growth'; "Problems and Policy of Female Workers in India." The institution promotes gender sensitization through co-curricular activities like workshops, seminars, guest lectures, street plays, poster exhibitions, counseling etc. The institution organized 'Self-defense training' for the girl students of the institution. Awareness programs like importance of human rights, Rights of Women in Domestic problems, Cyber security awareness programs related to the safety and security of women employees and students are conducted periodically. 'Gender Equality committee questions on gender equality and to come up with possible solutions if any rights are violated. Based on the outcome of the survey conducted on campus, the institution with pride declares that 'We are gender neutral educational institute'. The institution constituted the following committees as per norms laid by University/UGC: Institution Grievance Redressal Committee, Anti-Ragging, Sexual harassment prevention cell, Students' Disciplinary Committee, Women Welfare & SC /ST Students Welfare Committee and Mentoring Programme cares for the well-being of students and staff in the institution. The functions of these committees are



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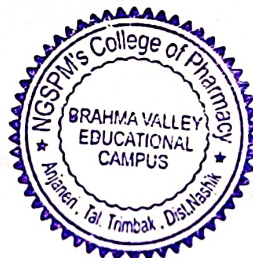
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displayed on the website of the institution and information is being disseminated to the students through orientation and induction programs. The institution provides safety and security facilities for the staffs and students such as CCTV Surveillance throughout the campus and security arrangement. Students wear ID cards at all times and outsiders are checked by security staff before allotting visitor IDs. The institution has a dedicated Counseling Centre and good mentoring system for the students to take care of their academic, emotional, social and cognitive development. Personal Counseling is provided to the students at different levels. There are separate washroom facilities for girls and boys. Washrooms are provided with sanitary napkin vending and disposal machine for the safe and hygienic disposal of sanitary napkins.

Education deals with formation of habits of human beings. If so, we need education seriously to focus on promoting the equal participation of women and men in making decisions; reducing enrolment gap between women's and men's access; giving equality in learning process, educational outcomes and external results; and providing equal benefits for both sexes. Gender equity in education means that males and females have equal opportunities in terms of economic, social, cultural, and political developments. If gender equity is exactly achieved this will contribute to future of girls and boys more than approaches men-centered, and girls will get benefits from public and domestic life as much as boy. NGSPM'S COP shows gender sensitivity through various initiatives and actions for creating safe, secure and healthy atmosphere in the campus. Sensitization of the students is done through special lectures and functions. Specific initiatives with respect to key areas are as follows:

1. Safety and security

Safety of girls is a top priority at every college campus. Nowadays, safe and supportive campus community is both an obligation and a challenge for college administrators and students. Institute should provide a comprehensive range of security amenities especially for girls within



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College of Pharmacy

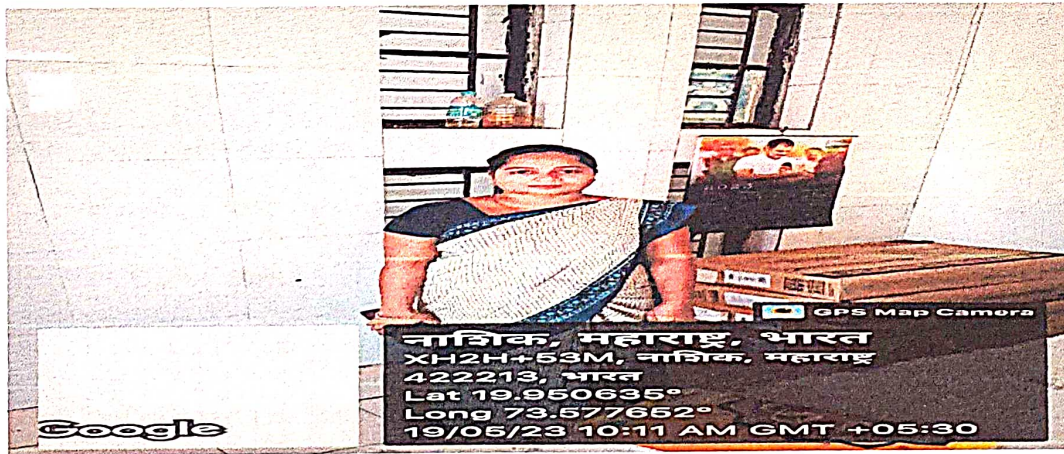
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the premises, through a dedicated team of security personnel. It is a common phenomenon that most of the outstation students enrolling for different courses come out of their homes and cities for the first time in their life. It is therefore of utmost importance for institutions to provide them a comfortable and safe ambience of 'feel at home' within the campus. Women safety at any college campus is a serious concern now. According to a poll, 86% of parents believe that the safety of the campus is one of the most important factors in choosing one institution over the other. This problem can only be solved through awareness and prevention programs, dialogue and action. Students should be given regular lessons about sexual assault and its prevention from the school level itself so that they become more aware and alert and do not hesitate in taking preventive and safety actions in case such disdainful circumstances are encountered in future. So, following actions have been taken to ensure safety of the girl students



1.1 Photo: Security Facilities at Ladies Hostels



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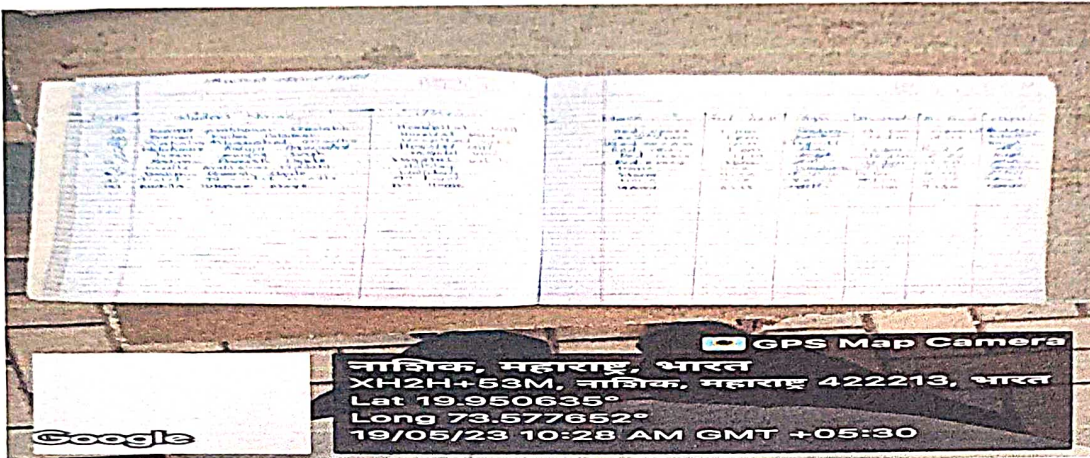
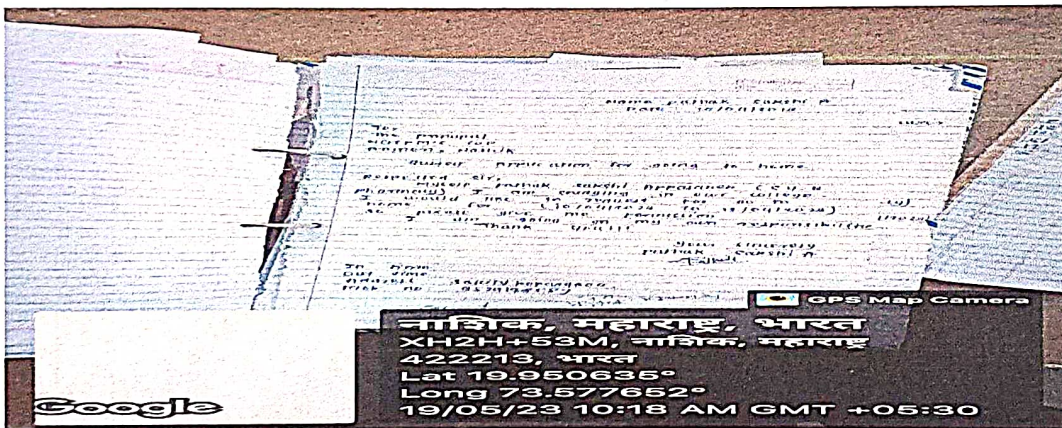


