



**Welfare of Masses**

# **GENDER POLICY**

**Marathwada Mitra Mandal's**

**College of Commerce (MMCC)**

202/A Deccan Gymkhana, Pune 411004

*“A bolder and more ambitious vision for gender equality  
and the empowerment of all”*

*(Ref. UNICEF Gender Policy 2021-2030)*

**MMCC** is committed to all its stakeholders for gender sensitivity, equity and equality. The college meticulously observes the safety, security and well being of all genders through its ‘Equal Opportunity Cell’. The institution is committed for the inclusive, hollistic and sustainable development of the students and society as whole; through positive and productive interventions in the teaching and learning process. The aspect of gender policy is aligned with the 21st century global sustainable development goals and gender equality vision by UNICEF.

#### **Main Objectives of the Gender Policy :**

- Zero tolerance towards discrimination, sexual exploitation, abuse, and harassment through its Anti-Ragging Committee, Internal Complaint Committee, Equal Opportunity Cell, Reservation Committee, Grievance Redressal Cell etc.
- Awareness on menstrual health and hygiene along with doing away with taboos about menstrual health through activities organized by Priyadarshini Yuvati Manch.
- Social and gender neutral / inclusive environment through its campus and various cells

MMCC GENDER POLICY DOCUMENT



MMCC is committed to being a gender inclusive campus that provides the appropriate interventions in developing the capacity of students, staff through academics & extra curricular programmes to deliver more gender-equitable results that hold us accountable to our commitments.

The College provides gender-neutral Infrastructure and facilities such as restrooms, common rooms, menstrual hygiene facility etc to contribute to a more inclusive environment. The college encourages participation of various stakeholders in different academic and administrative processes of the college including extracurricular activities, leadership roles and decision-making processes to make the college campus inclusive and holistic.

**Democratic and Inclusive Environment:** The college has policies in place that provide democratic (student representation on various college committees) and inclusive environment (equal opportunity cell) for all and ensures that effective mechanisms are available for reporting and addressing such issues through Grievance Redressal Cell.

**Equal Opportunity and Representation:** The college works towards ensuring equal opportunities for individuals of all genders in terms of admissions, employment and participation in various activities.



**Women's Safety and Security:** The college implements safety measures and provides support services that ensure the safety and security of all.

This Gender Policy promotes gender equality as an essential element of the mandate to promote the realization of equal human rights. In tandem with the Gender Sensitisation Action Plan, the policy provides a framework and roadmap for the college to operationalize these values, principles to deliver sustainable results for everyone.

Prepared by:

Verified by:

Approved by:



