



NASHIK GRAMIN SHIKSHAN PRASARAK MANDAL'S

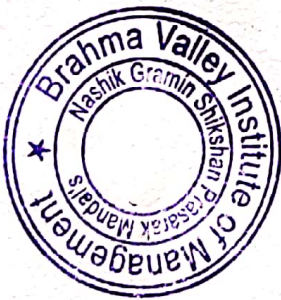
BRAHMA VALLEY INSTITUTE OF MANAGEMENT

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Annual Gender Sensitization Action Plan 2022-23

Sr. No.	Strategi Goal	Plant of Action on Date	Target Audience	Outcome
1	Premarital Counselling Session	March 2022	Staff and Student	Interactive Session for Ladies
2	Induction Program for 1 st Year Students	December 2022	Staff and Student	Skill Development/ Etiquette and Manners
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Director
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Measures Initiated by The Institution for The Promotion of Gender Equity During the Last Five Years.

Measures Initiated by the Institute

1. Safety and Security

The security of students is a top priority at every college campus. Nowadays, a safe and supportive campus community is both an obligation and a challenge for college administrators and students. So, on our campus, we provide CCTV camera provision for 24 hours. It helps to keep a check on antisocial activities. Students and other employees in the college to remain cautious about the surveillance. Guardians are satisfied with our discipline on campus. Fire extinguishers are kept at various locations in the institute. The security person at the entrance gate maintains the records of visitors.

2. Counseling

a. Tutors

Tutors are assigned the responsibility of mentoring and counselling of students. Each tutor takes care of a group of 20-25 students. Students are being counselled individually as per needs.

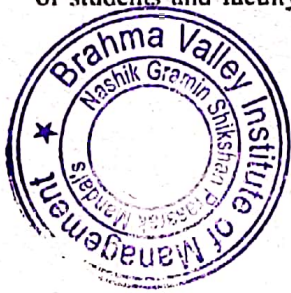
b. Women Grievance cell

The women Grievance Cell was established in the Institute under the Act No 20 of 1990 of Govt. of India. The Women's Grievance Redressal Cell" aims to ensure a safe and conducive environment for female employees and students. It provides confidentiality and support to the campus community who might be victims of sexual or physical abuse. Further, it helps the victims to submit the grievance through informal and formal means; and ensures fair and timely redressal of the grievance.

3. Facilities

a. Sports facilities

The right promotion of the sports facilities in the college will result in the engagement of a large number of students and faculty. Therefore, in institute, we have provided various indoor and outdoor sports





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facilities to students. Separate indoor game room is provided which includes various games such as Carrom, Table Tennis and Chess. Outdoor facilities include Volleyball ground and Basketball court.

b. Yoga Hall

Yoga, a practice that helps in getting full control over your mind and body. Keeping this in mind institute has open auditorium in campus. Every year along with the students, faculty also practices various Yoga Asanas, Pranayama and Dhyana.

C. College Bus Facility

College has access via various means of transport such as S.T. bus, CAB, Rickshaw. However, college has full-fledged transport facility for students and staff members from various corners of Yeola city and nearby villages. The institute has its own fleet of buses which not only take care of daily transportation, but are also used for student's outings like NSS program, study tours and industrial visits.

d. Common Rooms for Girls

In the institute, separate girl common room is provided, which is used during the leisure time, lunch hours and biological clock hours or as per the need. Facilities like drinking water, mirror, washbasin, sanitary pad vending machine, incinerator machine etc. are made available.

e. Canteen

Spacious and well-equipped canteen facility is available at campus. A complete and planned meal is served in neat, clean and hygienic surroundings. Apart from north and south Indian nutritious breakfast, lunch and dinner, tea, coffee and soft drinks along with snacks are also available. All the items are reasonably priced. We also provide a very hygienic mess facility separately.

4. Grievance Redressal Cells

a. College Grievance Redressal Committee

Protection of human rights is essential for all round development of an individual's personality. As per the guidelines of UGC, College Grievance Redressal Committee is constituted to address and effectively resolve grievances of the students and staff; and secures civil liberties for everybody.




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Roles and Responsibilities:

- To formulate the policy to investigate and review complaints or grievances of students and faculties.
- To create awareness of availability of members for students and faculties to report grievances.
- To investigate the cause of grievances.
- To ensure effectual solution depending upon the gravity of the complaints.
- To encourage the students and staff to express their grievances / problems freely and frankly, without any fear of being victimized.

b. Anti - Ragging Committee

Ragging has ruined countless innocent lives and careers. As per the directives of Hon'ble Supreme Court and under the provision of Maharashtra Prohibition of ragging act 1999 & 2003, any type of ragging should be prohibited within or outside the college premises. In order to prevent it, institute has constituted Anti-Ragging committee.

c. Women's Grievance Redressal / Internal Complaint Committee (ICC) Cell

The objective to establish Women's grievance cell" is to ensure safe and conducive environment for the female employees and students. It provides confidentiality and support to the campus community who may be the victims of sexual or physical abuse. Further it helps the victims to submit the grievance through informal and formal means; and ensuring the fair and timely redressal of the complaints. Women Grievance Cell has been established in the Institute under the Act No 20 of 1990 of Govt. of India.

Roles and Responsibilities:

- The cell upholds the dignity of women.
- The cell works towards building a gender-sensitized environment at the institute.




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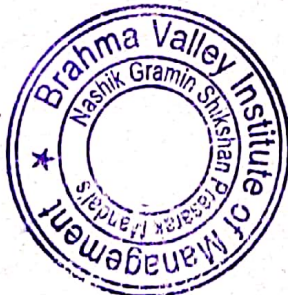
- It tries to equip females with the knowledge of their legal rights and redressal of their grievances.
- The cell also tries to incorporate hygiene habits and ensures a healthy atmosphere in and around the college.
- It investigates all the complaints/charges thoroughly and professionally within stipulated time.
- It processes all the individual complaints and takes suitable action thereon in the manner and mode as per the norms.
- It deals with the cases/complaints of sexual and any other type of harassments of the female students and employees of the college.
- The Cell may form/review the guidelines/policy for redressal of the grievance as required from time to time.
- The cell organizes workshops and awareness programmes at regular intervals towards building a gender-neutral workplace.

d. SC/ ST Committee

As per AICTE guidelines, a committee is formed for prevention of atrocities against SC/ST students under the Act No. 33 of the Scheduled Castes and the Scheduled Tribes (Prevention of Atrocities) Act, 1989. In case of any grievance in this regard, students can approach the committee for redressal. The committee will suggest measures to prevent atrocities, if any against any of the SC/ST students in the institute and to ensure the feeling of security amongst them as per the provisions in the said act.