Photo: IN-OUT REGISTER at Ladies Hostel




1.1 Photo: LEAVE APPLICATION at Ladies Hostel

1.2 CCTV Camera

24 hour CCTV surveillance is maintained in the college. It helps to keep a check on antisocial activities. Students and other employees in the college too remain cautious about the surveillance. Discipline is also maintained and it also provides a sense of security to the students and even their guardians. Students wear identity cards at all times to ensure their identity. The institution takes good care of the students in every aspect. Photo: CCTV camera in corridor outside classroom Photo: CCTV facilities in the entrance of Ladies Hostel.




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BRAHMA VALLEY EDUCATIONAL CAMPUS

Anjaneri, Nashik – 422 213


Phone No. : (02594) 220146, 220147

Established in 2006-07



1.2 Photo: CCTV Camera at Ladies Hostel




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Anjaneri, Nashik – 422 213

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1.3 Visitor register

The institute keeps visitor log register to record the details of any person entering the college premise.

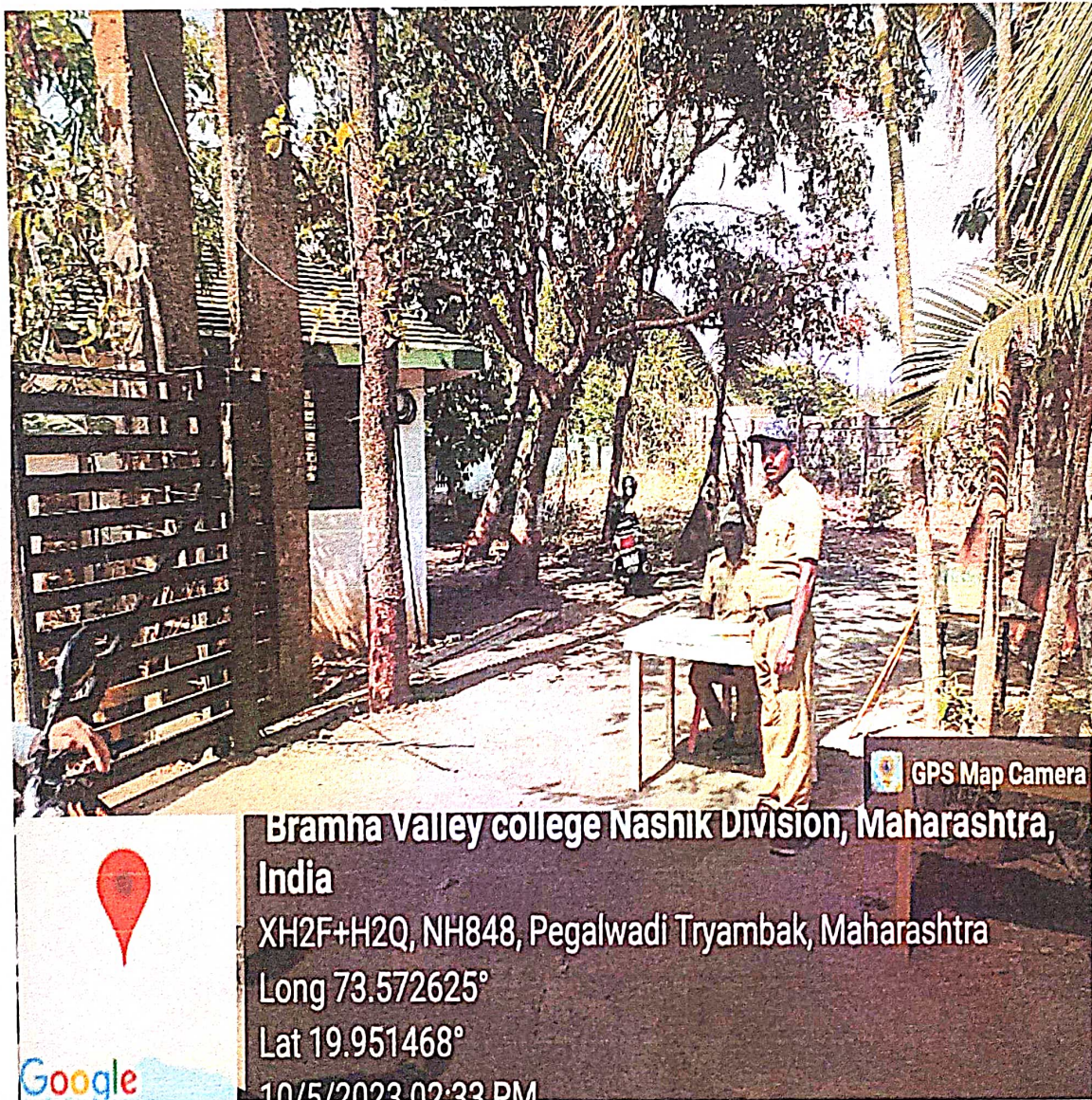


Photo: Record of entry of visitors at NGSPM'S COP main gate



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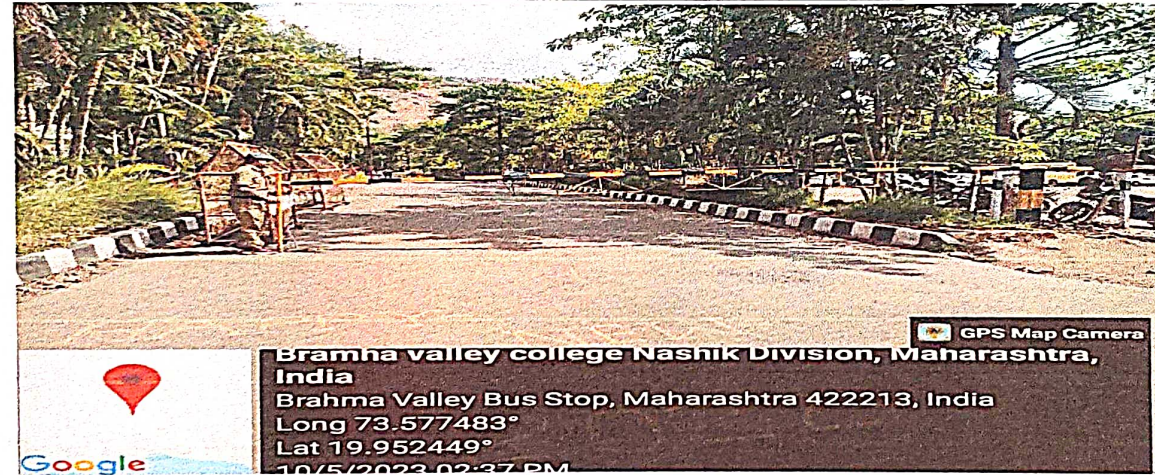
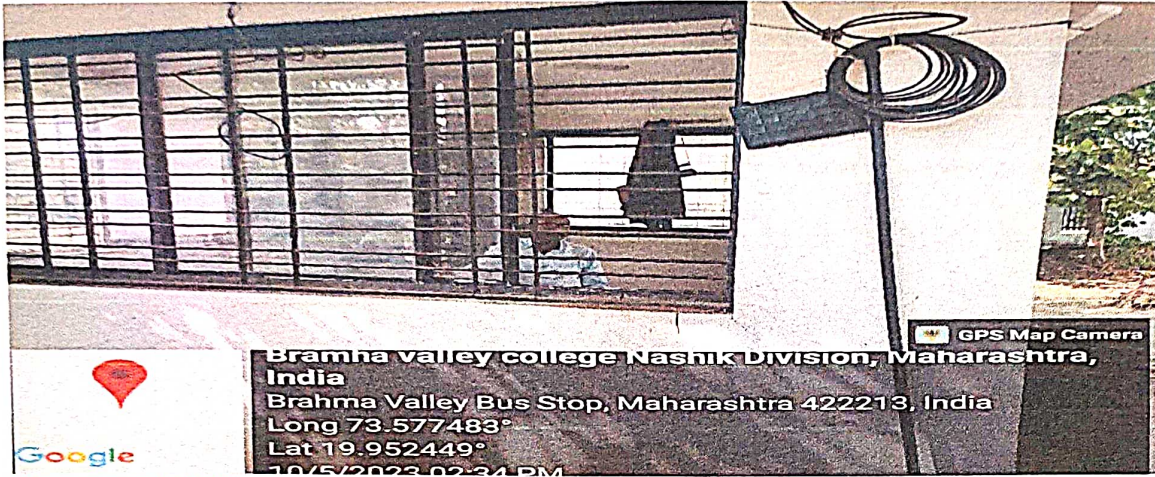


Photo: Security at entry of visitors at NGSPM'S COP main gate

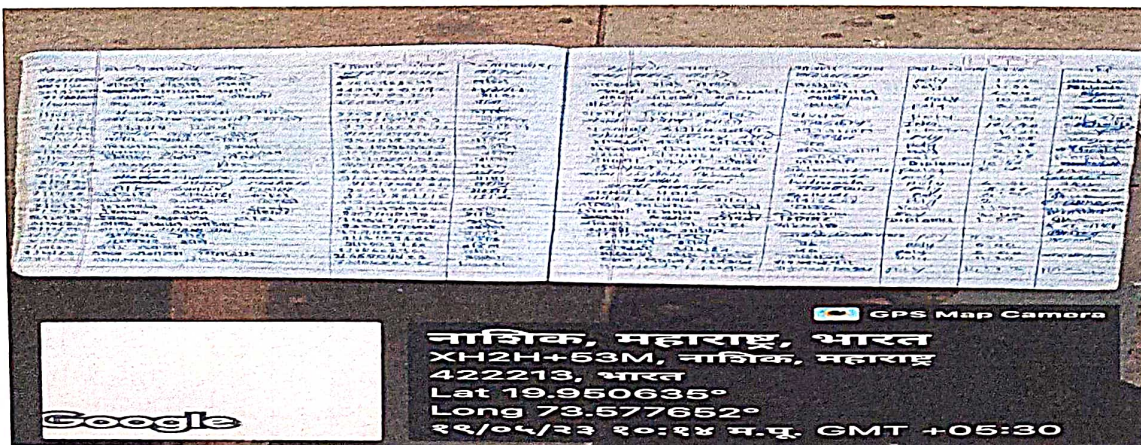
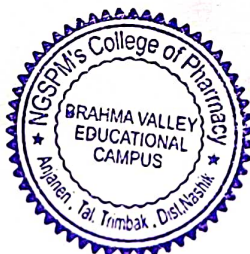


Photo: Record of entry of visitors at NGSPM'S COP Female Hostel



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Established in 2006-07

1.4 Female Warden Staff in Hostel:

