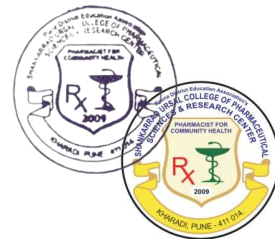




Pune District Education Association's  
**Shankarrao Ursal College of Pharmaceutical Sciences and  
Research Centre, Kharadi, Pune-411 014.**

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## **Annual Gender sensitization action plan**

### **Introduction:**

Gender equality refers to equal rights, duties, and opportunities for men and women. Sustainable development and growth depend on this kind of gender equality. Gender equality is essential to the development, research, and educational advancement of the organization. An inclusive workplace is fostered and new opportunities for growth and development are made possible by establishing and upholding an equal opportunity policy. The institute's action plan for advancing gender equality was developed by SUCOPSRC. The necessity of gender equality for the organization's overall growth and development led to the creation of this plan.

### **Objectives:**

The objectives of the gender equality action plan are:

1. To acknowledge the barriers to gender equality and address them.
2. To educate employees and students about gender issues,
3. The establishment of a workplace devoid of gender discrimination and sexual harassment.
4. To keep employees and students working in a healthy atmosphere.
5. To establish gender equality in roles of power and accountability.

### **Action plan:**

In order to meet these objectives, the following action plan is framed and implemented at the institute. Creating a gender diverse workplace

- Constituting internal complaint committee (ICC) Gender
- sensitization of students (Girl and Boys students) by ICC.
- Sensitization of women employees by ICC.
- Creating opportunities and encouraging participation of women employees and students in professional activities.
- Conducting various activities addressing safety and empowerment.
- Providing adequate facilities and ensuring the safety of the female students and faculty members.




- Giving work flexibility during childcare and assisting female employees in finding work life balance in order to support their professional aspirations.
- Providing learners with counseling assistance.
- Strong and efficient regulations to prevent gender inequality or sexual harassment.
- All employees have signed a declaration informing them of the institute's sexual harassment policy.

## Internal Complaints Committee:

### **Internal Complaints Committee** **(Women's Grievance Redressal Committee)** **2023-24**

Sr. No.	Name of the members	Designation	Contact No.	Email ID
1	Dr. Ashok Bhosale	Principal	9850890093	profavbhosale@yahoo.co.in
2	Mrs. Sumantai Pathare	Member (Social activist, Corporator, PMC, Pune)	9689935676	npathare77.np@gmail.com
3	Mrs. Sangita Kale	Member (PSI, Chandan Nagar Police Station, Pune)	9960405995	sangitak767@gmail.com
4	Mrs. Seema Valvi	Member (Damini Squad, Pune)	8888899178	seemamvalvi30@gmail.com
5	Mr. Sujit Kakade	Member (Teachers Representative, HOD, Diploma in Pharmacy)	9975642600	sujitkakade@gmail.com
6	Mrs. Trusha Shangrapawar	Member (Teacher Representative-M. Pharm)	9823620854	trusha.shan@gmail.com
7	Ms. Trupti Shah	Member (Teacher Representative- B. Pharm)	9404880865	trupti.pinkrose@gmail.com
8	Ms. Poonam Khade	Member (Teacher Representative- D. Pharm)	9763817332	poonamkhade777@gmail.com
9	Mrs. Savita Sonawane	Member (Non-teaching representative)	9860310556	savitasonawane2213@gmail.com
10	Ms. Sunita Karpe	Member (Non-teaching representative)	9423578734	karpesuneeta@gmail.com
11	Ms. Himanshi Choudhary	Member (Student Representative, F. Y. D. Pharm)	7387037634	himanshichoudhary02124@gmail.com
12	Ms. Madhavi Gholap	Member (Students Representative, F. Y. B. Pharm)	9960382277	madhavigholap21@gmail.com
13	Ms. Pranjal Gaikwad	Member (Students Representative, F. Y. M. Pharm)	9923708851	pranjalpgaikwad2001@gmail.com
14	Dr. Mrs. Vijaya Barge	Presiding Officer	9923265133	godse_vijaya@rediffmail.com

  
**Dr. Vijaya Barge**  
Coordinator & Vice-Principal  
**VICE - PRINCIPAL**  
Pune District Education Association's  
Shankarrao Ursal College Of Pharmaceutical  
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Kharadi, Pune - 411014

  
**Dr. Ashok Bhosale**  
**PRINCIPAL**  
Pune District Education Association's  
Shankarrao Ursal College of Pharmaceutical  
Sciences & Research Centre,  
Kharadi, Pune-411014.



### **Details of Gender sensitization programme:**

Following information is given to students through Gender sensitization programmes:

- Equality of gender.
- Details about the acts and regulations in India that prohibit harassment at work or in the classroom.
- Increasing women's social, economic, political, and legal authority and promoting their equality with men are examples of women's empowerment.

**Dr. Ashok Bhosale**

**Principal**

Pune District Education Association's  
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