Roles and Responsibilities:

- To counsel and guide SC/ ST students and help them to manage academic and personal issues if any. • To inform the SC/ST students regarding various scholarships / program of State Govt. and UGC.
- Function as a Grievances Redressal Cell for the grievances of SC/ST students and employees




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of the college and render them necessary help in solving their academic as well as administrative problems. • To ensure the Prevention of Atrocities on the SC, ST Staff, Faculty and Students.

- To hear and resolve the issues/complaints if any: of such nature of Atrocity reported/complained. The Composition of SC/ST Committee

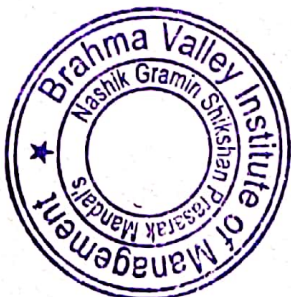
1. The Principal of the College is the Chairperson of the cell
2. One senior faculty from college is the Vice Chairman of the cell
3. Two ladies" representatives from the teaching staff
4. Three representatives from the College, one from teaching and two from non-teaching staff

e. Examination Redressal Committee

Examination committee is constituted for the smooth conduction, monitor and to solve grievances of students related to examination

Roles and Responsibilities:

- The Examination Committee shall circulate the Circular, Guideline, Notification received by the University to the concerned Departments / Students.
- The Exam section shall distribute the Exam Forms of the University to the students and collect them back after having them duly filled in. After verification, forward the same to the University within the stipulated time period.
- To ensure proper organization of university practical and theory examination as per academic calendar and university schedule including appointment of examiners, internal squad, display of the time table.
- The Exam Committee shall prepare and circulate an overall supervision duty list as well as supervision duty chart to teaching and non-teaching staff.
- The Examination Committee shall make the Block and seating arrangement and display them on the concerned Notice Board.




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- The Exam Committee shall ensure that adequate stationery, like answer sheets, drawing sheets, charts, graph paper, drawing boards, trays, threads, water jugs etc. are made available.
- Distribution of marks lists to the students after the results of various examinations received from the University.
- The Exam Committee shall resolve grievances of students related to examination.

f. Gender Equity Cell

Gender Equity Cell was established in the campus in order to sensitize the gender equality and to enhance women empowerment. The motivation behind the cell formation is to spread awareness in gender equality and healthy relationship with the opposite gender among the students and staff too. The cell aims to enhance understanding of issues related to women and to make the college campus a safe place for them.

Roles and Responsibilities:

1. To prevent violations of National Acts that prohibit gender injustices, aim to redress any violations of gender-based rights and to work towards the empowerment of women
2. To create a gender sensitive environment that respects gender diversity.
3. To ensure equal opportunity to women and men without any discrimination.
4. To enable women to be aware in areas like education, employment and health especially reproductive health.
5. It also provides the platform for women to share their experiences and views regarding their status in the society. Moreover, they also suggest various ways to improve and empower themselves.
6. Organization of guest lectures, awareness programs, legal awareness, entrepreneur training, women self-defense programs and other welfare activities

5. Activity Report

1) Oath Against Ragging

No. Of Participants: All Students and Staff




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Periodically, our college hosts anti-ragging awareness campaigns. BVIOM develops an anti-ragging cell. The unit will be given the authority to search for possible ragging hotspots. Anti-ragging displays provide information on the detrimental effects of ragging and the disciplinary measures that will be taken in the event of ragging on the college portal in an effort to motivate the student body to actively engage in active learning and thereby develop their knowledge and skills in order to achieve a prominent position in society. This is done to make our college a ragging-free haven where students can live peacefully without worrying about being bullied.

2) Nirbhaya Kanya

No. of Participants: 105

Brahma Valley Institute of Management has organized Expert Talks on "Nirbhaya Kanya". Dr. Khan Z.D (Principal - BVIOM) and all HOD was invited as resource person. Dr. Khan S.D. was welcomed and felicitated Vice Principal Prof.R.G.Joshi Sir in his lecture discussed that Gender sensitization is one basic requirement for the normal development of an individual and focused on women empowerment.




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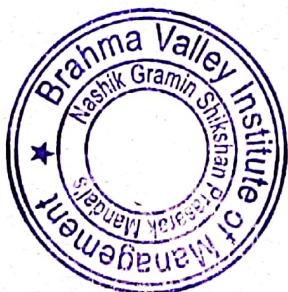
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GLIMPSES OF THE EVENT "NIRBHAYA KANYA"



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Women's Day Celebration:

No. of Participants: All Ladies Faculties & Girl Students

BVIOM Nashik celebrates "Women's Day" every year on 08th of March. On this occasion, the eminent personalities are guiding to ladies staff and girl students




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GLIMPSES OF THE EVENT "WOMENS DAY"



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6. Action Plan

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7. Photos Gallery




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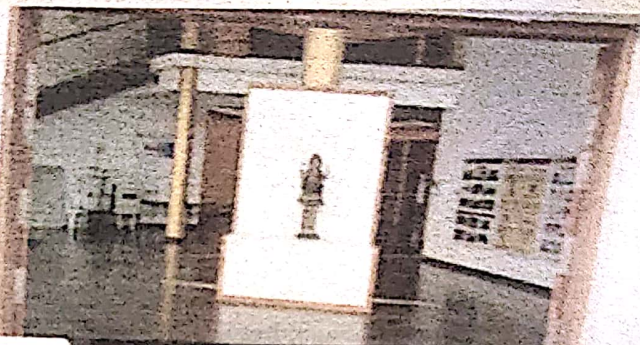
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CCTV

