



**PADMABHUSHAN VASANTRAO DADA PATIL MAHAVIDYALAYA**  
KAVATHE MAHANKAL, Dist. Sangli (Maharashtra) Pin- 416 405  
**Principal Prof. (Dr.) M. K. Patil** M.Sc., M. Phil., Ph.D. Mob.9421185277  
Phone-02341-295220 Email: kmpvp@rediffmail.com Website: www.pvpkm.ac.in  
**Jr. College Index No. J 22.04.002**

Ref No.: PVPMKM/

Date:

## ALTERNATE SOURCES OF ENERGY AND ENERGY CONSERVATION POLICY

Padmabhushan Vasatraodada Patil Mahavidyalaya Kavathe Mahankal recognizes the critical importance of sustainable energy management and conservation. Our institution is committed to minimizing its environmental footprint by adopting alternative energy sources and implementing energy conservation measures. This policy outlines our commitment to promoting renewable energy and efficient energy use to create a sustainable campus environment.

### OBJECTIVES OF THE POLICY:

- Promote Renewable Energy:** Encourage the use of alternative energy sources such as solar, wind, and biomass to reduce dependence on fossil fuels.
- Enhance Energy Efficiency:** Implement measures to improve energy efficiency across campus operations.
- Raise Awareness:** Educate and engage students, staff, and faculty on the importance of energy conservation and sustainable practices.
- Reduce Environmental Impact:** Lower greenhouse gas emissions and reduce the campus's overall carbon footprint.
- Cost Savings:** Achieve cost savings through reduced energy consumption and lower utility bills.

### SCOPE OF THE POLICY:

This policy applies to all buildings, facilities, and operations within Padmabhushan Vasatraodada Patil Mahavidyalaya Kavathe Mahankal, including:

- Academic buildings
- Administrative offices
- Laboratories
- Common areas and grounds

### MEASURES OF ENERGY CONSERVATION:

#### 1. Renewable Energy Implementation:

**Solar Power:** Install solar panels on rooftops and other suitable areas to generate electricity and reduce reliance on the grid.

**Wind Energy:** Explore the feasibility of wind turbines in appropriate locations on campus.

**Biomass Energy:** Utilize biomass energy solutions for heating and other energy needs.

#### 2. Energy-Efficient Infrastructure:

**Lighting:** Replace conventional lighting with energy-efficient LED bulbs and fixtures. Implement motion sensors and timers to control lighting in common areas.

**Heating, Ventilation, and Air Conditioning (HVAC):** Upgrade HVAC systems to energy-efficient models. Regularly maintain and service HVAC systems to ensure optimal performance.

**Insulation:** Improve building insulation to reduce heating and cooling demands.

### 3. Energy Management Practices:

**Energy Audits:** Conduct regular energy audits to identify areas of high energy consumption and opportunities for improvement.

**Energy Monitoring:** Implement an energy monitoring system to track and analyze energy usage across the campus.

**Operational Efficiency:** Optimize operational schedules for equipment and facilities to reduce unnecessary energy use.

### 4. Education and Awareness:

**Workshops and Seminars:** Organize workshops, seminars, and training sessions on energy conservation and renewable energy for students, staff, and faculty.

**Campaigns:** Launch awareness campaigns to encourage energy-saving behaviors, such as turning off lights and equipment when not in use.

### 5. Sustainable Practices:

**Waste Management:** Implement recycling and waste reduction programs to minimize energy consumption associated with waste disposal.

**Green Building Standards:** Follow green building standards for any new construction or major renovations to ensure energy-efficient designs.

Padmabhushan Vasantrodada Patil Mahavidyalaya Kavathe Mahankal is committed to being a leader in sustainable energy management. By implementing this policy, we aim to reduce our environmental impact, promote renewable energy, and foster a culture of energy conservation within our community. Through collective efforts and ongoing dedication, we will contribute to a more sustainable future for our institution and society at large.



Internal Quality Assurance Cell  
Co-ordinator  
Padmabhushan Vasantrodada Patil  
Mahavidyalaya, Kavathe Mahankal



PRINCIPAL,  
Padmabhushan Vasantrodada Patil  
Mahavidyalaya, Kavathe Mahankal, Dist. Sangli



**PADMABHUSHAN VASANTRAO DADA PATIL MAHAVIDYALAYA**  
KAVATHE MAHANKAL, Dist. Sangli (Maharashtra) Pin- 416 405  
**Principal Prof. (Dr.) M. K. Patil** M.Sc., M. Phil., Ph.D. Mob.9421185277  
Phone-02341-295220 Email: kmpvp@rediffmail.com Website: www.pvpkm.ac.in  
**Jr. College Index No. J 22.04.002**

Ref No.: PVPMKM/

Date:

## GREEN CAMPUS POLICY

Padmabhushan Vasatraodada Patil Mahavidyalaya Kavathe Mahankal is dedicated to fostering an environmentally sustainable campus. Recognizing the challenges posed by our location in a drought-prone area, we aim to implement practices that promote environmental stewardship, resource conservation, and sustainability. This policy outlines our commitment to creating a green campus through various initiatives and collaborative efforts.