Girls' hostels have only female wardens and supervisors. Duties of supervisors are arranged in such a manner that supervisors remain there continuously for 24x7hrs. Hostel wardens also reside within the hostel premises. Female sweepers are there in each girl hostel. No males are allowed in the hostel premises without due permission. The hostel is occupied by NGSPM'S COP students.



Photo: Female Warden Room in Ladies Hostel

1.5 Ladies Hostel Admission facility

Girl students seeking admission in Ladies Hostel has to give complete information and details of permanent address, mobile/phone no. and all other information. Every candidate has to fill Hostel Admission Form compulsarily



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Anjaneri, Nashik – 422 213
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Established in 2006-07



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HOSTEL APPLICATION FORM
CLASS – I / II / III / IV/Repeater

Application No.: _____ Date -.....

I hereby apply for the registration for the hostel admission for academic year _____.

Full Name of Candidate (in block letters):

(Surname) _____ (First Name) _____ (Middle Name) _____
Mobile No.:- _____ E..Mail : _____

Full Name of Parent/Guardain-- :

Mobile No.:- _____ E..Mail : _____

Permanent Address:

Pin: _____ Phone: _____ Mobile:- _____

Sign. of Parents

Sign of Student

Medical History (In case any allergy)

Name & Address of Local Guardian if any :-

Pin: _____ Phone: _____ Mobile: _____

Date of Birth : _____ Place of Birth : _____

Age : _____ Gender : _____

Caste : _____ Sub Caste : _____

Nationality : _____

Category : Open / Reservation (Please Specify) _____

Sign. of Local Guardian

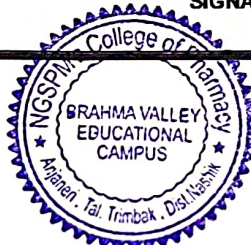
FOR OFFICE USE ONLY

Admitted to Room No.....