Brahma Valley Institute of Management, Nashik



Pegalwadi Tryambak, Maharashtra, India

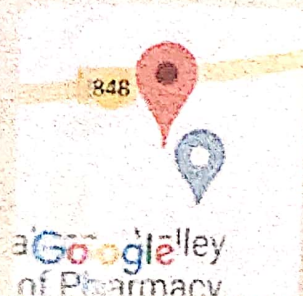
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Pegalwadi Tryambak, Maharashtra, India

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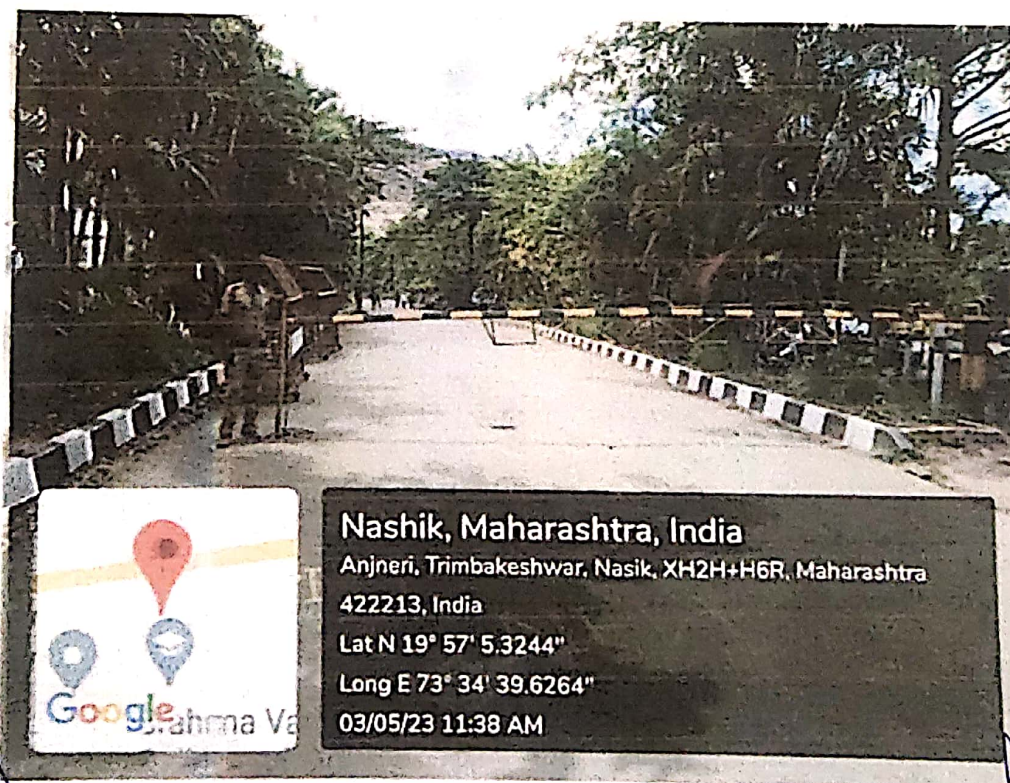
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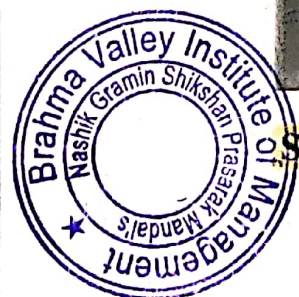
SECURITY ROOM AND BARRICADES