### OBJECTIVES OF THE POLICY:

- Promote Environmental Sustainability:** Implement practices that reduce the environmental impact of campus operations.
- Conserve Resources:** Optimize the use of water, energy, and other resources to address the challenges of being in a drought-prone area.
- Enhance Biodiversity:** Preserve and enhance the natural environment on campus.
- Engage the Community:** Involve students, staff, and faculty in sustainability initiatives to foster a culture of environmental responsibility.
- Educate and Raise Awareness:** Provide education and raise awareness about environmental issues and sustainable practices.

### SCOPE OF THE POLICY:

This policy applies to all areas and operations of Padmabhushan Vasatraodada Patil Mahavidyalaya Kavathe Mahankal, including:

- Academic buildings
- Administrative offices
- Laboratories
- Common areas and grounds

### INITIATIVES TO BE TAKEN:

#### 1. Water Conservation:

- **Rainwater Harvesting:** Implement rainwater harvesting systems to collect and store rainwater for various uses.
- **Efficient Irrigation:** Use drip irrigation and other water-efficient methods for landscaping.
- **Water Recycling:** Establish systems for recycling and reusing greywater.

#### 2. Energy Conservation:

- **Renewable Energy:** Install solar panels and other renewable energy sources to reduce dependency on non-renewable energy.
- **Energy-Efficient Buildings:** Design and retrofit buildings to be energy efficient, incorporating insulation, energy-efficient lighting, and HVAC systems.

### 3. Waste Management:

- **Recycling Programs:** Implement comprehensive recycling programs for paper, plastic, glass, and other materials.
- **Waste Reduction:** Promote practices to reduce waste generation and encourage the use of reusable products.

### 4. Green Landscaping:

- **Native Plant Species:** Use native and drought-resistant plants in landscaping to reduce water consumption.
- **Green Spaces:** Maintain and enhance green spaces on campus to promote biodiversity and provide recreational areas.

## THE PRACTICES:

### 1. NSS (National Service Scheme):

- Organize tree plantation drives and community clean-up events.
- Conduct workshops and activities focused on environmental conservation and sustainability.

### 2. NCC (National Cadet Corps):

- Engage cadets in environmental protection initiatives, such as anti-pollution campaigns and water conservation projects.
- Promote the use of bicycles and public transportation among students and staff.

### 3. Green Club:

- Coordinate activities and projects that promote sustainability on campus.
- Encourage student participation in green initiatives and environmental education programs.

### 4. Awareness Programs and Campaigns:

- Conduct seminars, workshops, and training sessions on environmental issues and sustainable practices.
- Launch campaigns to raise awareness about the importance of water and energy conservation, waste reduction, and biodiversity preservation.

### 5. Green and Energy Audits:

- Perform regular green and energy audits to assess the campus's environmental impact and identify areas for improvement.
- Implement recommendations from audits to enhance sustainability practices.

Padmabhushan Vasantrodada Patil Mahavidyalaya Kavathe Mahankal is committed to creating a green and sustainable campus. Through the initiatives outlined in this policy, we aim to reduce our environmental impact, conserve resources, and foster a culture of sustainability within our community. By working together and taking proactive steps, we will contribute to a healthier and more sustainable future for our campus and beyond



Internal Quality Assurance Cell  
Co-ordinator  
Padmabhushan Vasantrodada Patil  
Mahavidyalaya, Kavathe Mahankal



PRINCIPAL,  
Padmabhushan Vasantrodada Patil  
Mahavidyalaya, K. Mahankal, Dist. Sangli



**PADMABHUSHAN VASANTRAODADA PATIL MAHAVIDYALAYA**  
KAVATHE MAHANKAL, Dist. Sangli (Maharashtra) Pin- 416 405  
**Principal Prof. (Dr.) M. K. Patil** M.Sc., M. Phil., Ph.D. Mob.9421185277  
Phone-02341-295220 Email: kmpvp@rediffmail.com Website: www.pvpkm.ac.in  
**Jr. College Index No. J 22.04.002**

Ref No.: PVPMKM/

Date:

## **GRIEVANCE REDRESSAL POLICY:**

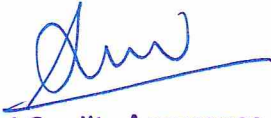
The Grievance Redressal Process of the college aims to ensure that students can raise concerns, complaints, or grievances fearlessly and receive a timely and effective resolution. The process involves the following steps:

