

GENDER AUDIT REPORT 2023-24 SHEILA RAHEJA INSTITUTE OF HOTEL MANGEMENT

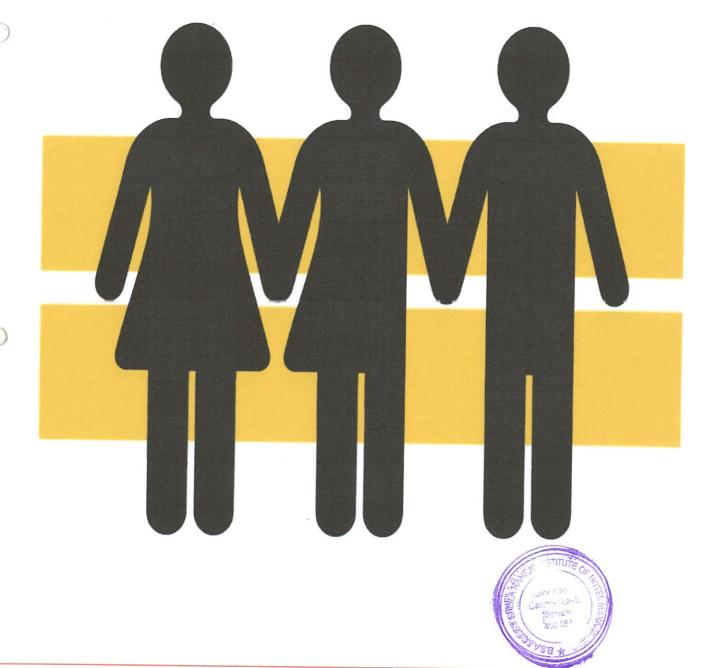




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ABOUT SHEILA RAHEJA INSTITUTE OF HOTEL MANGEMENT (SRIHM)

At the Sheila Raheja Institute of Hotel Management (SRIHM), we invite young minds and hearts that synchronize with the rhythm of the Hospitality Industry to experience exceptional Hotel and Culinary Education. One of the leading hotel management institutes in Mumbai, SRIHM is the preferred institution of choice for hospitality education aligning itself with the dynamic needs of the hotel industry.

A Corporate Social Responsibility (CSR) arm of K Raheja Realty Group, Sheila Raheja Institute of Hotel Management empowers the current generation of hospitality learners to develop into future hotel industry leaders.

As a prelude to their successful career in the hotel and catering industry where skill and knowledge are integral to comprehensive management, the Institute provides a vibrant learning environment through its innovative hotel and culinary courses. Its strong and functional industry partnerships enhance learner skills and knowledge thus enabling excellence.





Vision

"To be the preferred Institution of choice for hospitality education aligning with dynamic needs of the hospitality Industry".

Mission

- Empower the current generation of hospitality learners to develop into future industry leaders.
- Create a vibrant learning environment through innovative academic pedagogy.
- Craft functional industry partnerships to enhance learner skills and knowledge, thus enabling excellence.





Gender Sensitization at SRIHM

Gender sensitization is the process of teaching and creating awareness regarding gender equality and altering the behavior and perceptions that people have about their own and other genders. In other words, it is the process of making people aware of gender equality or the lack of it to eliminate gender discrimination.

The role of every educational institute is to educate the new generation and make them responsible citizens of the nation. At SRIHM we not only strive to create responsible Chefs, Food & Beverage service providers, Front Office personnel, and Good Housekeepers but also groom them to become future leaders. To create good citizens and leaders it is necessary to instill right values in the students.

The concept of gender equity refers to "fairness of treatment for women and men, according to their respective needs". This includes equal treatment or treatment that is different, but which is considered equivalent in terms of rights, benefits, obligations and opportunities" The aim of gender equity policy is to ensure that: Women and men enjoy the same opportunities, rights and obligations in all areas of life. Everyone, regardless of gender, has the right to work and support themselves. They can all, irrespective of their gender, balance their careers and family life.

The process of gender sensitization begins at the time of admission, where admissions are given purely on merit basis. Every student gets an equal opportunity to contest themselves for elections be it for the positions of President, General Secretary or Class Representative.

Every student is given a fair chance to go for industrial waitings which is an on the job after college training, campus interviews and to enter any inter-collegiate competition.

The college has provision for separate changing rooms and washrooms for male and female students and faculty. Sanitary Napkin vending machines are placed in the women's washrooms.



From a security point of view the classrooms, kitchens, and the corridors, elevators are under CCTV surveillance. Male and female security guard appointed for the safety of the students.

The Active Anti-Ragging Committee, Grievance and Internal Complaints Committee is appointed to redress any student related issues. Orelle software purchased by college in order for students to address their grievances. Nirbhaya letter box fixed on the ground floor of the campus so that the girls can put their grievances.

A Certified Counsellor is available in college for students having any issues. Dr. on-call available for any emergency. Gymnasium facilities available for students. Aids awareness conducted for the students.

Self-defense workshop conducted for the female students.

Every committee in the college has fair equilibrium of male and female faculty members and students.





INTRODUCTION TO GENDER AUDIT

Gender Audit is an evaluative process that analyzes the current state of gender equality within an organization, pinpointing prominent gender biases. This comprehensive assessment delves into various facets, including the status of gender equality in policy and decision-making structures, organizational culture, and processes. It also involves capturing staff perceptions, understanding, and behaviors related to gender issues.

A Gender Audit also extends its evaluation to assess the integration of the gender perspective in academic policies and programs, study curricula, and the management of work and staff well-being.

Ultimately, the Gender Audit paints a detailed picture of the existing situation from a gender perspective.

Its objectives are as follows:

- 1. Understand Current Practices: Gain insight into the organization's current practices and situation from a gender perspective, identifying both gaps and strengths.
- 2. Collect Comprehensive Data: Gather qualitative and quantitative data for subsequent analysis.
- 3. Establish a Baseline: Create a baseline that serves as the foundation for designing the Gender Equality Plan.
- 4. Build Awareness: Foster a common awareness and understanding within the organization. This collective understanding is crucial for the successful implementation of the Gender Equality Plan in the future.





The process of Gender Audit was conducted in our college in following ways:

- 1. Power Point Presentation.
- 2. Awareness through lectures and interactive sessions with the students and staff.
- 3. Sending students for competitions.
- 4. Awareness in students and staff members through circulating questionnaire about their safety and security in the college premises.