SECURITY ROOM AT COLLEGE ENTRANCE

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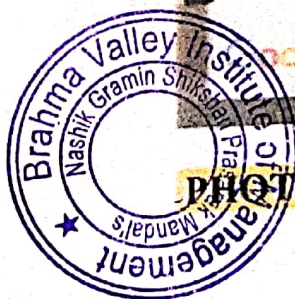
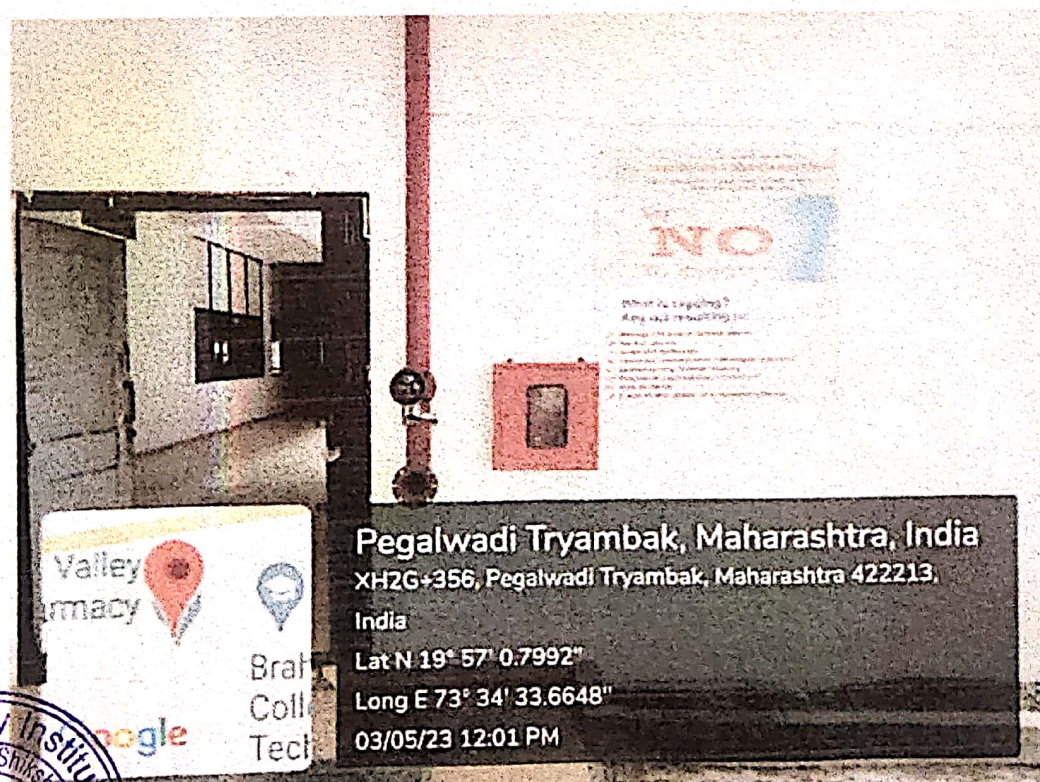
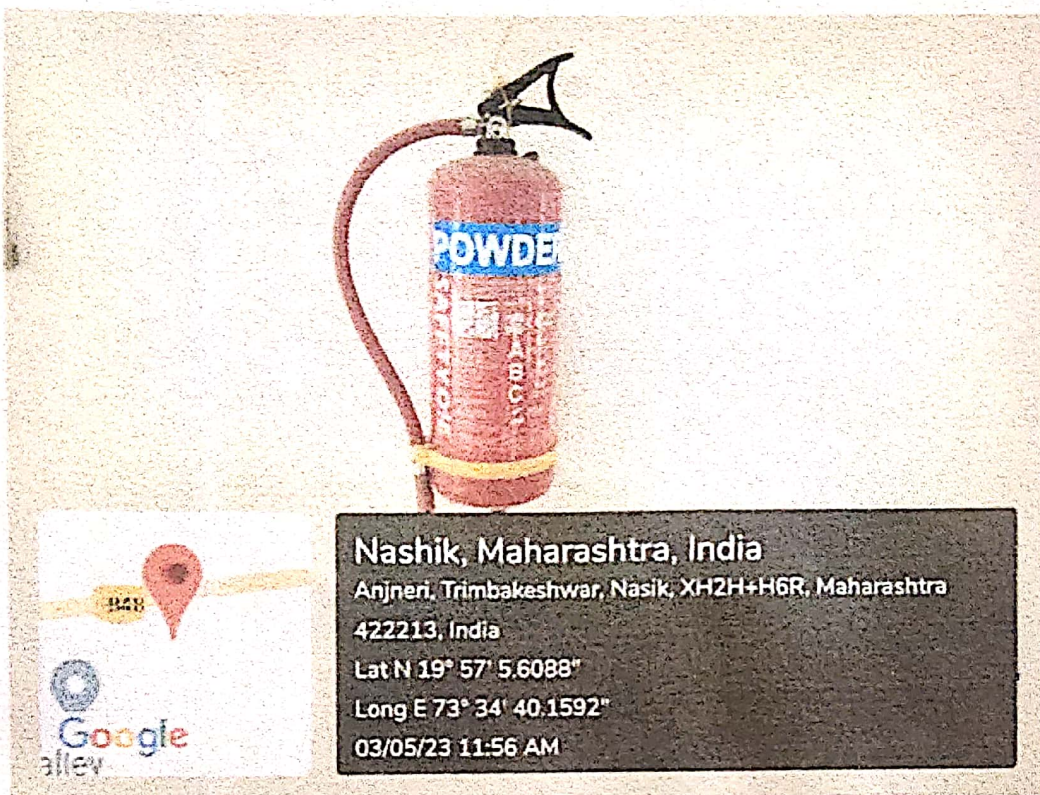
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FIRE EXTINGUISHER AND SUPPORT SYSTEM



PHOTOS OF FIRE EXTINGUISHER INSTALLED IN THE CAMPUS

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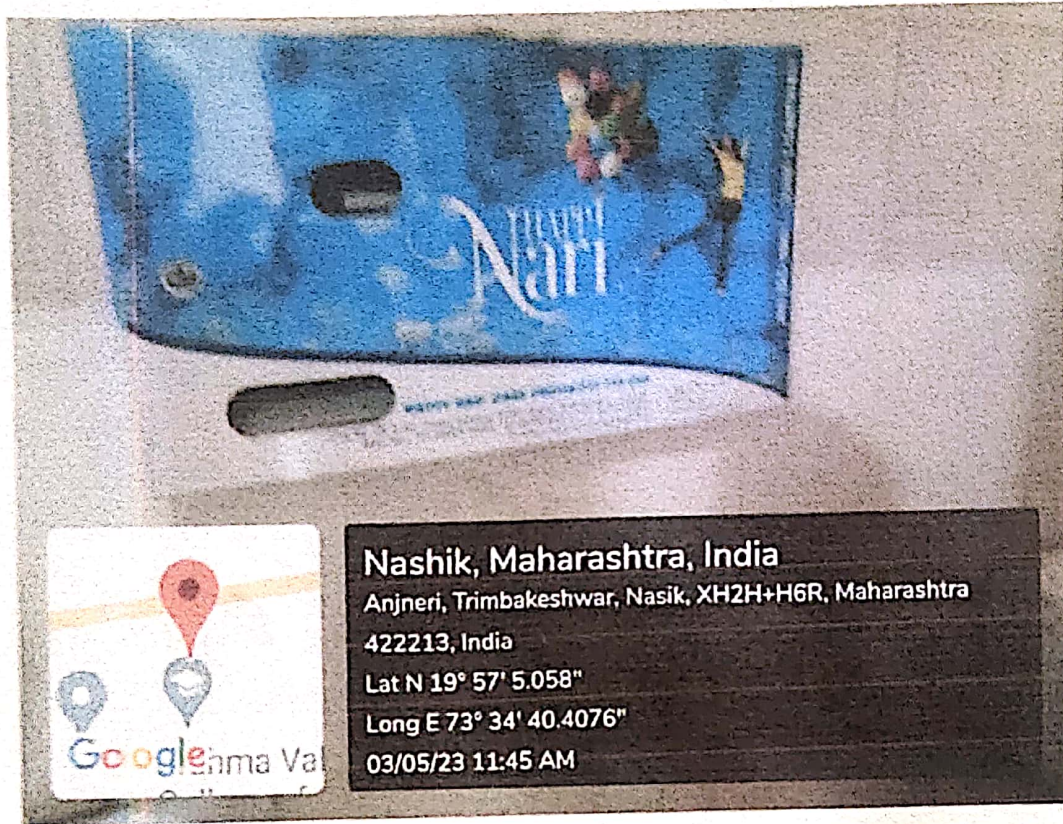
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SANITARY PAD DISPENSING MACHINE