Prof. Swapnil Kamble

Incharge- Criteria 7



Dr. Swapna Kolhatkar

IQAC Coordinator



Dr. Devidas Golhar

Principal

MMCC GENDER POLICY DOCUMENT





MARATHWADA MITRA MANDAL'S  
**COLLEGE OF COMMERCE**

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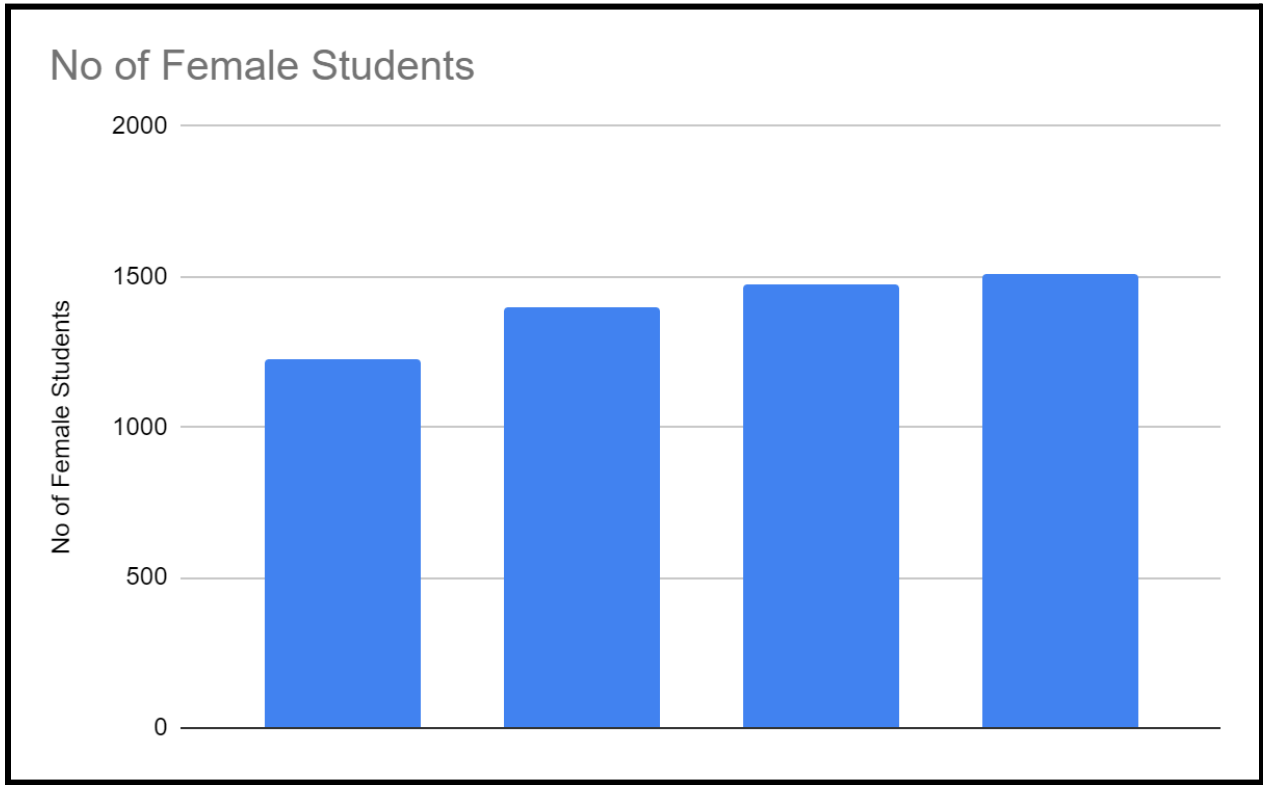
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**GENDER AUDIT**