At SRIHM we aspire to cultivate, attract, and retain a workforce that is attuned to gender sensitivity. This dedicated staff, in turn, aims to foster improved relationships between men and women within the community. The goal is to mold our students into responsible citizens, contributing positively to the development of our nation.



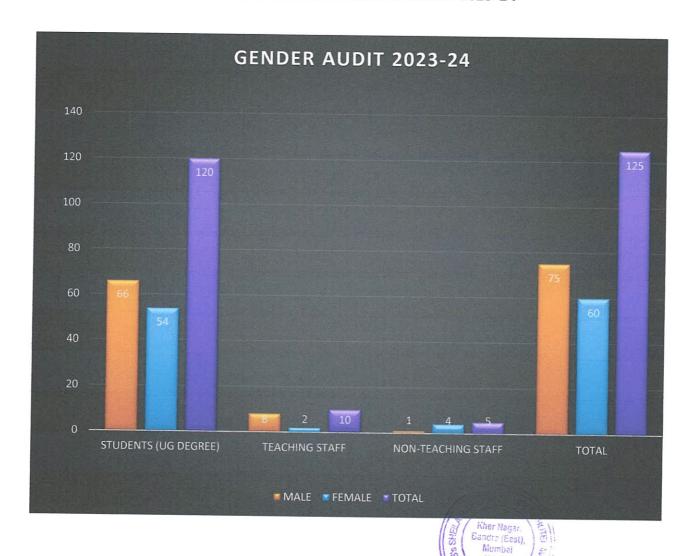


GENDER AUDIT AT SRIHM

Particulars of the Gender Audit 2022-23

PARTICULARS	MALE	FEMALE	TOTAL
STUDENTS (UG DEGREE)	66	54	120
TEACHING STAFF	8	2	10
NON-TEACHING STAFF	1	4	5
TOTAL	75	60	125

CHART 1- GENDER INCLUSIVENESS 2023-24

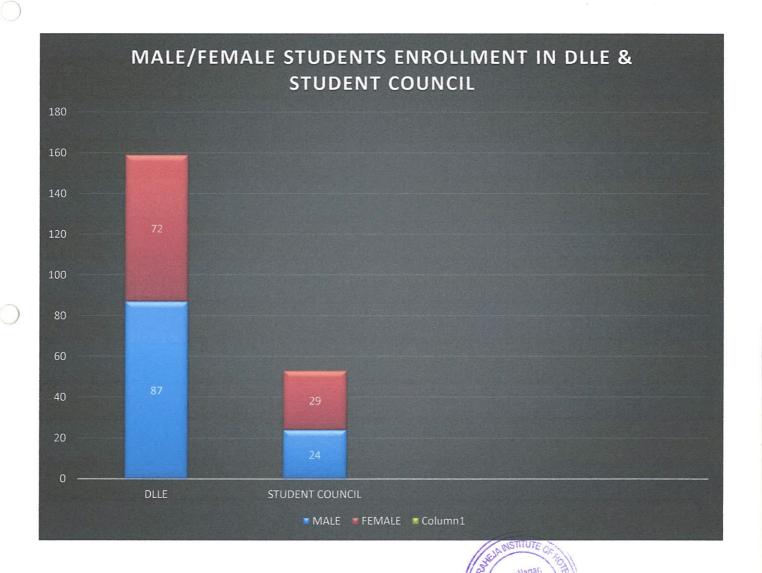


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GENDER AUDIT DATA ASSOCIATIONS ASSOCIATED WITH UNIVERSITY OF MUMBAI

DETAILS	MALE	FEMALE	TOTAL
DLLE	87	72	159
STUDENT COUNCIL	24	29	53





ACADEMIC PERFORMACE AT SRIHM 2023-24 SEMESTER I, III, V

F.Y.B.Sc. (HOSPITALITY STUDIES) SEMESTER I

PARTICULARS	MALE	FEMALE	NO. OF STUDENTS
			APPEARED
TOTAL APPEARED	90	37	127
TOTAL PASSED	41	22	63
PASS %	45.56%	59.56%	49.61%

F.Y.B.C.A. (CULINARY ART) SEMESTER I

PARTICULARS	MALE	FEMALE	NO. OF STUDENTS
			APPEARED
TOTAL APPEARED	29	30	59
TOTAL PASSED	20	27	47
PASS %	68.97%	90%	79.66%

S.Y.B.Sc. (HOSPITALITY STUDIES) **SEMESTER III**

PARTICULARS	MALE	FEMALE	NO. OF STUDENTS APPEARED
TOTAL APPEARED	77	37	114
TOTAL PASSED	60	28	88
PASS %	77.92%	75.67%	77.19%





S.Y.B.C.A. (CULINARY ART) **SEMESTER III**

PARTICULARS	MALE	FEMALE	NO. OF STUDENTS
			APPEARED
TOTAL APPEARED	30	32	62
TOTAL PASSED	21	30	51
PASS %	70%	93.75%	82.26%

T.Y.B.Sc. (HOSPITALITY STUDIES) **SEMESTER V**

PARTICULARS	MALE	FEMALE	NO. OF STUDENTS
			APPEARED
TOTAL APPEARED	79	37	116
TOTAL PASSED	60	34	94
PASS %	75.95%	91.89%	81.03%

T.Y.B.C.A. (CULINARY ART) **SEMESTER V**

PARTICULARS	MALE	FEMALE	NO. OF STUDENTS
			APPEARED
TOTAL APPEARED	29	31	60
TOTAL PASSED	25	28	53
PASS %	86.21%	90.32%	84.13%



Raheja Education Complex, Opp. Colgate Ground, Kher Nagar, Bandra (East), Mumbai - 400 051. Maharashtra. India www.srihm.edu.in



ACADEMIC PERFORMACE AT SRIHM 2023-24 SEMESTER II, IV, VI

F.Y.B.Sc. (HOSPITALITY STUDIES) SEMESTER II

PARTICULARS	MALE	FEMALE	NO. OF STUDENTS APPEARED
TOTAL APPEARED	90	37	127
TOTAL PASSED	63	29	92
PASS %	70%	78.38%	72.44%

F.Y.B.C.A. (CULINARY ART) **SEMESTER II**

PARTICULARS	MALE	FEMALE	NO. OF STUDENTS
			APPEARED
TOTAL APPEARED	29	30	59
TOTAL PASSED	21	23	44
PASS %	72.41%	76.67%	74.58%