Nashik, Maharashtra, India

Anjneri, Trimbakeshwar, Nasik, XH2H+H6R, Maharashtra
422213, India

Lat N 19° 57' 5.058"

Long E 73° 34' 40.4076"

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Nashik, Maharashtra, India

Anjneri, Trimbakeshwar, Nasik, XH2H+H6R, Maharashtra
422213, India

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Long E 73° 34' 40.4076"

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COLLEGE CANTEEN



Pegalwadi Tryambak, Maharashtra, India

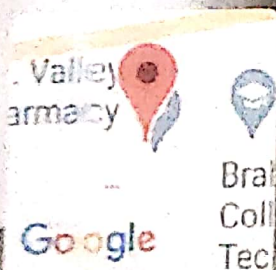
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Pegalwadi Tryambak, Maharashtra, India

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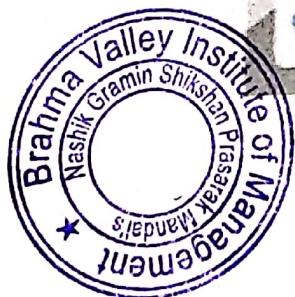
India

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COLLEGE CANTEEN



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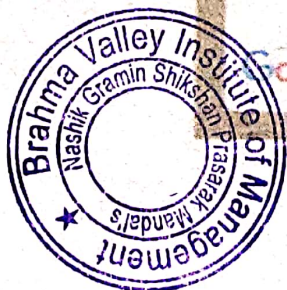
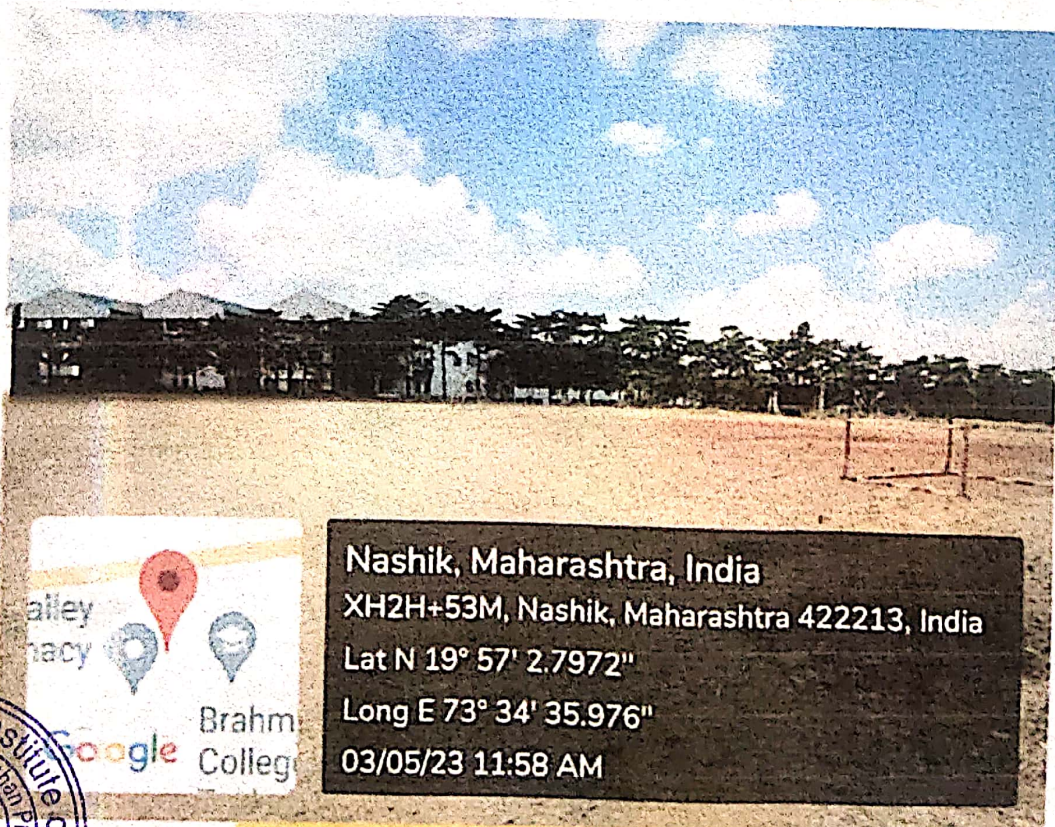
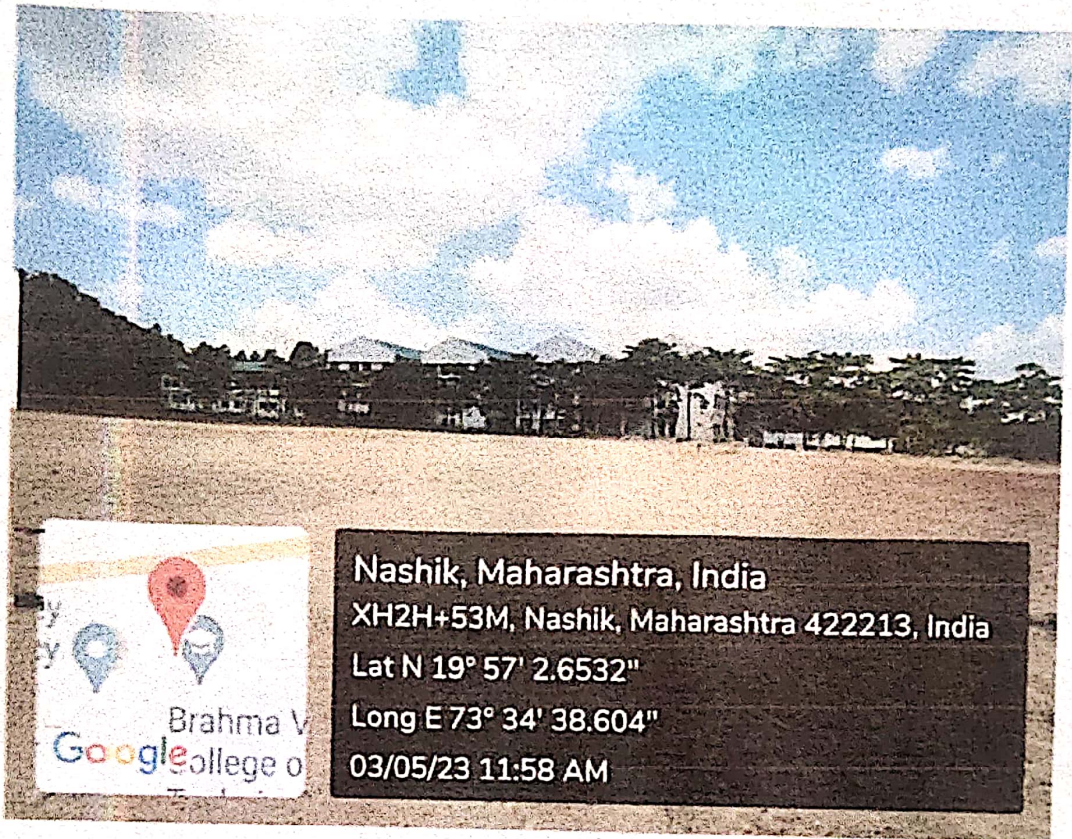
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COLLEGE SPORTS GROUND