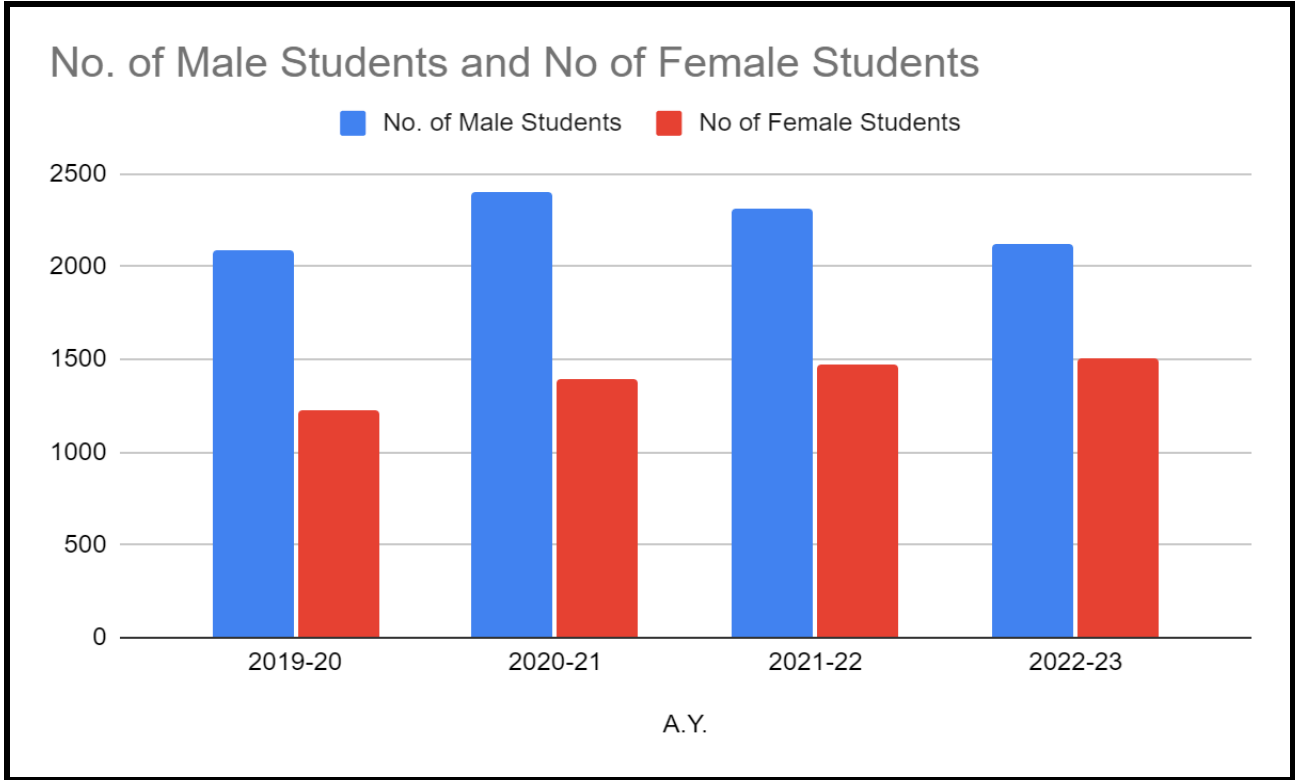
A.Y.	No. of Male Students	No of Female Students
2019-20	2087	1227
2020-21	2399	1397
2021-22	2318	1476
2022-23	2119	1511





Progression of Number of female students in the last four years





Total Number of Students from 2019-20 to 2022-2023





“येथे बहुतांचे हित”

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## Report of Anti Ragging Committee

**AY 2022-23**

The report submitted by the Anti Ragging Committee for AY 2022-23 mentions no case registered of ragging in the college campus.

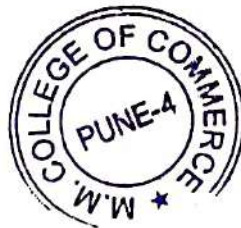
No. of cases registered	No. of cases disposed off	No. of cases pending for more than ninety days	Nature of action taken by the employer
0	0	0	NA

Dr Ashwini Parkhi  
Coordinator

Sign / Date: 9/05/2023

Dr. Devidas Golhar  
Chairperson

Sign / Date: 9/05/2023







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**Report of Grievance Redressal Cell**

**AY 2022-23**

The annual report 2022-23 submitted by the Grievance Redressal Cell mentions zero complaints of students.

No. of complaints received	No. of complaints disposed off	No. of complaints pending for more than ninety days	Nature of action taken by the employer
0	0	0	NA

*Shilpa*

Dr. Shilpa Kabra  
Coordinator

Date: 29/3/2022

Dr. Devidas Golhar  
Chairperson

Date: 29/3/2022





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**Report of Internal Complaint Committee**

**AY 2022-23**

The annual report 2022-23 submitted by Prevention of Sexual Harassment Committee mentions zero complaints of sexual harassment.

No. of complaints received	No. of complaints disposed off	No. of complaints pending for more than ninety days	Nature of action taken by the employer
0	0	0	NA

Dr. Ashwini Kulkarni  
Coordinator

Sign / Date: 28/03/2023



Dr. Devidas Golhar  
Chairperson

Sign / Date: 28/03/2023



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## Report of Anti Ragging Cell

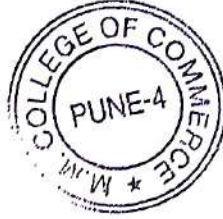
**AY 2021-22**

The annual report 2021-22 submitted by the Anti Ragging Cell mentions no case registered of ragging in the college campus.