S.Y.B.Sc. (HOSPITALITY STUDIES) SEMESTER IV

PARTICULARS	MALE	FEMALE	NO. OF STUDENTS
			APPEARED
TOTAL APPEARED	77	37	114
TOTAL PASSED	72	30	102
PASS %	93.51%	81.08%	89.47%





S.Y.B.C.A. (CULINARY ART) **SEMESTER IV**

PARTICULARS	MALE	FEMALE	NO. OF STUDENTS
			APPEARED
TOTAL APPEARED	30	32	62
TOTAL PASSED	26	30	56
PASS %	86.67%	93.75%	90.32%

T.Y.B.Sc. (HOSPITALITY STUDIES) **SEMESTER VI**

PARTICULARS	MALE	FEMALE	NO. OF STUDENTS
			APPEARED
TOTAL APPEARED	79	37	116
TOTAL PASSED	56	34	90
PASS %	70.88%	91.89%	77.59%

T.Y.B.C.A. (CULINARY ART) **SEMESTER VI**

PARTICULARS	MALE	FEMALE	NO. OF STUDENTS
			APPEARED
TOTAL APPEARED	29	31	60
TOTAL PASSED	26	28	54
PASS %	89.66%	90.32 %	90%

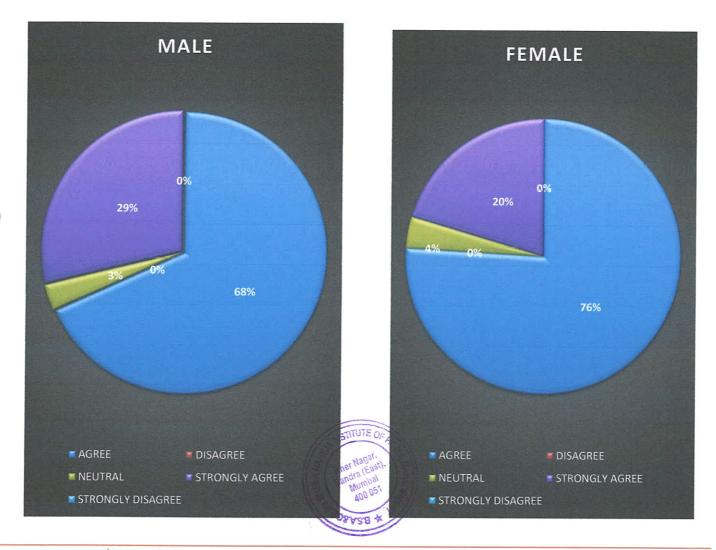




GENDER AUDIT- SURVEY AND ANALYSIS

1. The College conducts gender sensitization programs as a part of its curriculum

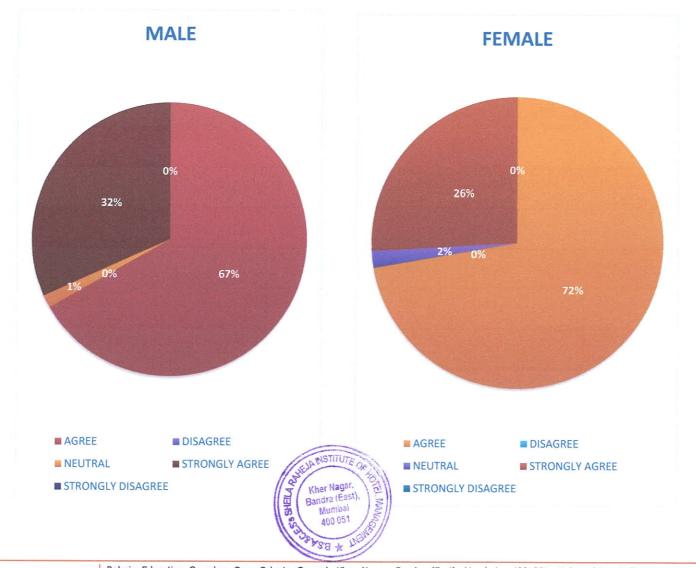
OPTIONS	MALE	FEMALE
AGREE	45	41
DISAGREE	0	0
NEUTRAL	2	2
STRONGLY AGREE	19	11
STRONGLY DISAGREE	0	0





2. The college conducts gender awareness programs, such as awareness of sexual harassment, Laws concerning sexual harassment, respect every gender etc

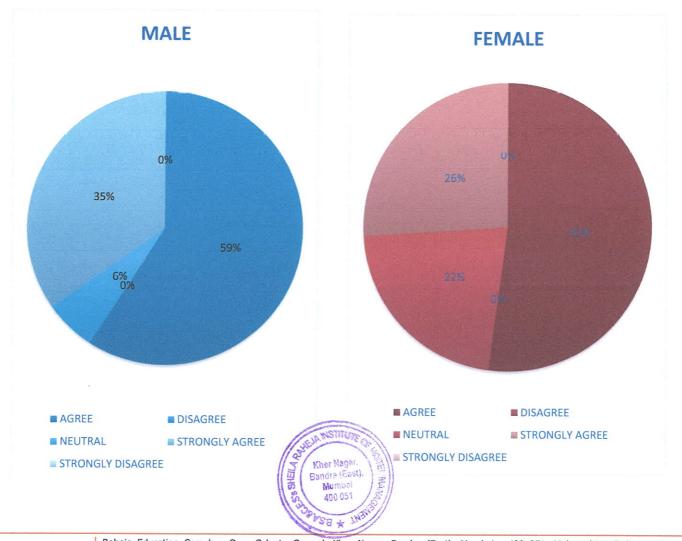
OPTIONS	MALE	FEMALE
AGREE	44	39
DISAGREE	0	0
NEUTRAL	1	1
STRONGLY AGREE	21	14
STRONGLY DISAGREE	0	0





3. Adequate number of toilets are available on each floor of the college campus for students.

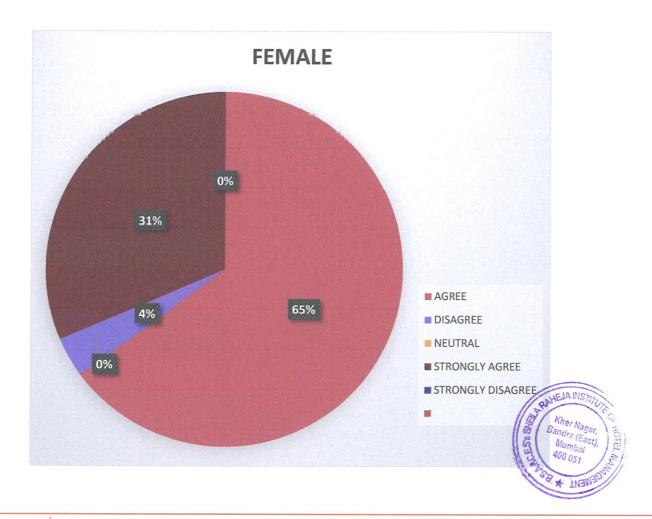
OPTIONS	MALE	FEMALE
AGREE	39	38
DISAGREE	0	0
NEUTRAL	4	16
STRONGLY AGREE	23	19
STRONGLY DISAGREE	0	0





4. ONLY FOR GIRL STUDENTS -- Adequate facilities are available inside the toilet keeping in mind the need of the girl students. Adequate disposal bins and vending machines are available in the toilet.