College Ground For All Types Of Sports

Director

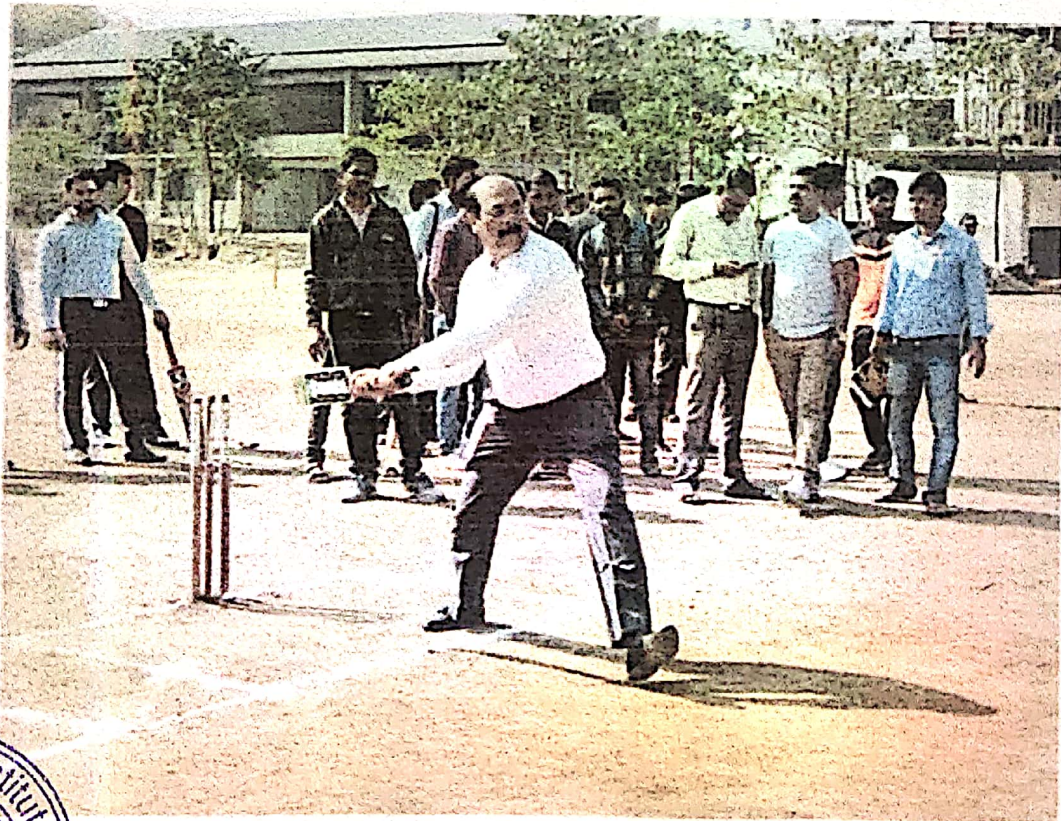
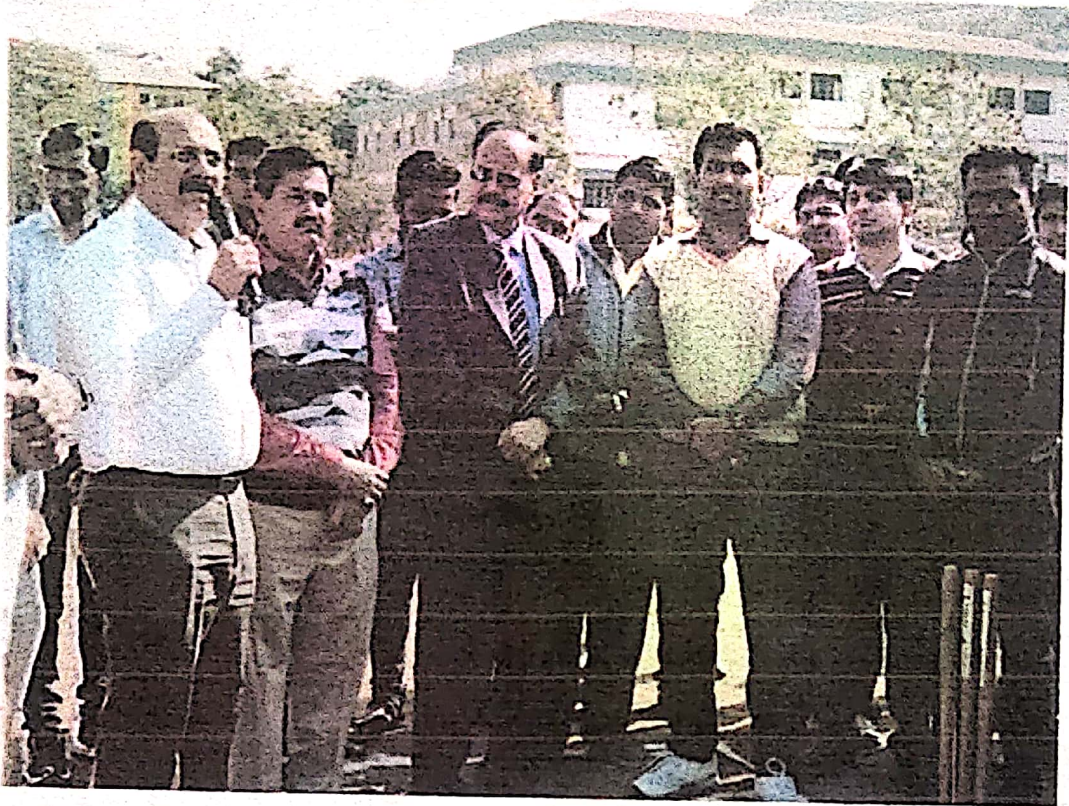
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**COLLEGE SPORTS GROUND FOR ACTIVITY - CRICKET,
VOLLEYBALL, FOOTBALL, ETC ETC**