- i. **Submission of Complaint:** Students can submit their complaints in writing or electronically through a designated grievance redressal portal or email address. It is important to assure students that their complaints will be treated with confidentiality and without any discrimination or retaliation.
- ii. **Acknowledgment of Complaint:** Upon receiving the complaint, the college's grievance redressal committee will acknowledge the receipt of the complaint within a specified timeframe. The acknowledgment should include the date, reference number, and an assurance that the committee will address the issue promptly.
- iii. **Investigation:** The committee will initiate an investigation into the complaint, ensuring that all relevant information and evidence are collected. This may involve interviewing the complainant, witnesses, and any other parties involved or affected by the issue.
- iv. **Hearing:** If necessary, the committee will provide an opportunity for the complainant to present their case orally or through any other means determined by the committee. The complainant may also be supported by a representative or advocate, if desired.
- v. **Deliberation and Decision-Making:** The committee will carefully consider all the information gathered during the investigation and hearing, and then deliberate on the findings. The committee will make a decision based on the merits of the case, applicable policies, rules, and regulations.
- vi. **Resolution and Action:** The committee will communicate its decision, along with the reasons for the decision, to the complainant and any other relevant parties. If the complaint is found to be valid, the committee will take appropriate action, which may include disciplinary measures, counselling, mediation, or any other necessary intervention to resolve the issue.
- vii. **Timelines:** Every effort should be made to ensure that the grievance redressal process is conducted in a timely manner. Clear timelines should be communicated to the complainant at each stage of the process, including the expected duration for each step.

viii. **Appeals:** The college will provide an opportunity for the complainant to appeal the decision if they are not satisfied. Guidelines for filing an appeal, including the timeline and the relevant authority to review the appeal, should be clearly outlined.

ix. **Follow-up and Feedback:** After the complaint has been resolved, the committee should follow up with the complainant to ensure their satisfaction with the resolution. Feedback on the grievance redressal process can also be gathered to continually improve the effectiveness and transparency of the process.

It is important to communicate the existence and details of the grievance redressal process to all students and ensure that it is easily accessible and understood by the college community. Additionally, regular training and sensitization should be conducted for committee members to ensure they have the necessary skills and knowledge to handle grievances effectively and sensitively.



**Internal Quality Assurance Cell  
Co-ordinator  
Padmabhushan Vasantrodada Patil  
Mahavidyalaya, Kavathe Mahankal**



**PRINCIPAL,  
Padmabhushan Vasantrodada Patil  
Mahavidyalaya, K. Mahankal, Dist. Sangli**



**PADMABHUSHAN VASANTRAODADA PATIL MAHAVIDYALAYA**  
KAVATHE MAHANKAL, Dist. Sangli (Maharashtra) Pin- 416 405  
**Principal Prof. (Dr.) M. K. Patil** M.Sc., M. Phil., Ph.D. Mob.9421185277  
Phone-02341-295220 Email: kmpvp@rediffmail.com Website: www.pvpkm.ac.in  
**Jr. College Index No. J 22.04.002**

Ref No.: PVPMKM/

Date:

## **ANTI-RAGGING POLICY**

Padmabhushan Vasantodada Patil Mahavidyalaya Kavathe Mahankal, Dist. Sangli, is committed to providing a safe and conducive learning environment for all its students. The College adheres strictly to the Maharashtra Prohibition of Ragging Act 1999 and the guidelines laid down by the Government of India to prevent and eliminate ragging in any form within the institution. Ragging is a criminal offense and is completely prohibited on the College campus, in its hostels, and at any other place where students congregate for educational purposes.

## **POLICY STATEMENT**

### **Definition of Ragging:**

Ragging includes any act that causes or is likely to cause physical or psychological harm or raise apprehension or fear in a student. This may include bullying, teasing, abusing, or any other conduct which may affect the dignity of an individual.

### **Scope:**

This policy applies to all students of Padmabhushan Vasantodada Patil Mahavidyalaya Kavathe Mahankal, including freshers, senior students, students in hostels, and any other student interaction within the College premises.

### **Legal Framework: The College operates under the following legal frameworks:**

- Maharashtra Prohibition of Ragging Act, 1999
- University Grants Commission (UGC) Regulations on Curbing the Menace of Ragging in Higher Educational Institutions, 2009
- Supreme Court directives and Government of India Acts related to ragging prevention.

### **Prohibited Activities: The following activities are strictly prohibited and will be dealt with severely:**

- Any form of physical abuse, violence, or assault.
- Verbal abuse, derogatory remarks, or using foul language.
- Psychological harassment or intimidation.
- Any act that disrupts the academic activity or peaceful environment of the College.

### **Responsibilities:**

**Students:**

It is the responsibility of every student to refrain from participating in any form of ragging and to report any incidents observed or experienced.

**Faculty and Staff:**

Faculty members and staff are responsible for creating awareness among students about the consequences of ragging and for promptly reporting any incidents to the designated authorities.

**Administration:**

The College administration will ensure strict enforcement of this policy and take appropriate disciplinary action against those found guilty of ragging, as per the provisions of the law.