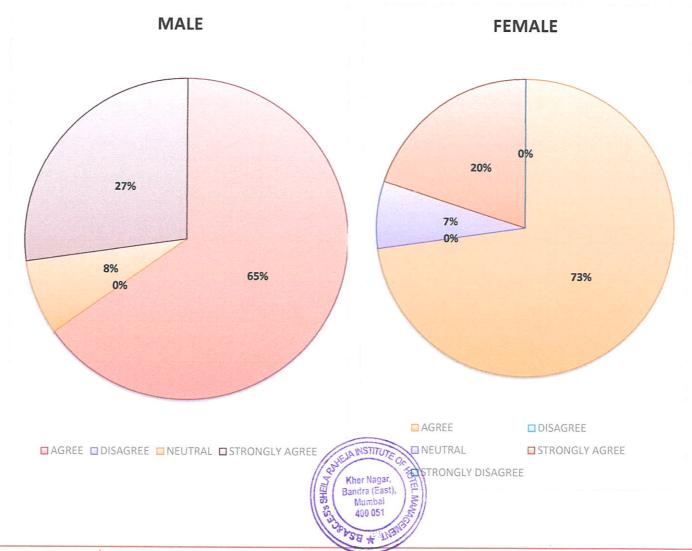
OPTIONS	FEMALE
AGREE	35
DISAGREE	2
NEUTRAL	0
STRONGLY AGREE	17
STRONGLY DISAGREE	0





5. Adequate lighting is available inside the campus during night?

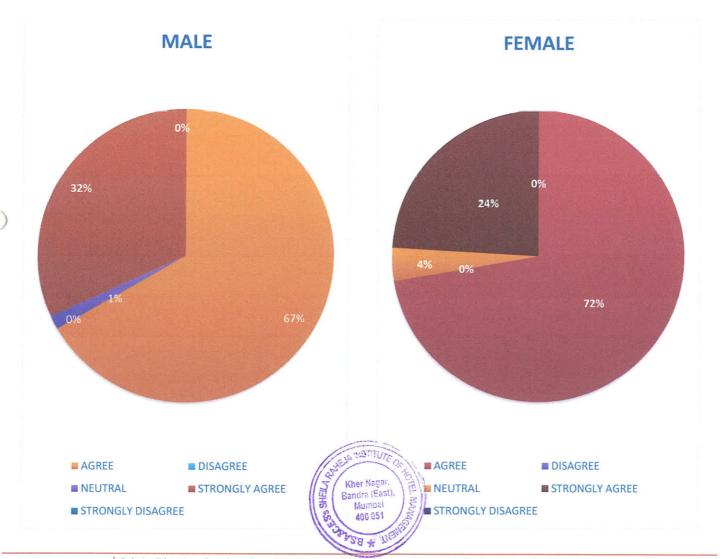
OPTIONS	MALE	FEMALE
AGREE	43	40
DISAGREE	0	0
NEUTRAL	5	4
STRONGLY AGREE	18	11
STRONGLY DISAGREE	0	0





6. Adequate security arrangements have been made in the campus and common areas during day and night.

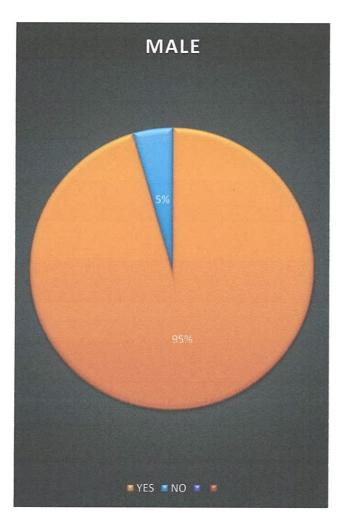
OPTIONS	MALE	FEMALE
AGREE	44	39
DISAGREE	0	0
NEUTRAL	1	2
STRONGLY AGREE	21	13
STRONGLY DISAGREE	0	0