Checked by :Verified by

Date: / / 2022

SIGNATURE OF PRINCIPAL



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Anjaneri, Nashik – 422 213
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1.6 Hostel Leave form facility

It is mandatory for all the students to fill hostel leave forms duly signed by the wardens and supervisors. In some cases wardens contact their parents before granting them permission. There are strict entry times of all girl hostels.



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Subject:- **Hostel Leave Application Form** Application no.:- _____ Date:-
Sir/madam,

Please give the permission for above subject, student details are given below

Name- _____ Class:- _____

Room nn. _____ Contact details:- _____

Reason for leave & days:- _____

Date and time for Departure:- _____ (am/pm)

Date and time for Arrival:- _____ (am/pm)

After leaving the hostel, parents /guardian will be responsible for student.

Parents/guardian's contact details:- _____ Student's signature _____

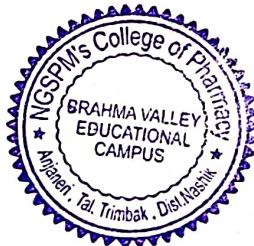
Hostelwarden


Hostel In-Charge

Principal

1.7 Mess facility for Girls

Separate hostel mess for girls is available within the hostel. A canteen is available in mess to serve the girls tea, coffee and snacks etc.




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College of Pharmacy

BRAHMA VALLEY EDUCATIONAL CAMPUS

Anjaneri, Nashik – 422 213

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Photo: Canteen/Mess facility for Girls

1.6 Medical facility in campus

There is a Public Healthcare hospital itself situated near the campus and also Medical officer is appointed in the campus to look after health centre which keeps all the necessary medical facilities and emergency services. College also considers this extremely important and thus has kept an ambulance and a van available 24x7. College also has security provisions to attend to any emergency conditions. Fire extinguishers are placed at different blocks inside the campus for providing the security.

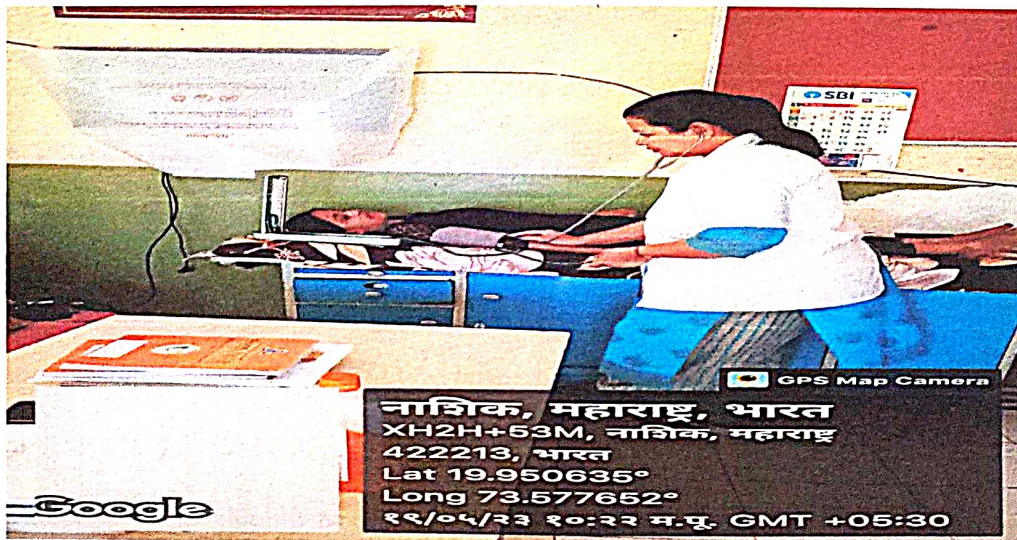



Photo: Medical facility in campus




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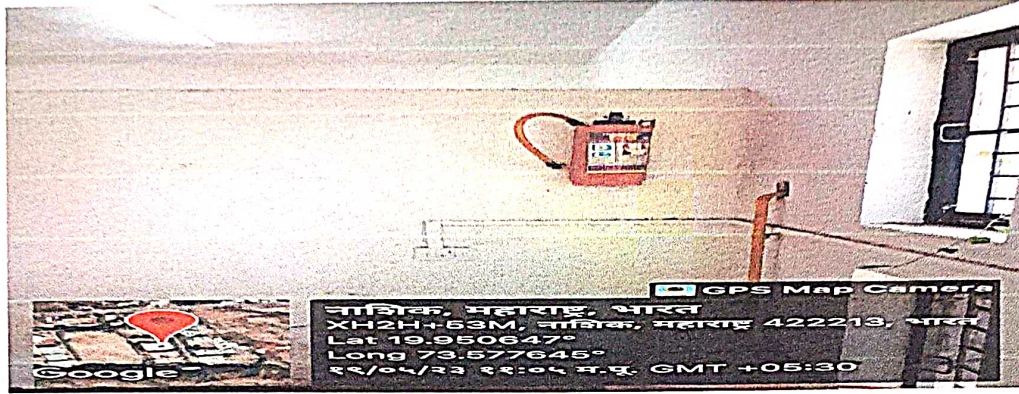


Photo: FIRE EXTINGUISHER in campus

1.8 Discipline in campus

There is a Discipline Committee in the institution to take care of safety and security of the students. It also keeps an eye on the working of all the employees as well as the activities of the students within the institution. NGSPM'S COP aims at zero tolerance against even teasing/ragging with wide publicity which is maintained by the Discipline Committee.

1.9 Parent teacher meeting


Regular parent-teacher meetings are organized to bring the students –parents and teachers together. Updates are provided about the overall development and performance of the students. Parents' issues related to their wards are also entertained.

2. Counseling

2.1 Faculty Advisor

Faculty advisors are assigned the responsibility of mentoring and counseling of the student's boys and girls both. Each faculty advisor looks after the matters of a group of 10 to 15 students. If any problem is there both boys and girls are being counseled as per their requirements individually also.




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At/Post-Anjaneri Tal-Trimbak, Dist.Nashik 422213
Tel.:- (02594)220147 Fax No.(02594)220146
Email :- brahmalleycop@gmail.com
Web sitewww.bramayvalley.com

Rajaram Pangavhane (Patil)
FOUNDER PRESIDENT

Dr V.D.Wagh
PRINCIPAL

Ref.No.NGSPM'S/COP/37/2022

Date: 05/08/22

To,
Mr. Narde Sir
NGSPM'S College of Pharmacy,
Anjaneri, Nashik

Subject:- Allotment as a Mentor of following Students.

Sir,

With respect to above subject you are given additional responsibility as a Mentor of following students. For their career counseling, Psychological understandings and Academic demands. So you have to be in contact with them for the updation of student record in terms of Fees, Financial problems and other issue regarding the college & academics.

So, do the needful and give continues Mentorship to them.