**Preventive Measures:**

- Orientation programs for freshers to sensitize them about ragging and the consequences thereof.
- Display of anti-ragging posters, banners, and notices in prominent locations across the campus.
- Formation of Anti-Ragging Committees and Squads to monitor and prevent ragging activities.
- Counseling sessions for students to address any psychological issues related to ragging.

**Action on Complaints:**

- Any student who is a victim of ragging or who has witnessed ragging is encouraged to report the incident immediately to the Anti-Ragging Committee or the College authorities.
- Complaints will be investigated promptly and confidentially.
- Disciplinary action, including suspension or expulsion, will be taken against those found guilty of ragging, in accordance with College rules and statutory provisions.

**Awareness and Education:**

- Regular workshops, seminars, and awareness campaigns will be conducted to educate students, faculty, and staff about the negative effects of ragging and the legal implications associated with it.

**Review and Compliance:**

- This policy will be reviewed annually to ensure its effectiveness and compliance with relevant laws and regulations.
- All stakeholders are expected to comply fully with this policy and support efforts to maintain a ragging-free environment.

Padmabhushan Vasantrodada Patil Mahavidyalaya Kavathe Mahankal is committed to zero tolerance towards ragging and strives to provide a nurturing and respectful environment conducive to learning and personal growth.

  
Internal Quality Assurance Cell  
Co-ordinator  
Padmabhushan Vasantrodada Patil  
Mahavidyalaya, Kavathe Mahankal



  
PRINCIPAL  
Padmabhushan Vasantrodada Patil  
Mahavidyalaya, K. Mahankal, Dist. Sangli



**PADMABHUSHAN VASANTRAODADA PATIL MAHAVIDYALAYA**  
KAVATHE MAHANKAL, Dist. Sangli (Maharashtra) Pin- 416 405  
**Principal Prof. (Dr.) M. K. Patil** M.Sc., M. Phil., Ph.D. Mob.9421185277  
Phone-02341-295220 Email: kmpvp@rediffmail.com Website: www.pvpkm.ac.in  
**Jr. College Index No. J 22.04.002**

Ref No.: PVPMKM/

Date:

## **FINANCIAL AUDIT POLICY**

Padmabhushan Vasantodada Patil Mahavidyalaya Kavathe Mahankal (hereafter referred to as "the College") is committed to maintaining transparency, accountability, and efficient financial management through regular internal and external audits. This policy outlines the objectives, responsibilities, and procedures related to financial audits conducted at the College.

### **Objectives of Financial Audit:**

The primary objectives of the financial audit at the College are:

- **Ensuring Compliance:** To verify compliance with statutory requirements, government regulations, and policies set forth by regulatory bodies including the Joint Director of Higher Education, Kolhapur, and the Auditor General, Mumbai.
- **Assessment of Financial Controls:** To evaluate the effectiveness of internal controls related to financial operations, safeguarding assets, and preventing fraud.
- **Accuracy of Financial Reporting:** To ensure the accuracy, reliability, and completeness of financial statements and reports prepared by the College.
- **Risk Management:** To identify and mitigate financial risks that may impact the College's financial health and operational efficiency.
- **Operational Efficiency:** To assess the efficiency and effectiveness of financial operations and recommend improvements where necessary.
- **Supporting Decision-Making:** To provide reliable financial information to stakeholders including management, governing bodies, and external agencies for informed decision-making.

### **Scope of Financial Audit**

The financial audit at the College encompasses:

- **Government Assessments:**  
Audits conducted by the Joint Director of Higher Education, Kolhapur, and the Auditor General, Mumbai, to ensure compliance with government regulations and funding requirements.
- **Academic Audit:**  
Audits conducted by Shivaji University, Kolhapur, to evaluate academic processes, curriculum adherence, and educational outcomes.
- **ISO Certification:**  
Audits related to ISO certification, ensuring adherence to international standards for quality management systems.

### **Responsibilities:**

The responsibilities related to financial audits include:

**Board of Governors:** Oversight and approval of the audit plan, review of audit findings, and implementation of recommendations.

**Management:** Coordinating with auditors, providing access to relevant information, implementing audit recommendations, and ensuring corrective actions are taken.

**Internal Audit Committee:** Reviewing the adequacy and effectiveness of internal controls and recommending improvements.

**External Auditors:** Conducting audits in accordance with auditing standards, issuing audit reports, and communicating findings to management and stakeholders.

### **Compliance:**

All departments and personnel at the College are required to cooperate fully with auditors, provide access to records and information, and implement corrective actions promptly as directed by audit findings.

### **Review and Amendment**

This Financial Audit Policy shall be reviewed periodically by the Board of Governors to ensure its effectiveness and relevance. Amendments may be made as necessary to reflect changes in regulatory requirements, organizational structure, or operational environment.

Padmabhushan Vasantrodada Patil Mahavidyalaya Kavathe Mahankal is committed to upholding the highest standards of financial integrity and accountability through rigorous internal and external audits. This policy serves as a guideline to ensure transparency, compliance with regulations, and continuous improvement in financial management practices.