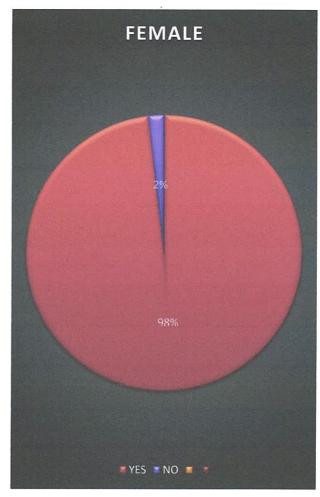




7. Internal Complaints Committee is set up in the college and students are aware about this committee.

OPTIONS	MALE	FEMALE
YES	63	53
NO	3	1

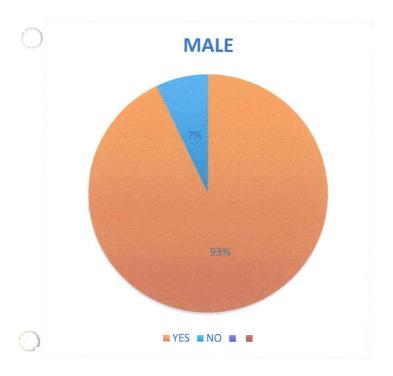


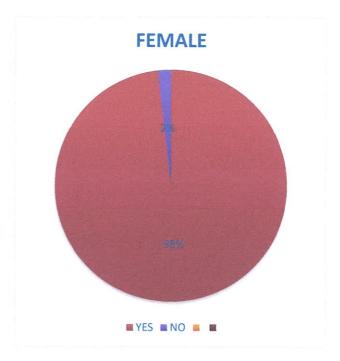




8. Are you aware about Internal Complaints Committee that deals with sexual harassment issues in your college?

OPTIONS	MALE	FEMALE
YES	52	53
NO	4	1



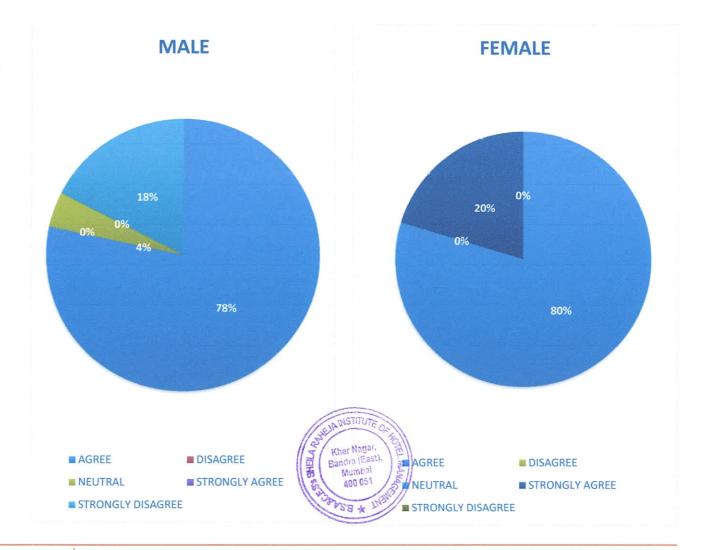






9. The Internal Complaints Committee consists of Lady Faculty members.

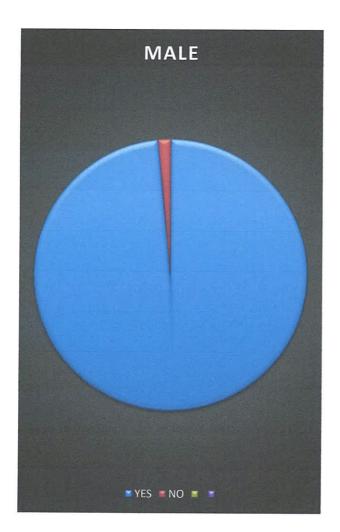
OPTIONS	MALE	FEMALE
AGREE	94	43
DISAGREE	0	0
NEUTRAL	5	0
STRONGLY AGREE	0	11
STRONGLY DISAGREE	21	0

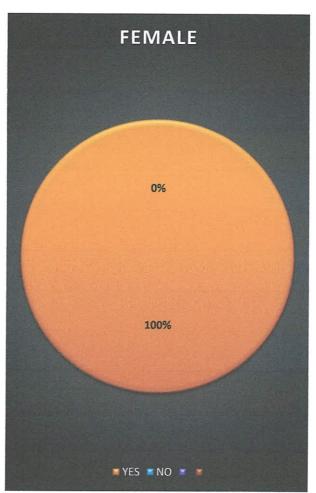




10. A grievance redressal cell is set up in the college.

OPTIONS	MALE	FEMALE
YES	65	54
NO	1	0



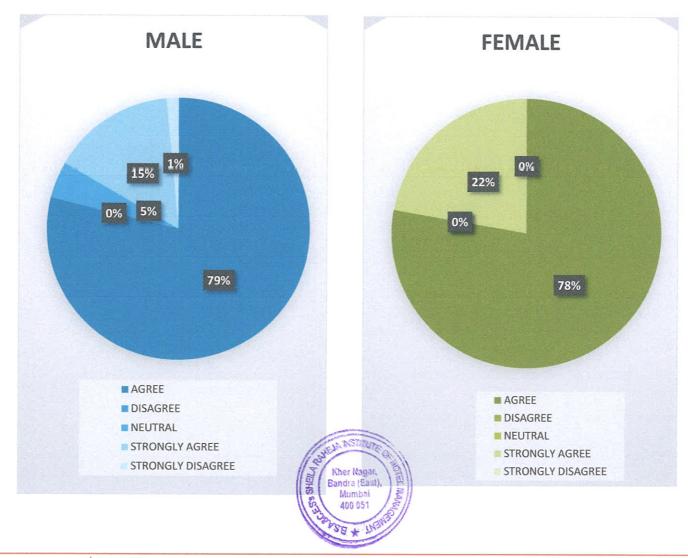






11. Can you reach out to Internal Complaints Committee for sexual harassment related grievances, if any?

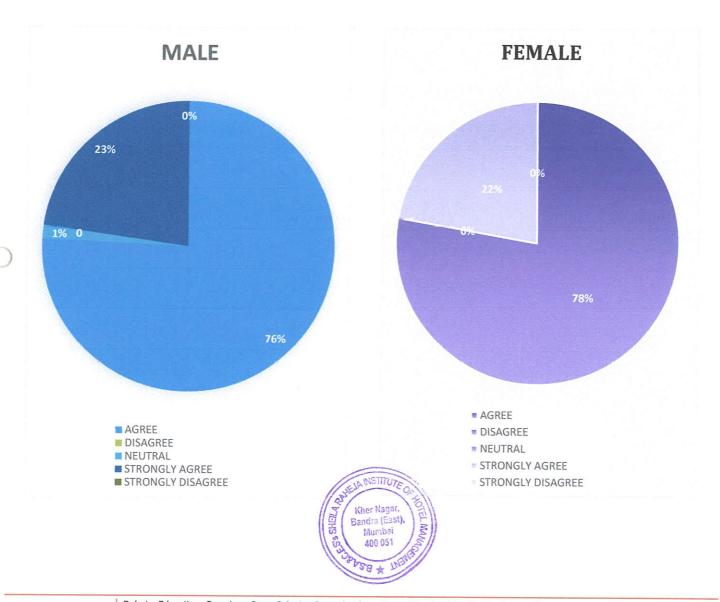
OPTIONS	MALE	FEMALE
AGREE	52	43
DISAGREE	0	0
NEUTRAL	3	1
STRONGLY AGREE	10	10
STRONGLY DISAGREE	1	0