No. of cases registered	No. of cases disposed off	Nature of action taken by the employer
NIL	NIL	NA

Dr. Ashwini Parkhi  
Coordinator

Sign / Date: 06/08/2021



Dr. Devidas Golhar  
Chairperson

Sign / Date: 06/08/2021



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MARATHWADA MITRA MANDAL'S

## COLLEGE OF COMMERCE

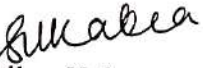
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### Report of Grievance Redressal Cell

AY 2021-22


The annual report 2021-22 submitted by the Grievance Redressal Cell mentions zero complaints of students.

No. of complaints received	No. of complaints disposed off	No. of complaints pending for more than ninety days	Nature of action taken by the employer
0	0	0	NA

  
Dr. Shilpa Kabra  
Coordinator

Sign / Date: 26/3/2022



  
Dr. Devidas Golhar  
Chairperson

Sign / Date: 26/3/2022



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***Report of Internal Complaints Committee (ICC) on Sexual  
Harassment of women at workplace***

**AY 2021-22**


The annual report 2021-22 submitted by Internal Complaints Committee (ICC) on Sexual Harassment of women at workplace mentions zero complaints of sexual harassment.

No. of complaints received	No. of complaints disposed off	No. of complaints pending for more than ninety days	Nature of action taken by the employer
0	0	0	NA

  
Dr. Ashwini Kulkarni  
Coordinator

Sign / Date: 24/03/2022



  
Dr. Devidas Golhar  
Chairperson

Sign / Date: 24/03/2022



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*Report of Anti Ragging Committee*

**AY 2020-21**

The annual report 2020-21 submitted by Anti Ragging Committee mentions zero complaint reported by the students.

No. of complaints received	No. of complaints disposed off	No. of complaints pending for more than ninety days	Nature of action taken by the employer
0	0	0	NA

Prepared By / Verified By

  
Dr. Ashwini Parkhi  
Coordinator  
Sign / Date: 07/03/2021

Approved By

  
Dr. Devidas Golhar  
Chairperson  
Sign / Date: 07/03/2021





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**Report of Grievance Redressal Committee**

**AY 2020-21**

The annual report 2020-21 submitted by Grievance Redressal Committee mentions zero grievance reported by the students.

No. of complaints received	No. of complaints disposed off	No. of complaints pending for more than ninety days	Nature of action taken by the employer
0	0	0	NA

Prepared By / Verified By

*Shilpa Kabra*  
Dr. Shilpa Kabra  
Coordinator

Sign / Date: 07/04/2021

Approved By

*Dr. Devidas Golhar*  
Dr. Devidas Golhar  
Chairperson

Sign / Date: 07/04/2021





MARATHWADA MITRA MANDAL'S  
**COLLEGE OF COMMERCE**

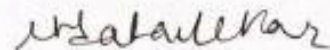
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**Report of Internal Complaints Committee (ICC) on Sexual  
Harassment of women at workplace**

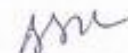
**AY 2020-21**

The annual report 2020-21 submitted by Internal Complaints Committee (ICC) on Sexual Harassment of women at workplace mentions zero complaints of sexual harassment.

No. of complaints received	No. of complaints disposed off	No. of complaints pending for more than ninety days	Nature of action taken by the employer
0	0	0	NA

  
Prof. Nidhi Satavlekar  
Coordinator

Sign / Date: 27/03/2021

  
Dr. Swapna S. Kolhatkar  
Chairperson

Sign / Date: 27/03/2021







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## Report of Anti Ragging Cell

**AY 2020-21**

The annual report 2021-22 submitted by the Anti Ragging Cell mentions no case registered of ragging in the college campus.