**Internal Quality Assurance Cell  
Co-ordinator  
Padmabhushan Vasantrodada Patil  
Mahavidyalaya, Kavathe Mahankal**



**PRINCIPAL,  
Padmabhushan Vasantrodada Patil  
Mahavidyalaya, K. Mahankal, Dist. Sangli**



# PADMABHUSHAN VASANTRAODADA PATIL MAHAVIDYALAYA

KAVATHE MAHANKAL, Dist. Sangli (Maharashtra) Pin- 416 405

**Principal Prof. (Dr.) M. K. Patil** M.Sc., M. Phil., Ph.D. Mob.9421185277 Phone-02341-295220 Email: kmpvp@rediffmail.com Website: www.pvpkm.ac.in

**Jr. College Index No. J 22.04.002**

Ref No.: PVPMKM/

Date:

## GENDER POLICY

### Introduction:

Constitution of India ensures gender equality to all citizens. However, It is observed that there are a number of gender related issues and problems obstructing the realization of this right. Gender affects and determines various aspects of life including education. Gender based constraints need to be removed for the smooth functioning of higher education institutions. To realize full potential of students, faculty members and non-teaching members, it is expected that gender does not pose as a detrimental factor. In order to ensure gender equality at Padmabhushan Vasantodada Patil Mahavidyalaya, Kavathe Mahankal, a well-defined Gender policy is to be framed and implemented. This gender policy will serve as a guideline to all stakeholders of Padmabhushan Vasantodada Patil Mahavidyalaya, Kavathe Mahankal, Dist- Sangli 416405.

### Aim:

Our aim is to create a safe, inclusive, and empowering environment for all students, staff, and faculty of Padmabhushan Vasantodada Patil Mahavidyalaya KavatheMahankal, with a specific focus on promoting gender equality and preventing any form of discrimination or harassment based on gender.

### Objectives:

1. To establish an Internal Complaint Committee (ICC) for the prevention and resolution of sexual harassment cases on campus. The ICC will be prominently displayed on campus and will also be referred to as the Women Empowerment Cell.
2. To establish an Anti-Ragging Cell, clearly displaying its composition, to ensure a safe and supportive environment for all students.
3. To organize skill development programs, self-defence programs, entrepreneurship development programs, and health camps to empower women and enable their holistic development.
4. To organize guest lectures on health, women's rights, and inspirational talks to address gender-related issues, create awareness, and promote dialogue among the college community.
5. To promote equal opportunities for girl students by providing scholarship facilities specifically tailored to their needs, ensuring access to quality education without financial constraints.
6. To encourage and support girl students' participation in the National Cadet Corps (NCC) and National Service Scheme (NSS) activities to enhance leadership skills, community service, and social awareness.
7. To ensure the safety and security of all individuals on campus through the availability of security measures like CCTV surveillance and security guards.
8. To provide facilities such as common rooms, a recreation centre, counselling

services, and wheelchair accessibility for female students with disabilities, ensuring a supportive and inclusive environment.

9. To plan future initiatives including the installation of vending machines promoting gender hygiene, and the organization of workshops and seminars on gender perspectives to create a gender-sensitive campus.
10. To provide a platform for girl students to express their thoughts and experiences by encouraging them to contribute articles on various aspects of women's opportunities, challenges, weaknesses, strengths, and the future of Indian women in the college magazine titled 'Vasant.'
11. To adhere to UGC guidelines by providing maternity leaves to women employees and encouraging male teachers to take paternity leave, ensuring a gender-inclusive work environment.

#### **Priority Areas:**

1. **Equal access to Education:** Education is considered a tool for raising consciousness. This is primarily true with the most vulnerable sections of society. For many centuries women were denied the right to education. To break this ceiling glass, there is a dire need that institutes like college adopt an inclusive policy, whereby women will have access to education. To achieve this objective College must dismantle all the hurdles in the education of women and third gender. Assuring hostel facility on the campus could be one of the steps. 'Earn and Learn' scheme for disadvantaged students can bring about inclusivity. Strict adherence to reservation policy of admission, (especially for women and otherwise able) need to be assured.
2. **Gender Just Policy of Recruitment:** College is a public institute which sets a role model for other institutes. The Policy adopted by college is emulated by other educational institutes and colleges. In this context College need to adopt a Pro-active policy of recruitment for all genders, especially those underrepresented 120 [including third gender] in teaching and non-teaching posts. The Service rules and career advancement need to be gender friendly. College must take care that the similar Policy is adopted by its affiliated institutes.
3. **Facilitating workplace:** College shall create gender friendly workplace, with gender just infrastructure, (to facilitate access to third gender and otherwise able) including clean toilet blocks with vending machines, ladies' rooms, Hostels, Sports and Recreational facilities. Provision of childcare facility, crèches at workplace, gender friendly service rules, flexi hours, etc can add value to it.
4. **Enabling Environment Healthy and secure environment** is a precondition of access to education. Hence there is a need to have Zero tolerance policy on the campus. 24\* 7 securities, especially women security guards on the campus and Women's hostels in particular are very essential. Finding trouble spots, providing additional lights, patrolling, and initiating collaborative solutions can add to secured environment. Similarly, eve teasing, unwelcome advances / behavior, intimidating behavior, sending sexually colored messages should not be tolerated. Anti Ragging Committee and Internal Complaints Committee for prevention of sexual harassment must be in place. Starting a helpline would be a welcome step.
5. **Mechanism for addressing grievance** to address and resolve the grievances of all