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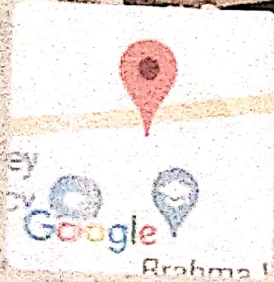
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BUS FACILITY AND BIG PARKING FACULTY



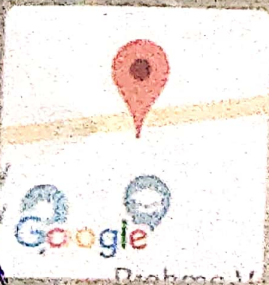
Nashik, Maharashtra, India

Brahma Valley Bus Stop, Maharashtra 422213, India

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Nashik, Maharashtra, India

Brahma Valley Bus Stop, Maharashtra 422213, India

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Long E 73° 34' 39.432"

03/05/23 11:39 AM



COLLEGE BUS FACILITY AND BIG PARKING FACILITY

Director

Nashik Gramin Shikshan Prasarak Mandal's
Brahma Valley Institute of Management
Anjaneri, Nashik



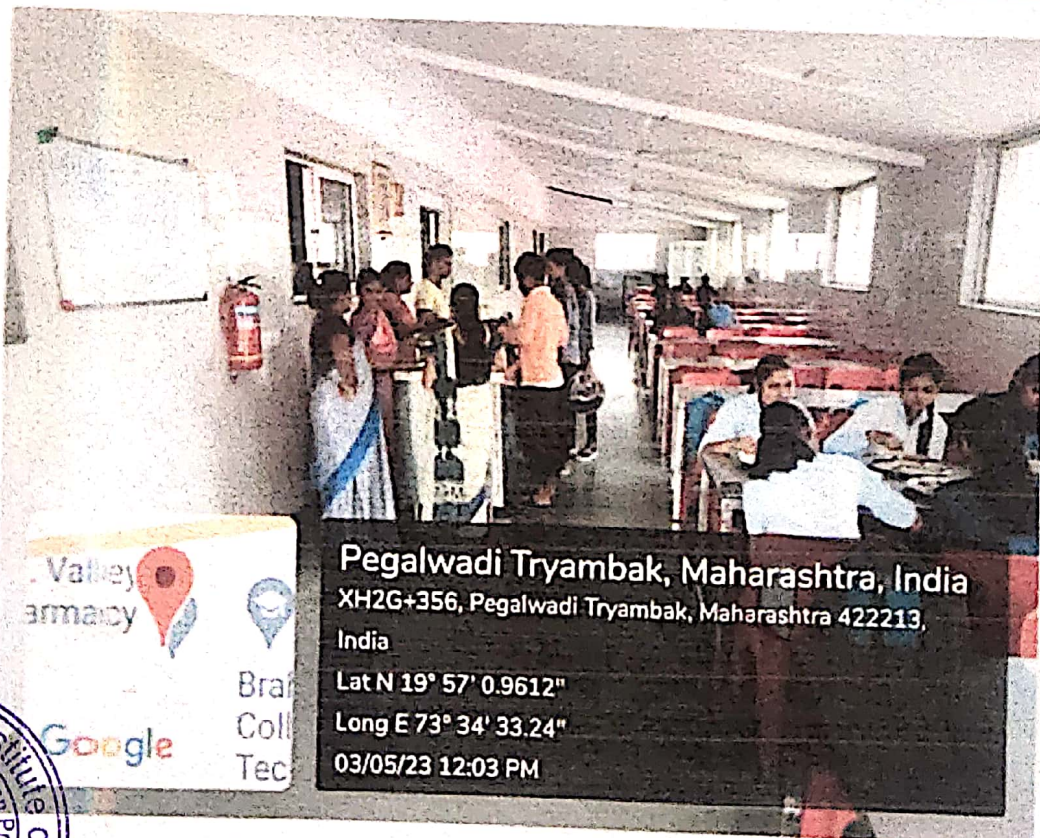
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COLLEGE CANTEEN



COLLEGE CANTEEN FACILITY

Director

Nashik Gramin Shikshan Prasarak Mandal's
Brahma Valley Institute of Management
Anjaneri, Nashik