12. The classroom offers equal opportunities to all genders.

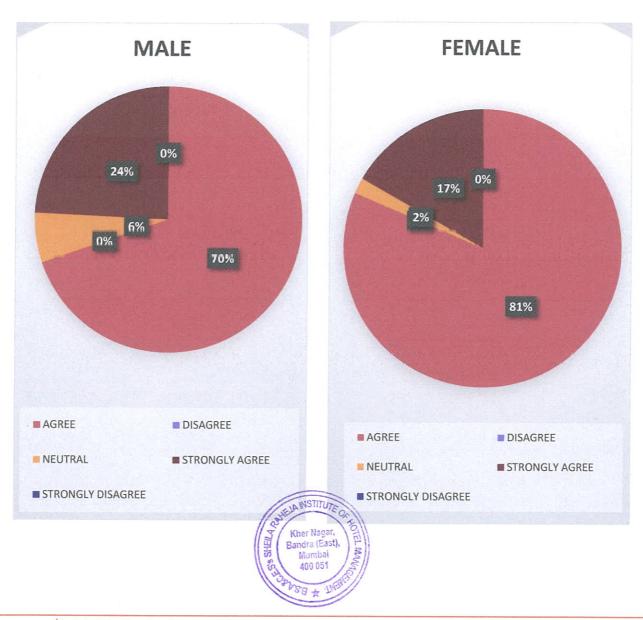
OPTIONS	MALE	FEMALE
AGREE	50	42
DISAGREE	0	0
NEUTRAL	1	0
STRONGLY AGREE	15	12
STRONGLY DISAGREE	0	0





13. The College offers equal opportunities to all genders on sports?

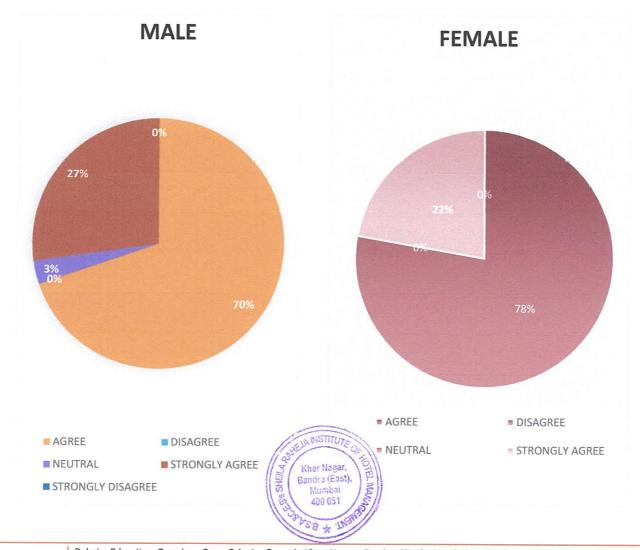
OPTIONS	MALE	FEMALE
AGREE	46	44
DISAGREE	0	0
NEUTRAL	4	1
STRONGLY AGREE	16	9
STRONGLY DISAGREE	0	0





14. There is equal opportunity to all genders to work with various clubs and forums in the college.

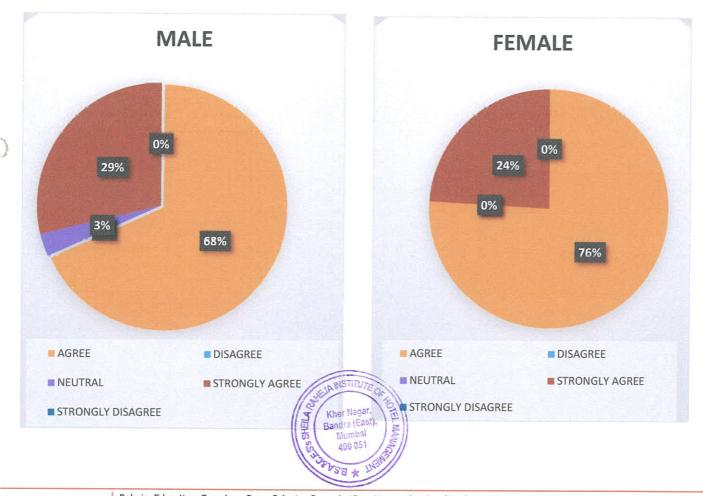
OPTIONS	MALE	FEMALE
AGREE	46	42
DISAGREE	0	0
NEUTRAL	2	0
STRONGLY AGREE	18	12
STRONGLY DISAGREE	0	0





15. There is equal opportunity to all genders for free and fair expression of ideas.

OPTIONS	MALE	FEMALE
AGREE	45	41
DISAGREE	0	0
NEUTRAL	2	0
STRONGLY AGREE	19	13
STRONGLY DISAGREE	0	0





CONCLUSION OF THE SURVEY

The points concluded from this gender audit were as follows:

- 1. 92.86% Male students and 98.15% of the Female students were aware of the Gender Sensitization Program in the college.
- 2. 73.33% Male students and 100 % of the Female students knew of the Internal Complaints Committee in the college.
- 3. 93.94% Male students and 98.15% of the Female students were aware of the Internal Complaints Committee in the college redressing with the complaints regarding sexual harassment at workplace.
- 4. 98.48% Male Students and 100% of the Female Students were also aware of the Grievance Redressal Cell in the college
- 5. Satisfactory responses were avail towards the facilities such as infrastructure, changing rooms for male and female students, its cleanliness and most of all their security etc.
- 6. Students also responded positively when it came to the opportunities given to them for participating in any competitions, events, elections etc.
- 7. The overall academic performance of girls was far more satisfactory as compared to the boys.





RECOMMENDATION

- 1. Encourage the use of gender-neutral language in educational materials to eliminate stereotypes and create an environment where everyone feels represented and included.
- 2. Break down stereotypes associated with specific professions by portraying diverse role models, such as showcasing a female as Executive Chef or General Manager and a male as Executive Housekeeper. Challenge societal expectations to inspire students to pursue any career based on their interests and skills.
- 3. Foster inclusivity by using gender-neutral pronouns like 'everyone' instead of exclusive terms like 'guys.' This simple linguistic shift can make a significant impact on creating a welcoming atmosphere for all students.
- 4. Break down gender-based segregation by avoiding separate lines, sports activities, and seating arrangements. Foster a collaborative environment where boys and girls can work together on projects, promoting teamwork and dismantling gender-based divisions.
- 5. Evaluate educational materials to ensure equal representation of genders. This not only helps students see themselves in diverse roles but also challenges preconceived notions about gender roles.
- 6. Facilitate collaborative projects that involve both boys and girls, promoting teamwork, mutual respect, and breaking down traditional gender-based barriers in the learning environment.
- 7. Engage students in activities that raise awareness about gender bias, using historical events, laws, and cultural changes as examples. Empower students to identify instances of gender bias and work towards creating a more equitable and inclusive society.