stakeholders a mechanism need to be at place. Grievance redressal Committee, as per Public College Act must be constituted. It must have representation of all sections, genders. It needs to be strong, impartial body, wherein all the stakeholders can have trust in it. Similarly Internal Complaints Committee (ICC) for prevention of sexual harassment must play a pivotal role in creating healthy and secure environment. Strict adherence to Sexual harassment of women at workplace (Prevention, Prohibition and Redressal) Act is necessary. The role of ICC in creating awareness of gender equality, to prevent incidences of sexual harassment is very crucial.

6. **Increasing participation in extension activities** for the overall development of students especially girls, their participation in extension activities is to be encouraged. In this context participation of girl students in NSS, NCC and other programs launched by Student Development Department must be encouraged. Gender issues need to be highlighted in the NSS camps. All genders especially under represented gender must get equal opportunities in the participation of the extension activities.
7. **Gender Budget** College need to adopt gender budget making equal financial provisions for all genders and special provisions for the deprived genders, especially women and third gender. Budget of the College need to be appraised regularly so as to integrate gender justice.
8. **Reflection of Gender component in Syllabi:** - Incorporating gender component in syllabi of the programs offered by College, will be first step towards sensitizing students, about gender issues. While addressing general issues in syllabi gender perspective needs to be incorporated. Similarly, specializations in gender issues can be offered by subjects of humanities. Moreover, post graduate program, post graduate Diploma or certificate courses on 'Gender issues will harness the process of gender equality. Foundation course on Gender Equity for the students at the entry level of higher education and sensitization programs at all levels to all stakeholders will give impetus to gender justice.
9. **Representation in governance and decision-making bodies** College need to establish mechanism to promote women's presence in all statutory bodies; Senate, Academic Council, Management Council. Similarly, College needs to ensure increasing women's representation at top level administration and Statutory and other Committees. College may adopt the Policy to give 30 % representation to women at various levels of governance and decision-making bodies. This will ensure gender just decisions.
10. **Training and Capacity building of all state holders** To ensure gender just environment, there is a dire need of capacity building of the faculty and administrative staff for which, continuous training is necessary. In this context the institute need to start a Capacity Building Centre. This Centre need to systematically train all state holders on gender issues; especially women and LGBT, to effectively respond to the gender-based challenges. Similarly there is also a need to train men on gender discrimination that prevails in society and imbibe the values of gender equality.

11. **Strengthening Institutional Mechanisms** Centers, *Adhyasans*, *Abhiyans* focusing on gender issues are already in place on the College Campus. Beti Bachao Abhiyan, Equal opportunity Cell. There is a need to strengthen them by funding with resources; financial and human, and providing them with good infrastructure.
12. **Awareness raising programs** College need to initiate awareness raising activities for students on the campus on gender equity. This can be done by above mentioned centers as well as other departments and College as whole. These activities can include programs such as Savitribai Phule Jayanti, International Women Day, Gender Equity workshops etc.
13. **Health and Counselling facilities** Health and Counselling facilities for all stakeholders is indispensable for educational institutes. Hence College needs to provide medical facilities to all stakeholders, especially gynecologist for women. Regular health's check-up of students and awareness programs for them need to be organized. Considering the adolescent age group of students counselling facility, need to be made available to the students. This includes personal counselling as well as vocational counselling. If Permanent Councilors are appointed at the Counselling Centre it will pave the way for healthy atmosphere of the campus.
14. **Motivation and Encouragement** College need to encourage and motivate girl students and female employee for their excellence in academics, research as well as cultural and sports events. Schemes such as Free bus pass, concession in fees for girl and third gender students will give impetus to the women's education.
15. **Gender audit and Performance** appraisal on gender lines College need to conduct gender audit at regular intervals, which includes audit of buildings and infrastructure, programs, Centres, Cells working for women empowerment and gender equity. The performance appraisal of the schemes run by the institute also needs to be audited on the gender lines. Capacity building of all stakeholders to achieve gender equity and justice need to be taken after this appraisal.
16. **Addressing special needs of transgender** College need to encourage transgender students to seek admissions to various programs offered by college. Similarly, College needs to employ Transgender teachers and non-Teaching staff if they fulfil the required eligibility. In order to address their special need College need to provide them hostels, special washrooms. Likewise, Free ships, scholarships may be introduced for them
17. **Special protection initiatives and measures for marginalized and disadvantaged sections.** College needs to take initiatives and measures for the special protection of the marginalized and disadvantaged sections like Divyang, orphans, tribals, Muslim etc. As part of inclusive policy, they need to give scholarships, special coaching facilities, separate Earn and learn scheme etc. Operational Strategies In order to translate the policy, into reality a concrete Gender Perspective Plan be formulated. The plan will be short term (One Year) midterm (Five years) and long-term Action Plan, with definite timelines and outcomes. While formulating the Plan, care need to be taken to set specific, achievable and affective strategies of implementation. Especially, separate financial provision needs to be earmarked for it. A review of Gender Perspective Plan and its outcome

