

**SAVITRIBAI PHULE PUNE UNIVERSITY**  
**DEPARTMENT OF WOMEN AND GENDER STUDIES**  
**Pune-411007.**

**Dr. Anagha Tambe**  
**Head**



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Ref. No. : WGS/AT/836124

Date : 22/06/2024

***Gender Equality Assessment Report (2018 – 2023)***  
**Don Bosco College of Arts and Commerce (Evening)**

This report is based on the tool that aims to further gender equality in higher education. The tool of assessment involves a declaration of institutional commitment and preparation for change in terms of gender equality. It is based on evidence and a statement of commitment to change and recognises gender equality more inclusively. The report is based on Self Study Report (SSR) based on this tool and also the documentary evidences that are submitted by the Institute.

The observation based on information and documents provided by Don Bosco College of Arts and Commerce (Evening) are as below:

**1. Observations:**

- **Equal Access, Retention, and Leadership: Students and Staff Support:**  
Don Bosco College of Arts and Commerce (Evening) is a coeducational evening college. It has a minority status mainly catering to economically weaker section. It encourages women's access as students and teaching staff.  
The Institute has substantial programmes/tie ups with corporates as part of students' support programmes especially for female students.
- **Inclusive Campus Environment: Promotion of Safety and Free, Equitable Access and Mobility:**  
It also has IC-POSH, anti-ragging and other anti- discrimination committees in place
- **Equal Opportunities for Employability/ Placement and Progression:**  
The Institute motivates students to get into job by providing adequate industry related skill development trainings by industry experts.

Students are placed in reputed company for internship, thereafter hired and represented in global platforms.

*(Signature)*

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- Inclusive Curriculum and Pedagogies:

The Institute addresses inclusion of gender through curricular approach by including gender as a component and having a separate credit course. It also provides training and prepares students for the actual workplace by various skill development courses.

**2. Recommendations and Suggestions for further improvement:**

- The Institute can encourage activities to promote participation of students and teachers to create more inclusive educational environment.
- The institution can have more concrete policy in terms of gender equity during admission, recruitment, administrative and academic activities.
- As part of the best practices; programs and activities enhancing the skills of faculty and students can be conducted on more regular basis.

Grade recommended: Good

Name & Signature of Gender Audit Committee member:

Dr. Anagha Tambe

Report submitted by:

Department of Women and Gender Studies

Savitribai Phule Pune University

June 22, 2024





THE BOMBAY SALESIAN SOCIETY  
**DON BOSCO COLLEGE OF ARTS & COMMERCE (NIGHT COLLEGE)**

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## Gender Equity Policy

### Introduction:

Don Bosco College of Arts and Commerce (Evening) is dedicated to promoting gender equity and creating a safe, inclusive, and empowering environment for all students, faculty, and staff. Our Gender Equity Policy outlines the principles and actions we will undertake to ensure gender equality and to address gender-based discrimination and harassment.

### 1. Commitment to Gender Equity:

**Equal Opportunities:** Ensure equal access to educational and employment opportunities for all, irrespective of gender.

**Inclusive Curriculum:** Integrate gender studies and gender-sensitive topics into the curriculum to foster understanding and awareness.

**Gender Representation:** Strive for balanced gender representation in leadership positions, committees, and decision-making bodies within the institution.

### 2. Prevention of Gender-Based Discrimination and Harassment:

**Zero Tolerance:** Adopt a zero-tolerance approach to gender-based discrimination, harassment, and violence.

**Reporting Mechanism:** Establish clear and confidential reporting mechanisms for incidents of gender-based discrimination and harassment.

**Support Services:** Provide support services, including counseling, to individuals affected by gender-based discrimination or harassment.

### 3. Safe and Inclusive Campus Environment:

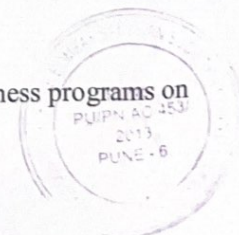
**Safe Spaces:** Create safe spaces on campus where individuals can discuss gender issues and seek support.

**Gender-Neutral Facilities:** Provide gender-neutral restrooms and changing facilities to accommodate all gender identities.

**Anti-Bullying Policy:** Enforce an anti-bullying policy that addresses gender-based bullying and promotes respect and dignity for all.

### 4. Gender Equity Education and Training:

**Awareness Programs:** Conduct regular workshops, seminars, and awareness programs on gender equity and related issues for students, faculty, and staff.





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**Training Programs:** Implement training programs on gender sensitivity, unconscious bias, and inclusive practices for all members of the college community.

**Resource Center:** Establish a gender equity resource center that provides information, resources, and support on gender-related topics.

### 5. Gender Equity in Admissions and Employment:

**Non-Discriminatory Admissions:** Ensure that admissions processes are free from gender bias and that all applicants are treated equitably.

**Fair Recruitment:** Implement fair recruitment and promotion practices that promote gender diversity and equity in employment.

### 6. Monitoring and Accountability:

**College Women Development Committee:** Form a College Women Development Committee responsible for overseeing the implementation and monitoring of the Gender Equity Policy.

**Regular Audits:** Conduct regular audits and assessments to evaluate the effectiveness of gender equity initiatives and identify areas for improvement.

**Transparency:** Maintain transparency in gender equity efforts by publishing annual reports on progress and challenges.

### 7. Collaboration and Partnerships:

**Community Engagement:** Engage with local communities, NGOs, and other educational institutions to promote gender equity and share best practices.

**Advocacy:** Advocate for gender equity policies and practices at local, regional, and national levels.

### Conclusion:

By implementing this Gender Equity Policy, we are committed to fostering a campus culture that values diversity, promotes gender equality, and ensures the well-being and empowerment of all individuals. We believe that gender equity is essential for academic excellence and the holistic development of our students and staff.