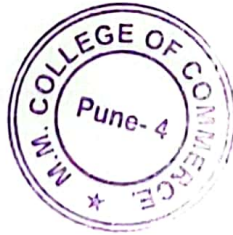
No. of cases registered	No. of cases disposed off	No. of cases pending for more than ninety days	Nature of action taken by the employer
0	0	0	NA

Dr Ashwini Parkhi  
Coordinator

Sign / Date: 25/03/2020

Dr. Devidas Golhar  
Chairperson

Sign / Date: 25/03/2020



MARATHWADA MITRA MANDAL'S  
**COLLEGE OF COMMERCE**  
202/A, Deccan Gymkhana, Pune-411004

**Minutes of Grievance Redressal Committee Meeting A.Y. 2019-20**  
Day & Date: Saturday , 10th August , 2019  
Venue: Principal Sir's Cabin

The following members were present in the meeting:

1. Prof. S.M. Edke
2. Dr.Sunita Pokharna
3. Dr. N.B. Shaikh
4. Prof.Santosh Shenai
5. Dr. S.M.Anpat
6. Dr. Joe Lopez
7. Mr.S.N.Kadam
8. Mrs.Harshala Wadkar

The Co-ordinator read and confirmed the minutes of the previous meeting.  
Following grievances were discussed in the meeting.

Sr.No.	Student Grievance	Committee's Suggestions for action to be taken
1	Grievance received from students regarding replacing lights and fans that are not in working condition in Hall no. 2.	The Chairman directed the grievance to the Repairs and Maintenance Committee for quick and necessary actions.
2	Grievance received from girl students regarding the Water tap got damaged in the Ladies room washroom.	The Chairman directed the grievance to the Repairs and Maintenance Committee for quick and necessary actions

Prepared By



Dr.Sunita Pokharna  
Coordinator



Approved By



Prof. S.M. Edke  
Principal(I/C)



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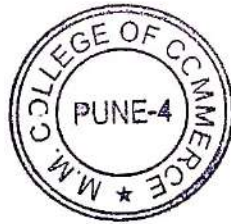
***Report of Internal Complaints Committee (ICC) on Sexual  
Harassment of women at workplace***

**AY 2019-20**

The annual report 2019-20 submitted by Internal Complaints Committee (ICC) on Sexual Harassment of women at workplace mentions zero complaints of sexual harassment.

No. of complaints received	No. of complaints disposed off	No. of complaints pending for more than ninety days	Nature of action taken by the employer
0	0	0	NA

Dr. Ashwini Kulkarni  
Coordinator  
Sign / Date: 07/03/2020



Dr. Devidas Golhar  
Chairperson  
Sign / Date: 07/03/2020



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Date :20<sup>th</sup> Feb 2019


**Annual Report of Anti-Ragging Committee**

**AY 2018-19**

The annual report 2018-19 submitted by Anti Ragging committee.

No. of complaints received	No. of complaints disposed off	No. of complaints pending for more than ninety days	Nature of Action taken
0	0	0	NA

  
Prof.S.M Edke  
Co-ordinator

  
Dr.M.D Lawrence  
Principal



MARATHWADA MITRA MANDAL'S  
**COLLEGE OF COMMERCE**  
202/A, Deccan Gymkhana, Pune-411004

**Minutes of Grievance Redressal Committee Meeting A.Y. 2018-19**  
Day & Date: Thursday , 9th August , 2018  
Venue: Principal Sir's Cabin

The following members were present in the meeting:

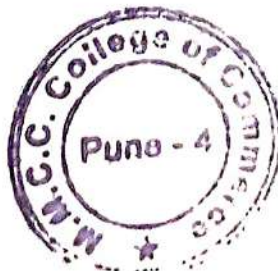
1. Dr.M.D. Lawrence
2. Dr.Sunita Pokharna
3. Dr. N.B. Shaikh
4. Prof.Santosh Shenai
4. Dr. S.M.Anpat
5. Dr. Joe Lopez
6. Mr.S.N.Kadam
7. Mrs.Harshala Wadkar

The Co-ordinator read and confirmed the minutes of the previous meeting.  
Following grievances were discussed in the meeting.