V.D. Wagh

(Dr. V.D.Wagh)
Principal

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V.D. Wagh

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Anjaneri, Nashik – 422 213
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Photo: Appointment of staff for Student Mentoring

2.2 Gender Sensitization Cell/ Internal Complaint Committee: Anti Sexual Harassment Committee is also active in the college. It organizes various events on awareness issues. College has appointed counselors to guide the students and attend to the issues of the students. They motivate them regularly and guide them to lead a good life.




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Ref No. NGSPM/COP/1012A/2022

Date: - 20/06/2022

Gender Sensitization Cell/ Internal Complaint Committee

With Regard to the Supreme Court judgment and guidelines issued in 1997 to provide for the effective enforcement of the basic human right of gender equality and guarantee against sexual harassment and abuse more particularly against sexual harassment at work places, the University Grant Commission (UGC) has issued circular since 1998, to all the universities, advising them to establish a permanent cell and a committee and to develop guideline to combat sexual harassment violence against women and ragging at the universities and college. It has future advice the universities to be Proactive by developing a conducive culture on the campus. Where the status of women is respect and they are treated with keeping the above guideline in view NGSPM's College of Pharmacy has constituted a committee against sexual harassment. Any one aggrieved in this matter may fearlessly approach the Presiding Office of the ICC against sexual harassment

Main Objectives of Gender Sensitization cell are:

- To make the young boys and girls gender sensitive and create positive values that support girl and their rights.
- To provide overall guidance to the peer group in integrating/mainstreaming gender in all activities of the institution in the form of focused group discussion debates, poster making competition etc.
- To provide an integrated and interdisciplinary approach to understand the social and cultural construction of gender that shapes the experience of women and men in society.
- To generate the awareness in regard to equality in law. Social system and democratic activities.

Composition:


1. Dr. V.D.Wagh, Principal, NGSPM's, College of Pharmacy, Nashik
2. Mr Eknath Pawar, Campus Incharge, Brahma Valley Educational Campus, Nashik
3. Asst. Prof. Rohit Mali, Teacher's Representative, COP, Nashik
4. Asst. Prof. Sarika S.Malode, Teacher's Representative, COP, Nashik
5. Asst. Prof. Harshada Ishi Girls Hostel Incharge, COP, Nashik
6. Dr. Dhanashri Gadhe, Physician Brahma Valley Educational Campus, COP, Nashik
7. Smt. Sushma Surywanshi, Non-Teaching Representative, COP, Nashik
8. Miss Renuka Gomkale, Students Representative, COP, Nashik

The complaint can be made to: E-mail at: brahmavalleycop@gmail.com

Principal

Photo: Gender Sensitization Cell/ Internal Complaint Committee




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3. Common Rooms

- The common room facilities for both female and male students are available in their respective hostels in campus where the students come in their free time to relax and entertain. Common rooms have LCD for students where news bulletin and other healthy shows and movies are played.
- For boys and girls we have separate hostels and strict rules are observed to maintain proper law and order. Sports facility like table tennis, carom etc is available in common room of each hostel.

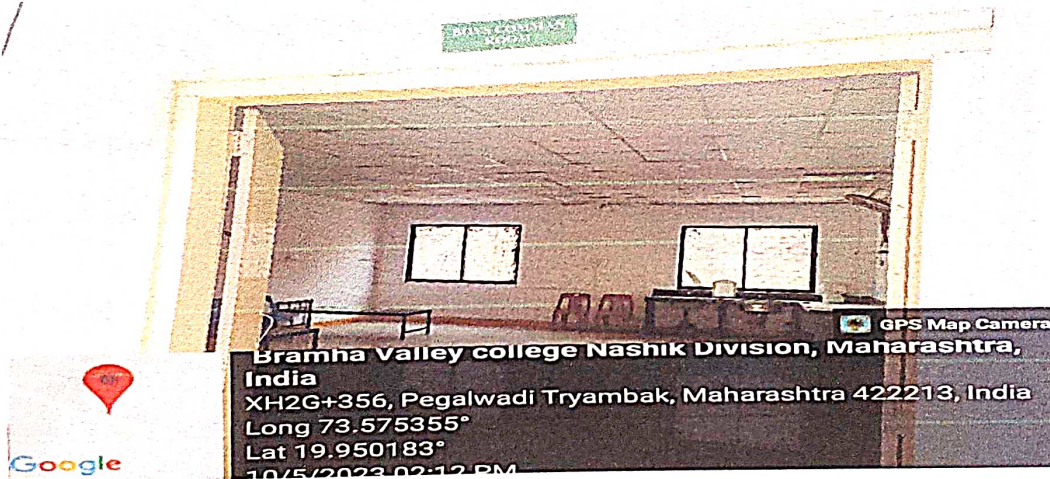
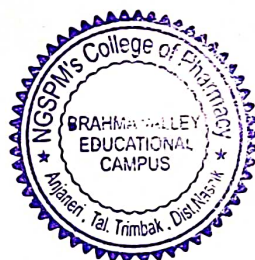


Photo: Boys Common Room Facility in inside the NGSPM'S COP



[Signature]
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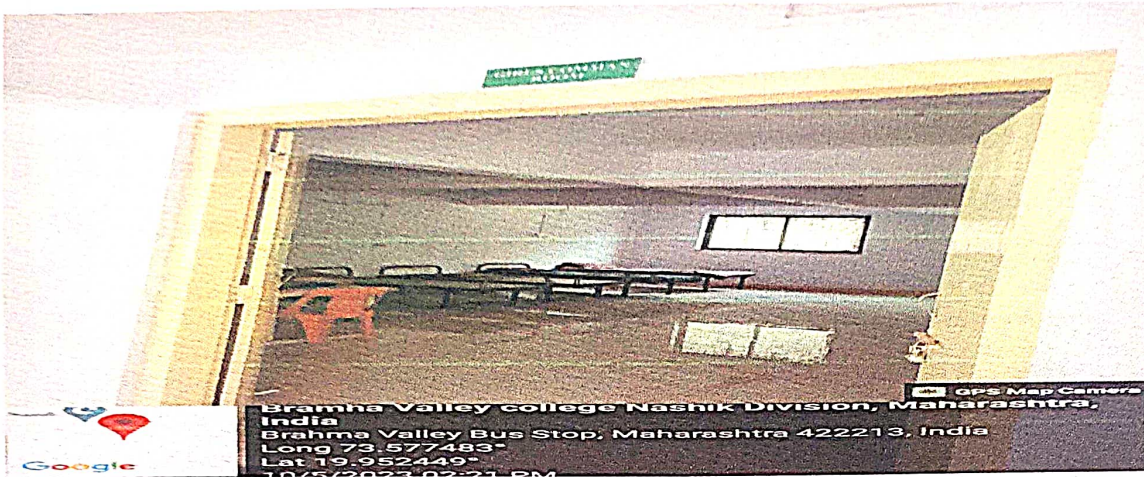