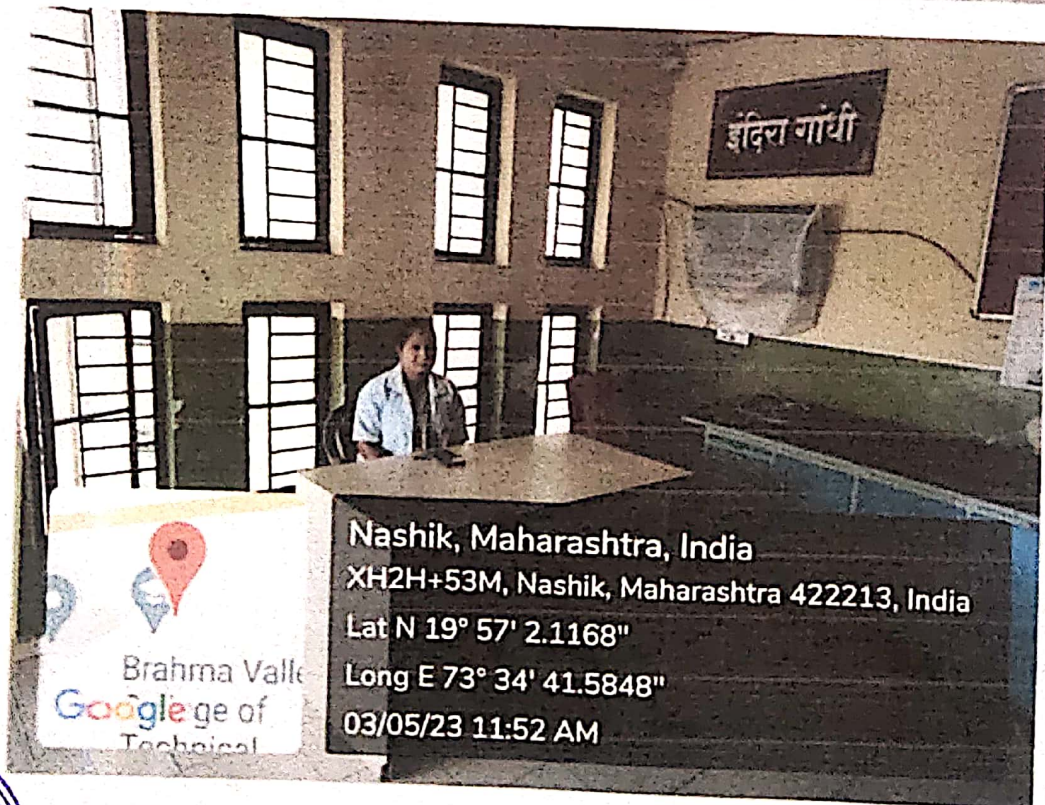
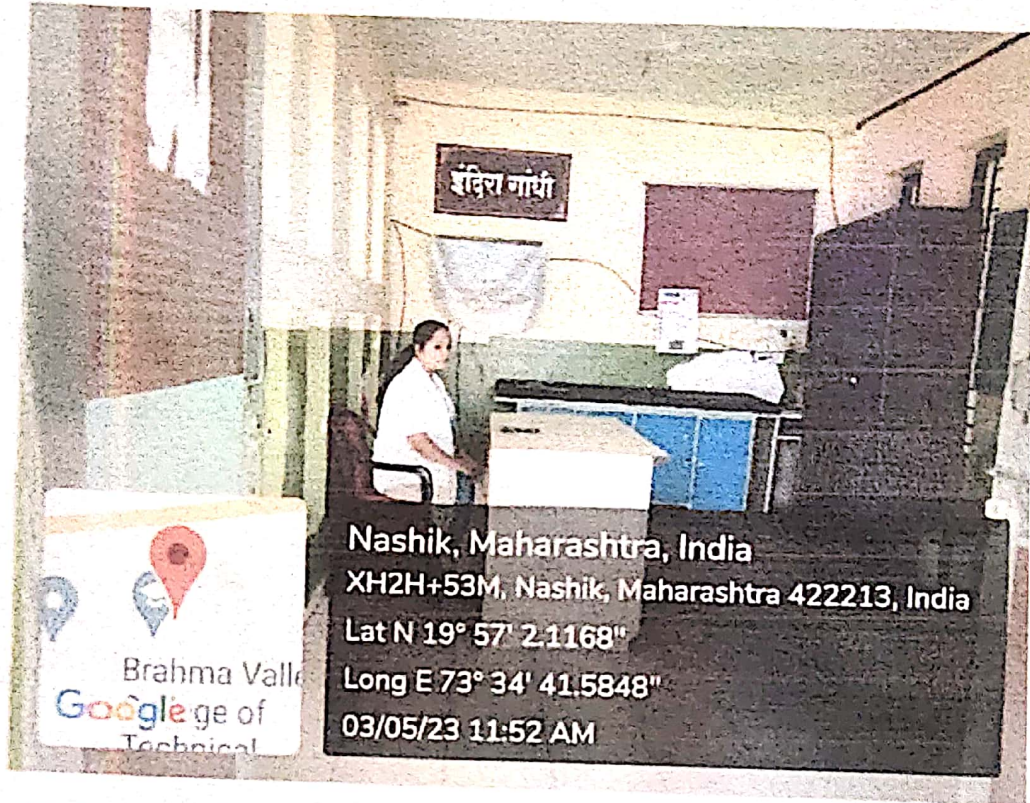
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COLLEGE INHOUSE MEDICAL FACILITY



COLLEGE IN-HOUSE MEDICAL FACILITY FOR ALL

Director

Nashik Gramin Shikshan Prasarak Mandal's
Brahma Valley Institute of Management
Anjaneri, Nashik



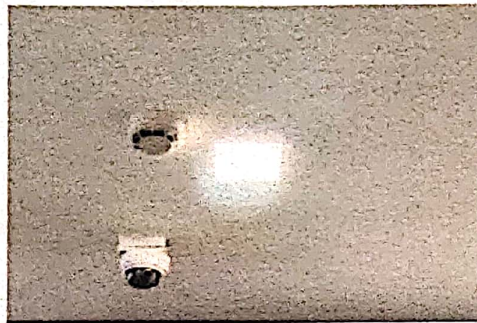
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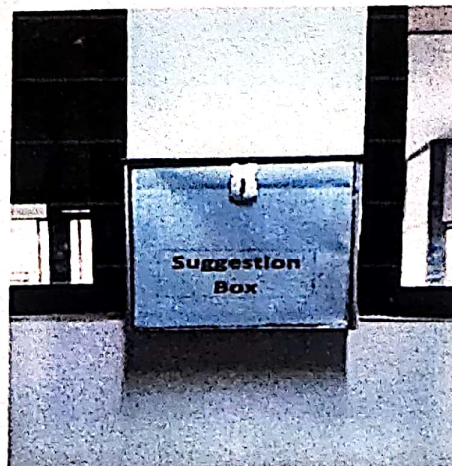
Camera



Server Room



Counselling





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Counselling

Counselling is in practice where each faculty gets some 5 to 6 students from each batch. It provides a platform for interactions and compatibility among the teachers and the students.

The faculty interacts with group of students and try to address their problems, if any.

