



Bansilal Ramnath Agarwal Charitable Trust's

## Vishwakarma College of Arts, Commerce and Science, Pune.

(Affiliated to Savitribai Phule Pune University)

NAAC Accredited with 'B+' Grade

### Annual gender sensitization action plan

'VCACS is a place where everyone is treated with respect; where ability is valued not the background'

Vishwakarma College of Arts, Commerce and Science have a commitment of making a positive difference in people's lives. We are the pioneers in offering equality of opportunity in education and employment. Many of our students are the first in their families and our college being a co-educational institution has secured a name in the locality as 'safe and secure' place for women students. Our success in promoting gender equality in our staff and students and retention of students and staff has been underpinned by a variety of actions and activities outlined below.

### Annual Gender sensitization action plan

Activity	Responsibility	Action	Outcome
<b>Infrastructure</b>			
Ensure students safety and security in the campus	Administrative office	Installation of CCTV cameras in all prominent places	Students feel safe and secure especially women.
Review the functioning of ICC (Internal Complaints Committee)	Chairperson of the ICC	Grievances and complaints on gender issues, ragging and other matters are dealt with.	Since the inception of the college no such issue has taken place.
<b>Faculty development</b>			
Continue to conduct events on gender equity	Principal	Raise awareness among the teachers on the behavior of the teenagers	Improved student-teacher relationship
Depute faculty to participate in Programs on gender sensitization	Principal	Train faculty to handle gender issues	Importance to values, culture and traditions stressed
<b>Raising awareness and aspirations</b>			
Conduct events and programs on gender equity, social media and cyber security  Conduct activities to make students realize their full potential	IQAC	<ul style="list-style-type: none"> <li>Promoting equality and diversity, eliminating discrimination by creating an environment that reflects our commitment to social justice.</li> <li>Helping students identify and develop their intellectual, sporting and cultural passions and supporting students to reach Their full potential.</li> </ul>	Participation of students in various cultural, curricular and extra-curricular events have Improved. Their self-confidence to face any situation has been Enhanced.
<b>Encouraging applications</b>			

Continue to develop high level of engagement with local schools and provide access to more students	Admission committee	Teachers regularly visit the local schools and create awareness on higher education.	Admission of students from these area is high.
Continue to strengthen faculty retention through welfare schemes	Administrativ eoffice	Providing all necessary welfare measures	Retention rate is high.
<b>Supporting success</b>			
Enhance mentor – mentee relationship to provide student support services	Department Heads	Identify students financial and non-financial constraints and offer support	Improved student support services.
Analyze and improve student retention rate	Department Heads	Student engagement through co-curricular activities.	Drop-out ratio is low.
Monitor student performance and success rate and attainment of program outcomes	Department Heads	Remedial classes Coaching for competitive exams Placement training.	Pass percentage of students is more than 75%. (Given in the table below)

#### GENDERWISE ADMISSION DETAILS

Year	Course	Female	Male	Total
<b>2019-20</b>	<b>UG</b>	524	1105	1629
	<b>PG</b>	52	81	133
<b>2020-21</b>	<b>UG</b>	535	1142	1677
	<b>PG</b>	63	128	191
<b>2021-22</b>	<b>UG</b>	625	1289	1914
	<b>PG</b>	75	90	165
<b>2022-23</b>	<b>UG</b>	632	1132	1764
	<b>PG</b>	109	164	273
<b>2023-24</b>	<b>UG</b>	642	1162	1804
	<b>PG</b>	151	102	253

**Specific facilities provided for women in terms of: a. Safety and security b. counseling c. Common Rooms d. Day care center for young children e. Any other relevant information**

**A) Safety and security**

Safety and security of all the students, teachers, non-teaching staff and the visitors to the college is always the first priority. To ensure a safe campus and a secured environment the college has embarked upon the following initiatives:

- A senior and experienced security guard
- The entire campus is under CCTV surveillance
- Emergency exit staircase connecting the First floor and the Second floor of the building.
- All the electrical switch boards, air- condition machines, fans and tube-Lights are repaired regularly.
- A Grievance Redressed Box for the students
- Vidyarthini Manch' – Women's Forum – Various Women centric activities conducted throughout the year for overall development.
- Mahila Sabalakaran & Sakshmikaran - Cell to address issues on sexual Harassment within the campus.
- Medical Unit with free medical check-up for the students by eminent Doctors.
- Maintenance of a FIRST-AID Box by the office.
- Separate washrooms for the Boys and Girls
- distinct code of conduct for the students teaching and non-teaching staff.
- Pure RO Water is Available for Students and Staff.
- Yearly Health Check-up of Students as per the SPPU guidelines.