Photo: Girls Common Room Facilities inside the NGSPM'S COP




Photo: Wi-Fi Facilities at Ladies Hostels



Photo: Ladies Hostel's gate




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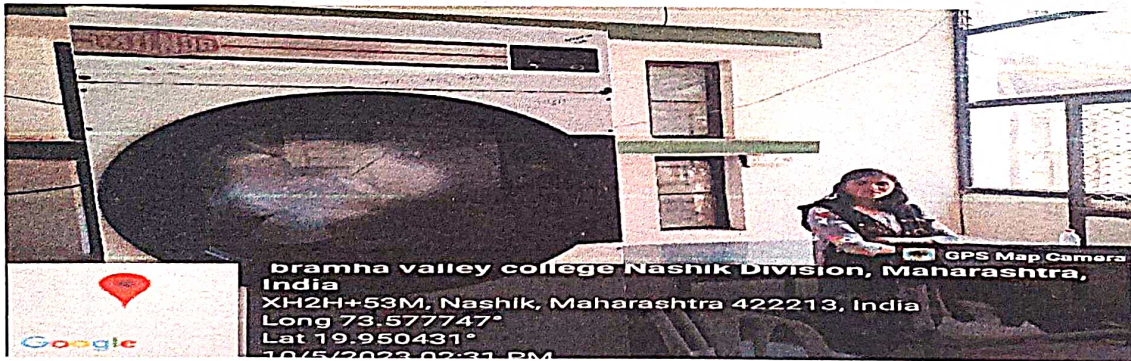
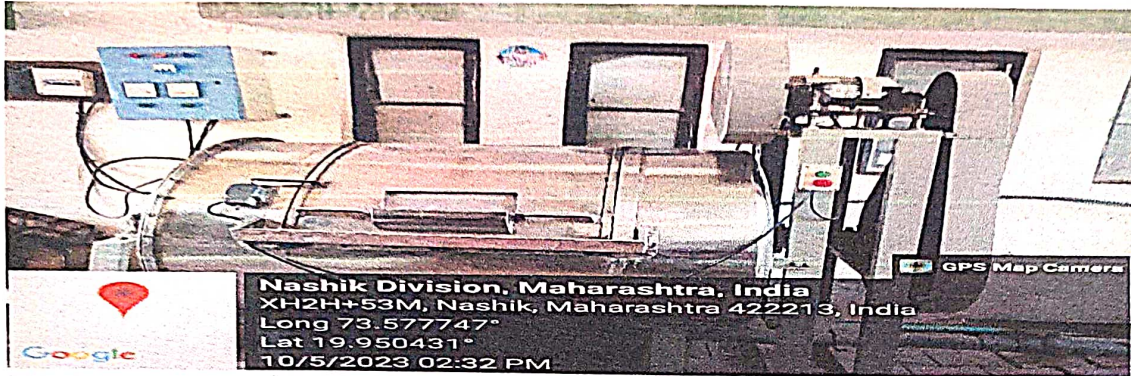


Photo: Laundry facility in Ladies Hostel



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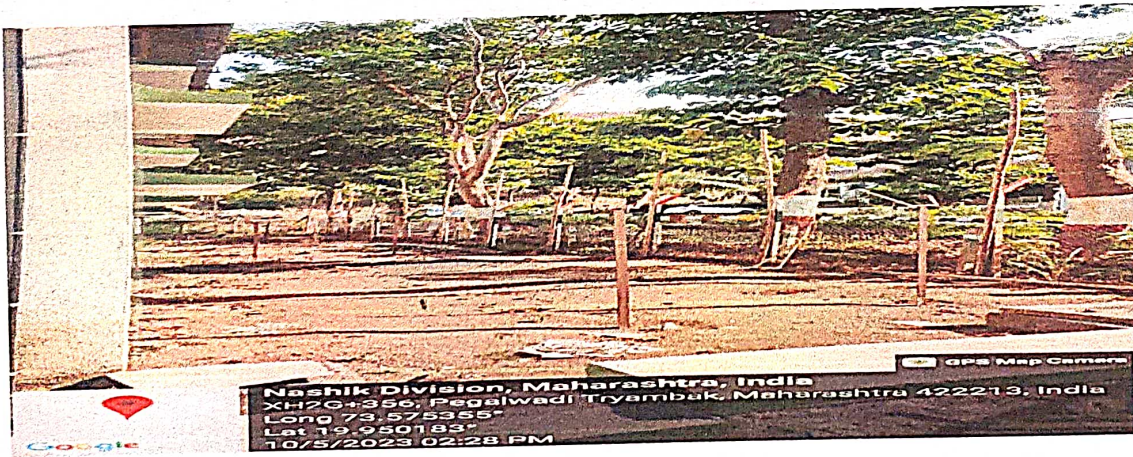
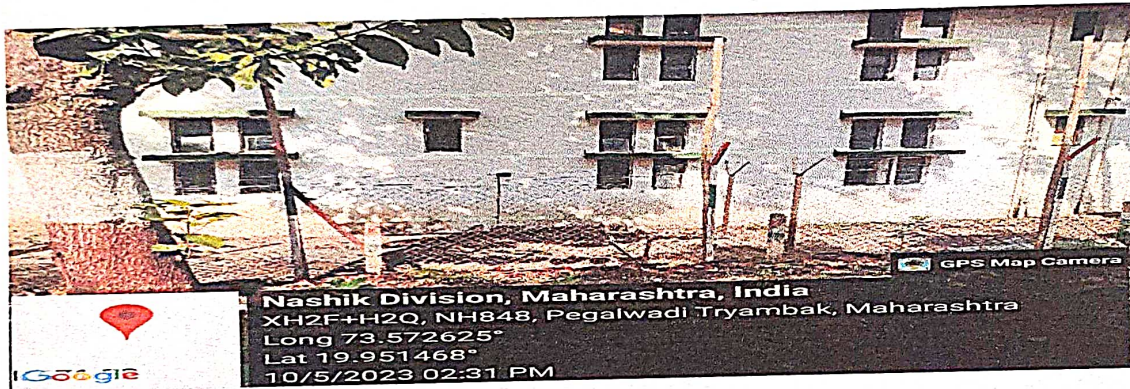
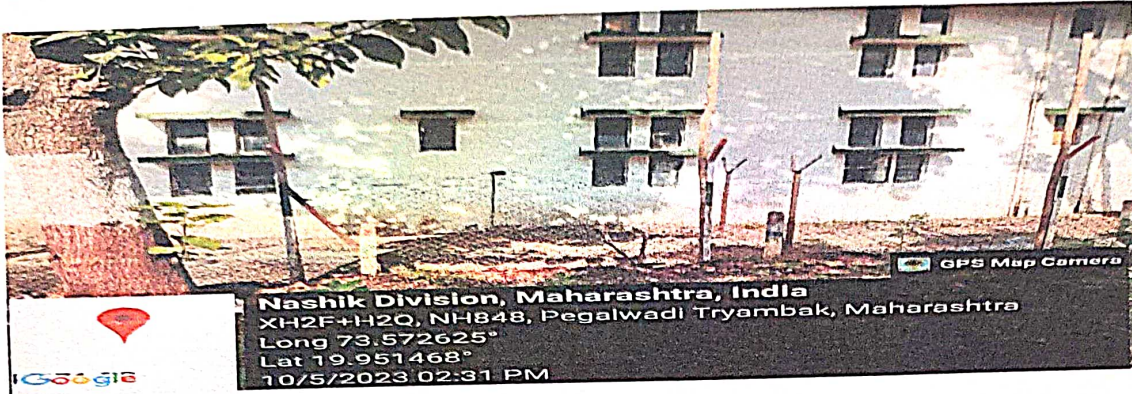