GENDER POLICIES

In a wider perspective, the term 'Gender' encompasses societal perceptions of characteristics, connections, and possibilities linked to both male and female identities. An 'Employee' is defined as any individual presently engaged with the Institute, encompassing permanent, full-time, part-time, and contracted personnel. A 'Student' refers to any person currently enrolled in the Institute for academic pursuits. 'Equity' is the commitment to impartial and just treatment, ensuring that rights, privileges, responsibilities, and opportunities are extended without any form of gender bias to uphold equitable standards.

The goals of the gender equality and sensitivity policy are as follows:

✓ Upholding the national pledge to achieve gender equality.

✓ Proactively preventing any transgressions of National Acts that prohibit gender injustice, with a focus on rectifying violations of gender-based rights and advancing women's empowerment.

✓ Cultivating a gender-sensitive environment that values and embraces gender diversity.

✓ Guaranteeing equal opportunities for all women, devoid of any discriminatory

✓ Establishing effective mechanisms for preventing and addressing instances of gender-based violence and discrimination.

✓ Ensuring the thorough implementation of this policy in both its literal and intended essence.

POLICY SCOPE:

This policy encompasses any form of injustice, violence, discrimination, or insensitivity directed at female employees or students within the institute. It applies to various aspects such as membership in committees, leave sanction, admission processes, enrollment, curriculum, evaluation, participation in events and programs, research, use of facilities and resources, and training.

KEY OBJECTIVES:

· Creating Safe Spaces: Establishing a safe environment that refrains from perpetuating injustice and violence against women.



- Awareness of Government Policies: Disseminating information about government policies and welfare schemes for female students and women staff.
- Promoting Inclusiveness: Fostering inclusiveness, tolerance, harmony, and women's empowerment among both students and staff.
- Social Responsibility Activities: Organizing activities like blood donation camps, AIDS awareness, addressing issues like female feticide, dealing with the COVID-19 pandemic, etc., as a contribution to society.
- Health and Empowerment Initiatives: Promoting activities related to health, nutrition, self-defense, entrepreneurship, and career enhancement among female students.
- Workshops and Training: Conducting workshops on cybercrime, safety and security in hotels, career enhancement, diversity, and gender-sensitive communication for both students and staff.
- Counseling and Guidance: Providing professional counseling services to students and guiding those regarding financial investments.
- Mentorship Programs: Establishing a mentorship system within the college to address gender-related issues for both faculty and students.
- Monitoring and Evaluation: Implementing mechanisms for monitoring, evaluating, and following up on the implementation of policies.
- Awareness-Raising Activities: Conducting regular awareness-raising activities among students and staff.
- Gender Equality Committee: Constituting a Gender Equality and Sensitivity Committee to organize training programs on Gender Awareness and Sensitivity.
- Training for All: Mandating gender awareness and sensitivity training for all employees and students.



Gender-Sensitive Teaching and Learning: Incorporating gender-sensitive approaches in teaching and learning processes across disciplines.

- Equal Opportunities: Ensuring no gender-based discrimination in staff selection for professional development opportunities and training.
- Committee Representation: Mandating the representation of women in committees.
- Women-Specific Leave: Granting women-specific leave in line with national policies.
- Admission Equality: Ensuring no denial of admission based on gender.
- Fair Student Evaluation: Implementing a policy of fair treatment for male and female students alike during evaluations.
- Gender-Sensitive Events: Adopting a gender-sensitive approach in organizing events, meetings, and conferences, giving due respect and representation to women staff and students.
- Infrastructure Facilities: Providing women-specific infrastructure facilities on campus.
- International Women's Day: Celebrating International Women's Day (8 March) annually in the institute.
- Annual Gender Awareness Program: Organizing at least one program annually focused on gender awareness and sensitization.





INTERNAL COMPLAINTS COMMITTEE

The ICC plays a crucial role in ensuring a vigilant response to address and promptly resolve cases of sexual harassment. As the sole authority responsible for investigating complaints, the ICC is committed to addressing and redressing such issues with urgency and efficiency.

The ICC training constitutes a vital component of the complaint resolution process, serving as a key mechanism for equipping the Internal Complaints Committee (IC) with essential knowledge about compliance under the POSH Act. Our training program is specifically designed to address the following key aspects:

Empowering ICC with Defined Powers: Ensuring a comprehensive understanding of the powers conferred upon the ICC by the POSH Act is a crucial focus. This involves imparting knowledge on the legal authority and responsibilities vested in the committee.

Methodology for Conducting Inquiries: The training delves into the systematic approach and methodologies essential for conducting thorough inquiries into sexual harassment complaints. This includes guidelines on maintaining objectivity, fairness, and confidentiality throughout the investigative process.

Guidelines Compliance: ICC members are educated on the critical guidelines they are mandated to adhere to while conducting inquiries into sexual harassment complaints. This encompasses ethical considerations, procedural protocols, and the importance of procedural fairness.

Timely Resolution: The training emphasizes the adherence to timelines stipulated by the Act for resolving complaints. Participants are equipped with strategies to efficiently manage and conclude investigations within the specified timeframes.

The training also sheds light on the broader context of the POSH Act, providing a comprehensive overview of its significance and implications for organizations. This includes a detailed understanding of the Act's applicability, which extends to all organizations with more than 10 employees, both in the public and private sectors.

Furthermore, the training underscores the necessity for organizations to develop a POSH policy in accordance with the Act and its associated rules. This policy is an integral part of an organization's commitment to preventing, prohibiting, and



redressing instances of sexual harassment.

The main function of the Internal Complaints Committee is:

- 1. Implementation of the Internal Complaints Committee Policy relating to the prevention of sexual harassment.
- 2. Resolving complaints by the aggrieved based on the guidelines of the Internal Complaints Committee Policy.
- 3. Recommending actions to be taken by the Employer.
- 4. As per Section 11(3) the Internal Complaints Committee enjoys the powers same as that of a Civil Court and therefore:
- A. It is empowered to initiate an inquiry into a complaint of sexual harassment at the workplace according to the Internal Complaints Committee Policy.
- B. IC has the power to summon witnesses and parties to state the committee.
- C. It enjoys the discretion of summoning evidence to be examined if it may be deemed necessary to do so by the members of the Committee.

The main responsibility that lies with the ICis:

- 1. Receive complaints of sexual harassment at the workplace
- 2. Initiate and conduct an Inquiry as per the company's procedure
- 3. Submit findings and recommendations of all such inquiries
- 4. Coordinate with the Employer in implementing appropriate action
- 5. Maintain strict confidentiality throughout the process as per established guidelines of the Internal Complaints Committee Policy
- 6. Submit annual reports in the prescribed format as prescribed
- 7. The Internal Complaints Committee is required to be vigilant to redress the sexual harassment complaints and resolve the same ASAP.