Sr.No.	Student Grievance	Committee's Suggestions for action to be taken
1	Grievance received from students regarding limited food menu options available in the College canteen.	The Chairman directed the grievance to all the HOD's to inform the Canteen owner to increase the food menu options at reasonable prices in the canteen.

Prepared By

  
Dr.Sunita Pokharna  
Coordinator



Approved By

  
Dr.M.D. Lawrence  
Principal



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***Report of Internal Complaints Committee (ICC) on Sexual  
Harassment of women at workplace***

**AY 2018-19**

The annual report 2018-19 submitted by Internal Complaints Committee (ICC) on Sexual Harassment of women at workplace mentions zero complaints of sexual harassment.

No. of complaints received	No. of complaints disposed off	No. of complaints pending for more than ninety days	Nature of action taken by the employer
0	0	0	NA

Dr. Ashwini Kulkarni  
Coordinator  
Sign / Date: 09/03/2019



Dr. M.D. Lawrence  
Chairperson  
Sign / Date: 09/03/2019

सावित्रीबाई फुले पुणे विद्यापीठ  
विद्यार्थी कल्याण मंडळ

UNIVERSITY GRANTS COMMISSION

Academic Year - 2022-2023 (Semester1)

Proforma for monitoring the directions of Hon'ble Supreme Court of India on measures against Ragging in educational institutions

Sr.No	Name of Institute / College	Marathwada Mitra Mandal Marathwada Mitra Mandals College of Commerce Addr: 302/a Deccan Gymkhana Tal: Pune (corporation Area) Dist: Pune Pincode: 411004
	Principal Name	Devidas G Golhar
1	Whether Anti ragging Squads were Constituted ?	Yes
2	Whether Anti ragging Committees were Constituted ?	Yes
3	Whether prospectus mention possible actions against Ragging ?	Yes-Yes
4	Whether names,telephone nos. of authorities to be contacted have been publicized / made available to Freshers?	Yes-Yes
5	Whether students are allowed free access to phone (cell & Landline) in hostel(s) for timely reporting?	Yes-Yes
6	Whether Seniors counseled?	Yes
7	Whether Freshers counseled?	Yes-Yes
8	Whether orientation courses for freshers counseled?	Yes-Yes
9	Anti Ragging Squads -	
	9 (a) Date of Formation	15/07/2021
	9 (b) No.of Members	6
	9 (c) Names of Members	1.Dr.Devidas Golhar (Chairman & Principal) 2.Dr. Charushila Nigudkar 3.Prof. S.M.EDKE 4.Adv. Shaligram 5.Dr. Sandip Anpat 6.Mrs. Harshala Wadkar
	9 (d) No . of raids	3
	9 (e) Frequency of raids	2
	9 (f) Surprise raids	1
	9 (g) Others Measures taken by the squad	Nil
	9 (h) No.of cases detected	0
	9 (i) Action taken as follow up	nil
10	Anti Ragging Committee -	
	10 (a) Date of Formation	15/07/2021
	10 (b) No.of Members	6



सावित्रीबाई फुले पुणे विद्यापीठ  
विद्यार्थी कल्याण मंडळ

UNIVERSITY GRANTS COMMISSION

Academic Year - 2022-2023 (Semester1)