need to be taken annually, by an expert committee, to be nominated by Hon. Vice Chancellor. The report of the same be placed before the highest statutory body, so that corrective measures can be initiated and Policy decisions can be taken.

## **MATERNITY AND PATERNITY LEAVE POLICY**

### **1. Introduction**

Our college recognizes the importance of supporting new parents during the crucial stages of their family life. In line with the University Grants Commission (UGC) guidelines, this policy outlines the provisions for maternity and paternity leaves for eligible employees.

### **2. Scope**

This policy applies to all regular, full-time employees of the college who have completed a minimum of six months of continuous service.

### **3. Maternity Leave**

#### **3.1 Eligibility**

Female employees who are expecting a child are entitled to maternity leave.

#### **3.2 Duration**

- a) Maternity leave shall be granted for a maximum period of 26 weeks, which includes pre and postnatal periods.
- b) If the employee has two or more surviving children, the maximum leave period shall be 12 weeks.

#### **3.3 Leave Application Process**

- a) Employees must notify their immediate supervisor in writing at least six weeks in advance or as soon as possible, providing the expected date of birth and the start date of the leave.
- b) A medical certificate from a registered medical practitioner confirming the pregnancy and expected date of delivery must be submitted along with the leave application.

#### **3.4 Leave Entitlement and Pay**

- a) During the maternity leave, the employee shall be entitled to payment equivalent to her full salary for the first 12 weeks and half the salary for the subsequent 14 weeks.
- b) The leave period may be extended by an additional month without pay with prior approval.

#### **3.5 Return to Work**

- a) After the maternity leave, the employee has the right to return to the same position or a comparable position with the same salary and benefits.
- b) If a longer period of leave is required due to medical reasons, the college will consider granting an extended leave under its policy for medical leaves.

### **4. Paternity Leave**

#### **4.1 Eligibility**

Male employees who have become fathers are entitled to paternity leave.

#### **4.2 Duration**

- a) Paternity leave shall be granted for a maximum period of 15 days within six months from the birth of the child.
- b) Paternity leave is not cumulative and must be availed of in one stretch.

#### 4.3 Leave Application Process

- a) Employees must inform their immediate supervisor in writing at least two weeks prior to the paternity leave start date.
- b) A copy of the child's birth certificate must be submitted along with the leave application.

#### 4.4 Leave Entitlement and Pay

- a) During the paternity leave, the employee shall be entitled to payment equivalent to his full salary.

#### 4.5 Return to Work

- a) After the paternity leave, the employee has the right to return to the same position or a comparable position with the same salary and benefits.

#### 5. Exceptions and Considerations

- a) In situations where an employee has adopted a child, the college will provide parental leave based on the relevant adoption regulations and prevailing laws.
- b) In case of premature birth, the college may consider extending the maternity leave based on medical advice.

#### 6. Confidentiality and Fair Treatment

All employees availing maternity or paternity leave will be treated fairly and with respect, and their personal information will be kept confidential in accordance with applicable laws and regulations.

#### 7. Communication and Implementation

The HR department will ensure that this policy is communicated to all employees through appropriate channels. Queries related to the policy should be addressed to the HR department, which will provide necessary guidance and support.

#### 8. Policy Review

This policy will be reviewed periodically and updated as required to ensure compliance with UGC guidelines and any changes in relevant laws or regulations.

**Note: This policy serves as a general guideline and may be subject to specific laws, regulations, and policies of the college or jurisdiction.**

  
Internal Quality Assurance Cell  
Co-ordinator  
Padmabhushan Vasentraodada Patil  
Mahavidyalaya, Kavathe Mahankal



  
PRINCIPAL,  
Padmabhushan Vasentraodada Patil  
Mahavidyalaya, K. Mahankal, Dist. Sangli



**PADMABHUSHAN VASANTRAODADA PATIL MAHAVIDYALAYA**  
KAVATHE MAHANKAL, Dist. Sangli (Maharashtra) Pin- 416 405  
**Principal Prof. (Dr.) M. K. Patil** M.Sc., M. Phil., Ph.D. Mob.9421185277  
Phone-02341-295220 Email: kmpvp@rediffmail.com Website: www.pvpkm.ac.in  
**Jr. College Index No. J 22.04.002**

Ref No.: PVPMKM/

Date:

## **POLICY FOR DIVYANJAN** **PERSON WITH DISABILITY (PWD)**

Padmabhushan Vasanttraodada Patil Mahavidyalaya Kavathe Mahankal (hereafter referred to as "the College") is committed to creating an inclusive and accessible environment for students and employees with disabilities. This policy outlines the guidelines and provisions for ensuring equal opportunities, accessibility, and support for differently abled individuals within the College community.