Photo: Cloth Drying facility at Ladies Hostel




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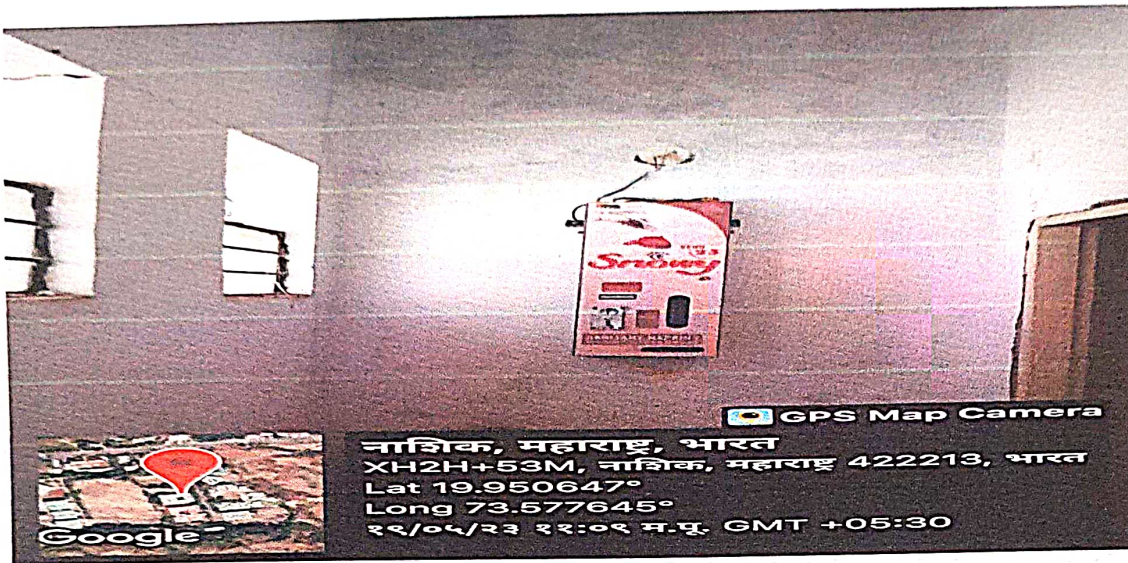


Photo: SANITARY NAPKIN VENDING MACHINE

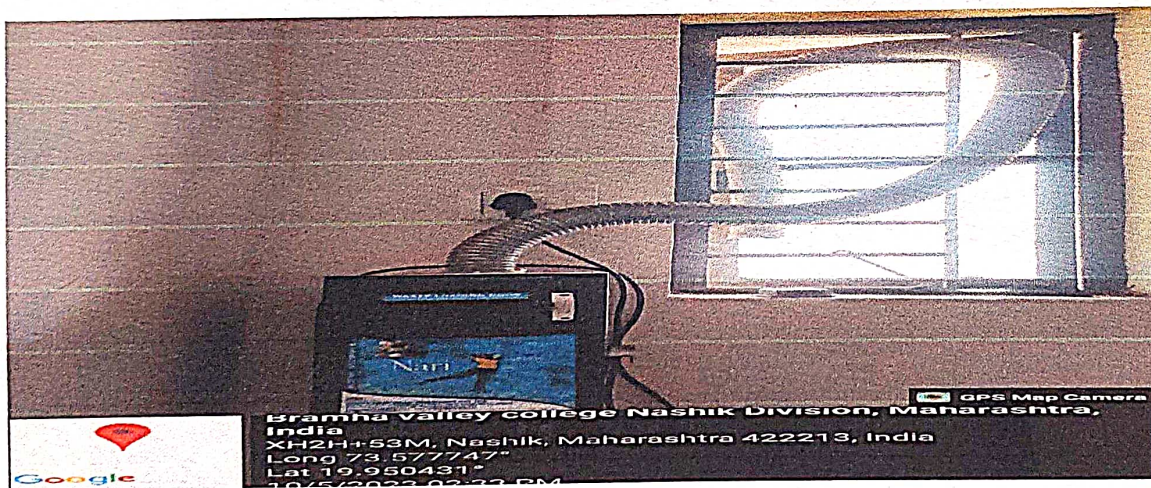


Photo: SANITARY NAPKIN INCINERATOR facility at Ladies Hostel



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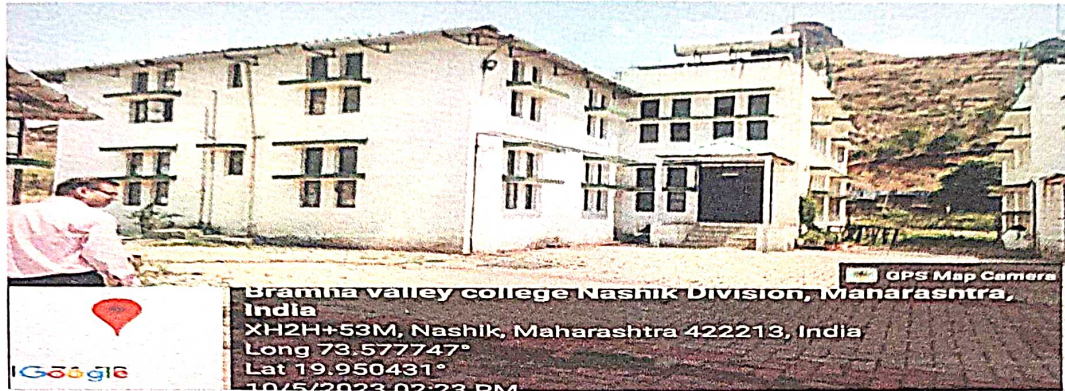