10 (c) Names of Members	1.Dr.Devidas Golhar (Chairman & Principal) 2.Dr. Charushila Nigudkar 3.Prof. S.M.EDKE 4.Adv. Shaligram 5.Dr. Sandip Anpat 6.Mrs. Harshala Wadkar
10 (d) No . of raids	3
10 (e) Frequency of raids	2
10 (f) Surprise raids	1
10 (g) Others Measures taken by the squad	nil
10 (h) No.of cases detected	0
10 (i) Action taken as follow up	nil
11 Inquiry(ies) Conducted ?	nil
12 Panishment meted out ?	
12 (a) Suspension	No
12 (b) Rustication	No
12 (c) Expulsion	No
13 No. of F.I.R.(s) lodged by institution with details	0
14 As per UGC norms online undertaking forms submitted from students,Mention students count	Yes-3500

Signature and Stamp  
Principal/Director



Principal  
Marathwada Mitra Mandal  
College of Commerce  
202/A, Deccan Gymkhana,  
Pune-411004



सावित्रीबाई फुले पुणे विद्यापीठ  
विद्यार्थी कल्याण मंडळ

## UNIVERSITY GRANTS COMMISSION

Academic Year - 2022-2023 (Semester2)

Proforma for monitoring the directions of Hon'ble Supreme Court of India on measures against Ragging in educational institutions

Sr.No	Name of Institute / College	
	Marathwada Mitra Mandal Marathwada Mitra Mandals College of Commerce Addr: 302/a Deccan Gymkhana Tal: Pune (corporation Area) Dist: Pune Pincode: 411004	
	Principal Name	Devidas G Golhar
1	Whether Anti ragging Squads were Constituted ?	Yes
2	Whether Anti ragging Committees were Constituted ?	Yes
3	Whether prospectus mention possible actions against Ragging ?	Yes-Yes
4	Whether names,telephone nos. of authorities to be contacted have been publicized / made available to Freshers?	Yes-Yes
5	Whether students are allowed free access to phone (cell & Landline) in hostel(s) for timely reporting?	Yes-Yes
6	Whether Seniors counseled?	Yes
7	Whether Freshers counseled?	Yes-Yes
8	Whether orientation courses for freshers counseled?	Yes-Yes
9	Anti Ragging Squads -	
	9 (a) Date of Formation	15/07/2021
	9 (b) No.of Members	6
	9 (c) Names of Members	1.Dr.Devidas Golhar (Chairman & Principal) 2.Dr. Charushila Nigudkar 3.Prof. S.M.EDKE 4.Adv. Shaligram 5.Dr. Sandip Anpat 6.Mrs. Harshala Wadkar
	9 (d) No . of raids	3
	9 (e) Frequency of raids	2
	9 (f) Surprise raids	1
	9 (g) Others Measures taken by the squad	Nil
	9 (h) No.of cases detected	0
	9 (i) Action taken as follow up	nil
10	Anti Ragging Committee -	
	10 (a) Date of Formation	15/07/2021
	10 (b) No.of Members	6



सावित्रीबाई फुले पुणे विद्यापीठ  
विद्यार्थी कल्याण मंडळ

UNIVERSITY GRANTS COMMISSION

Academic Year - 2022-2023 (Semester2)

10 (c) Names of Members	1.Dr.Devidas Golhar (Chairman & Principal) 2.Dr. Charushila Nigudkar 3.Prof. S.M.EDKE 4.Adv. Shaligram 5.Dr. Sandip Anpat 6.Mrs. Harshala Wadkar
10 (d) No . of raids	3
10 (e) Frequency of raids	2
10 (f) Surprise raids	1
10 (g) Others Measures taken by the squad	nil
10 (h) No.of cases detected	0
10 (i) Action taken as follow up	nil
11 Inquiry(ies) Conducted ?	nil
12 Panishment meted out ?	
12 (a) Suspension	No
12 (b) Rustication	No
12 (c) Expulsion	No
13 No. of F.I.R.(s) lodged by institution with details	0
14 As per UGC norms online undertaking forms submitted from students,Mention students count	Yes-3500



  
Signature and Stamp  
Principal/Director

**Principal**  
Marathwada Mitra Mandal  
College of Commerce  
202/A, Deccan Gymkhana,  
Pune-411004