**B) Counseling**

The College is willing to nurture a healthy environment, both physical health and the health of the young minds. A separate Career counseling Cell has been started.

- The counseling cell always aware makes an effort to create awareness regarding their carrier, psychological and physical conditions.
- Every year the workshop is organized for personality development of the students by various experts.
- Academic counseling of students by admission and counseling committee at entry level.

- The principal and coordinator of committee address newly admitted students and meeting with the students regarding academic information's and discipline of the college.

**C) Girl's Common Room**

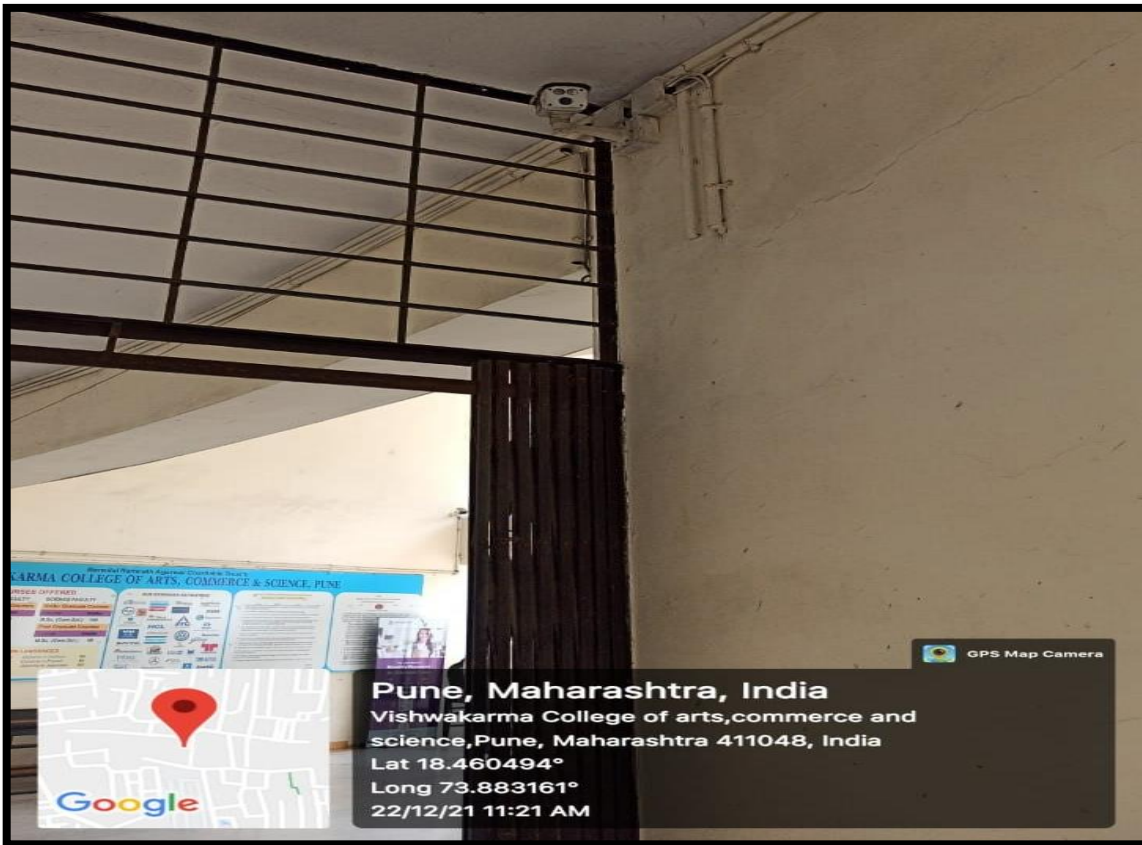
The College has a girl's common room. There are separate toilets for gents, teaching staff and students. Specific cleaning schedule is given to the house keeping people and followed meticulously.



**D) Boy's Common Room**



**E) CCTV Camera –**



**F) Counseling to Students –**