Photo: Solar Thermal Hot Water System facility at Ladies Hostel

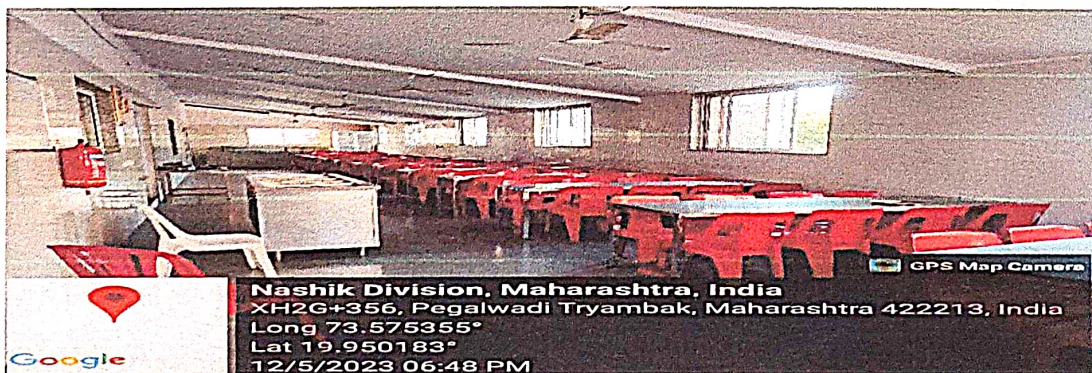
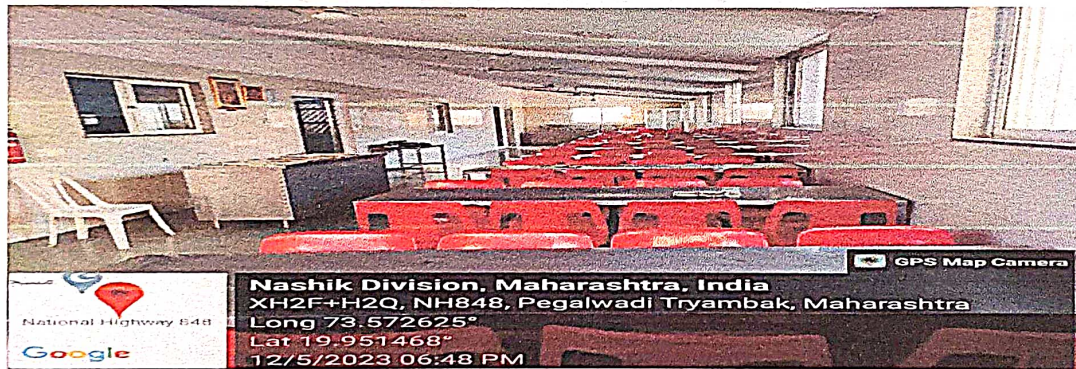


Photo: Canteen facility at Ladies Hostel



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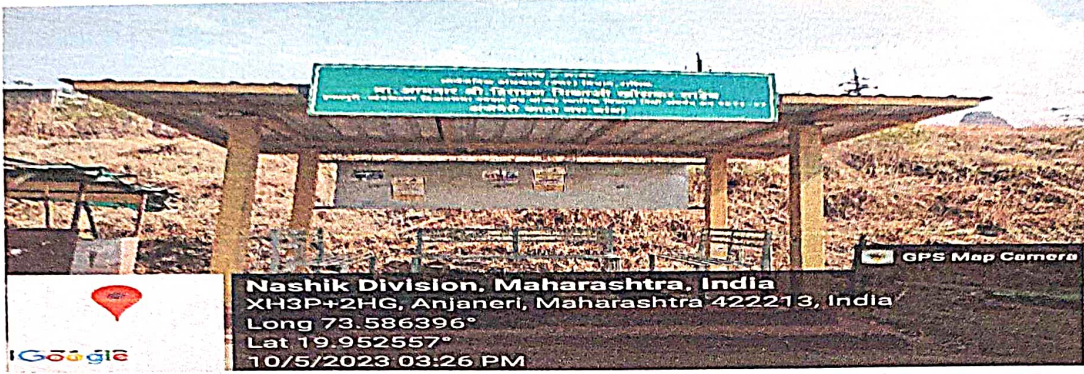


Photo: Bus stand facility

4. Any other relevant information

4.1 Open and transparent system

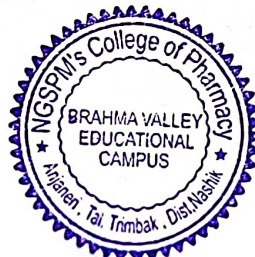
Open and transparent system of recruitment and promotion of faculty and staff which is purely based on merit. We currently have 38% of female faculty members in our institution. Female faculty members hold some of the higher administrative and academic positions in the institute.

4.2 NGSPM'S COP rules and regulations

NGSPM'S COP Regulation & Policy guidelines for admission, recruitment, administrative functioning & academic activities safeguard the interests of the students, faculty & staff without any differentiation to their gender.

4.3 Awareness program

Awareness programs, International Women's Day, webinar and workshops on gender sensitivity are regularly organized in the campus by the faculty members to make them aware towards women issues in order to enhance women empowerment. The female faculty members, staff and students are informed to attend the programs on gender sensitization.



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4.4 Active participation by female staff and student

Female faculty members and students also play a very active role in the events and fests organized by various committees and clubs of the institution. Girl's students along with female faculty members are allowed to go on industrial visits, technical exhibition etc

4.5 Health facilities in hostel

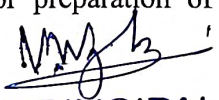
College also provides different timings for girls in the central gym situated in the college campus. The hostel has separate gym for both boys and girls. Here, the girls can come and do exercise any time as per their convenience. Various facilities are available for them to keep themselves physically fit. Sanitary napkin dispensing machine and incinerator are also available for use.



Photo: Green Gym Facilities in campus

4.6 Internet Facilities in college: The ladies hostel have provided computer centers in the ladies hostel for general purposes and learning inside the hostel. This includes 24x7 Internet Facilities is available and Wi-Fi for providing continuous and uninterrupted internet connectivity to students. These facilities are also available to students for preparation of




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seminars & projects and research-orientated work. The hostel is Wi-Fi enabled and students can access the internet on their laptops round the clock.



Photo: Internet Facilities in college




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Details of Gender Equity Promotion Programs organized

Sr. No.	Date	Name of Person	Topic	No. of Students
2021-22				
1.	08.03.2022	Dr. Sunita Thorat	Equality for women is progress for all.	57
2.	03.01.2022	Dr. Dhanashri Gadhe	Gender Sensitization and Equalization	45
2020-21				
3.	08.03.2021	Prof. Harshada Ishi	Prevention, prohibition and redressal of sexual harassment.	83
4.	12.01.2021	Dr. Dhanashri Gadhe	Zero Tolerance for Sexual Harassment of Students & Women in Colleges & Universities	54
2019-20				
5.	08.03.2020	Prof. Vidya Devi	Provision for Prevention of Sexual Harassment at Campus	60
6.	03.01.2020	Dr. Sunita Thorat	Empowering Women, Empowering Humanity: Picture it	78
2018-19				
7.	08.03.2019	Prof. Sarika Malode	Awareness programme for saving habits among the women	72
8.	12.01.2019	Prof. Sneha Kakade	Women in 21st Century: Challenges and Opportunities	64
2017-18				
9.	08.03.2018	Prof. Ashwini Rasal	International Womens Day Celebrations	49
10.	03.01.2018	Prof. Sarika Malode	Female Foeticide & Gender Justice	67


Coordinator




Principal

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