ICC COMMITTEE MEMBERS LIST

Sr. no.	Post of Committee Members	Employee Name	Designation	Contact No.	E-mail ID
1	Presiding Officer	Ms.Jasmine Reddy	Assistant Professor	Presiding Officer	jasmine.reddy@srihm.edu.in
2	Member	Ms. Suchismita Roy Indra	Assistant Professor	Member	suchismita.r@srihm.edu.in
3	Member	Ms.Sreejita Vikas	Assistant Professor	Member	sreejita@srihm.edu.in
4	Member	Ms. Deepali Darekar	Head Clerk Incharge	Member	deepali.darekar@srihm.edu.in
5	Member	Ms.Tanushka Acherekar	President, Student Council	Member	tanushka367@gmail.com
6	Member	Mr.Soham Nagvekar	General Secretary, Student Council	Member	sohamjeevan@gmail.com
7	Member	Ms.Riya Dsouza	Lady Representative ,Student Council	Member	riyaandrewdsouza@gmail.com
8	Member	Ms. Radha Ambekar	N.G.O. Representative	Member	-





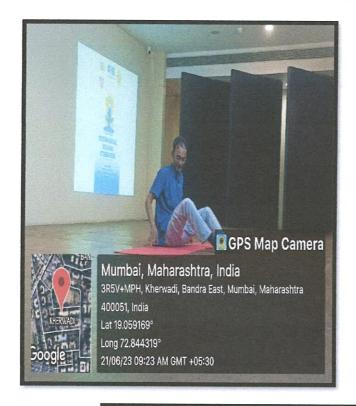
EVENT LIST

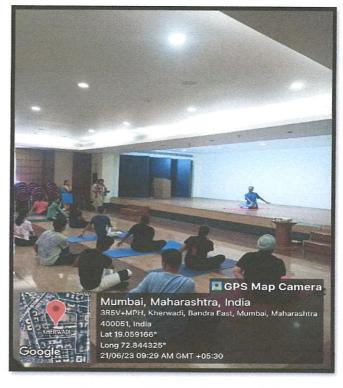
SR.NO.	NAME OF EVENTS	
1.	YOGA DAY	
2.	SEMINAR ON CYBER SECURITY	
3.	UDAAN FEST	
4.	SELF DEFENCE	
5.	SEMINAR ON GENDER SENSITIZATION	

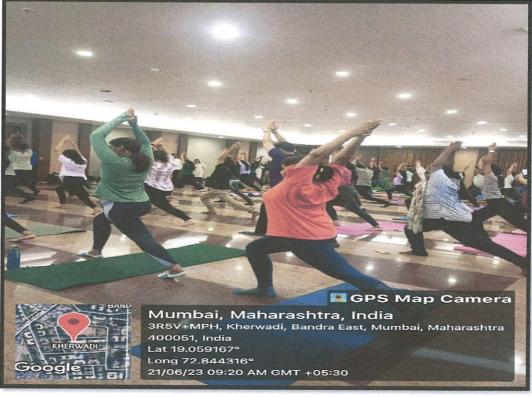




YOGA DAY



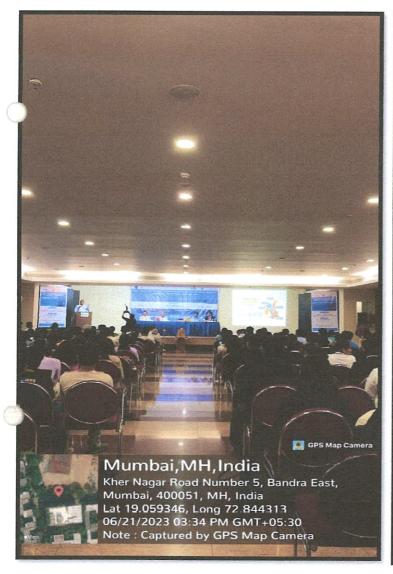








SEMINAR ON CYBER SECURITY









UDAAN FEST







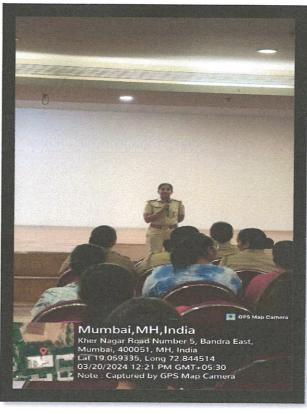




SELF DEFENCE





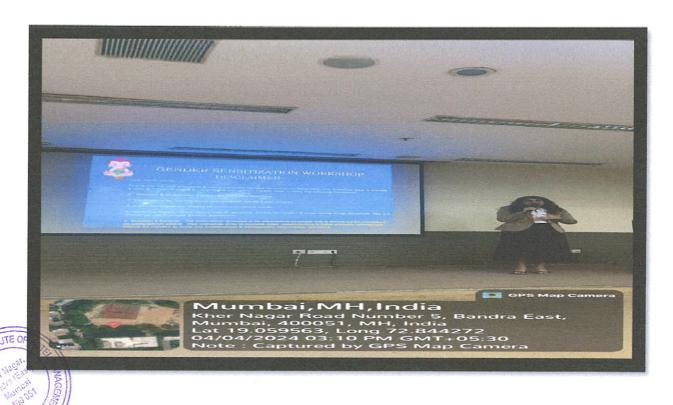






SEMINAR ON GENDER SENSITIZATION







CONCLUSION

The findings highlight the importance of maintaining inclusivity and equal opportunities to ensure a positive educational experience. The survey helps the college identify its strengths in promoting gender sensitivity, inclusivity, and equal opportunities. It also highlights areas that may require improvement, allowing the college to address any concerns and make necessary changes to create a more inclusive and supportive environment for all students.

SUGGESTIONS

- More awareness program on Legal rights & Gender Sensitization.
- Enhance gender sensitization programs and awareness of third gender
- Implement faculty training on gender sensitivity.
- Implement student workshops and case studies on Gender Inclusiveness.

DOPATI BANERIEE

H.O.D

H.A.F.T

SOPHIA MANOROMA DEVI SOMANI COLLEGE

MANDAR PARAB

PRINCIPAL

L.S. Raheja School of Architecture

D'SOUZA

Sheila Raheja Institute of Hotel Management

Principal Shella Ratio in tenting and Julei Management Rahela Filono o Ground,