### **ACCESSIBILITY AND FACILITIES FOR DIFFERENTLY ABLED STUDENTS**

**Physical Infrastructure:** The College has established separate arrangements to ensure accessibility for physically challenged students. This includes ramps, elevators, and designated parking spaces.

**Transportation:** A transportable wheelchair is available on campus for use by physically challenged students, ensuring they can move around the campus independently and safely.

**Bathroom Facilities:** Separate bathroom arrangements have been made as per the specific requirements suggested by differently abled students, ensuring accessibility and privacy.

**Examination Accommodations:** Physically abled students with disabilities are provided with separate seating arrangements during examination periods. They are also granted additional time as per guidelines provided by Shivaji University, Kolhapur, to ensure a fair opportunity to demonstrate their knowledge and abilities.

**Administrative Support:** Differently abled students do not need to wait in queues for administrative tasks such as fee payment or submission of examination forms. Special arrangements are in place to expedite these processes and provide necessary assistance as required.

### **SUPPORT FOR DIFFERENTLY ABLED EMPLOYEES:**

**Guidelines Compliance:** The College adheres to the guidelines provided by the Central Government of India and the State Government regarding the employment

and support of differently abled employees.

**Harassment Prevention:** Harassment of any kind against differently abled employees is strictly prohibited and will be dealt with according to established College policies and legal regulations.

**Specific Provisions and Services:**

**Accessibility Committee:** An Accessibility Committee is established to oversee the implementation of accessibility measures and support services for differently abled students and employees.

**Awareness and Sensitization:** Regular awareness programs and sensitization sessions are conducted for students, faculty, and staff to foster an inclusive culture and promote understanding of the needs and rights of differently abled individuals.

**Assistive Technologies:** The College provides necessary assistive technologies and tools to facilitate learning and work environments for differently abled students and employees.

**GRIEVANCE REDRESSAL:**

**Procedure:** A grievance redressal mechanism is in place for differently abled students and employees to address any concerns related to accessibility, discrimination, or support services.

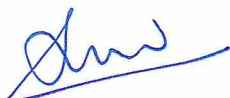
**Confidentiality:** All grievances will be handled confidentially and resolved in a timely manner, ensuring the dignity and privacy of the individuals involved.

**REVIEW AND COMPLIANCE:**

**Annual Review:** This policy will be reviewed annually by the Accessibility Committee to assess its effectiveness, identify areas for improvement, and ensure compliance with relevant laws and regulations.

**Feedback Mechanism:** Feedback from differently abled students and employees will be solicited periodically to continuously improve support services and accessibility measures.

Padmabhushan Vasantrodada Patil Mahavidyalaya Kavathe Mahankal is dedicated to promoting equal opportunities, dignity, and inclusivity for differently abled students and employees. This policy reflects our commitment to providing a supportive and accessible environment where all individuals can thrive academically and professionally.



Internal Quality Assurance Cell  
Co-ordinator  
Padmabhushan Vasantrodada Patil  
Mahavidyalaya, Kavathe Mahankal



PRINCIPAL,  
Padmabhushan Vasantrodada Patil  
Mahavidyalaya, K. Mahankal, Dist. Sangli



**PADMABHUSHAN VASANTRAODADA PATIL MAHAVIDYALAYA**  
KAVATHE MAHANKAL, Dist. Sangli (Maharashtra) Pin- 416 405  
**Principal Prof. (Dr.) M. K. Patil** M.Sc., M. Phil., Ph.D. Mob.9421185277  
Phone-02341-295220 Email: kmpvp@rediffmail.com Website: www.pvpkm.ac.in  
**Jr. College Index No. J 22.04.002**

Ref No.: PVPMKM/

Date:

## **POLICY FOR FINANCIAL ASSISTANCE TO FACULTY MEMBERS**

Padmabhushan Vasanthaodada Patil Mahavidyalaya Kavathe Mahankal (hereafter referred to as "the College") acknowledges the importance of supporting professional development and academic activities of its faculty members. This policy outlines the guidelines and procedures for providing financial assistance to faculty members for attending seminars, conferences, workshops, memberships in professional bodies, subscriptions to journals, publication of research papers, and related activities.

### **OBJECTIVES:**

The objectives of providing financial assistance to faculty members are:

#### **Enhancing Professional Development:**

To support faculty members in enhancing their knowledge, skills, and academic qualifications through participation in seminars, conferences, workshops, and professional memberships.

#### **Encouraging Research and Publications:**

To encourage faculty members to engage in research activities, publish papers in reputed journals, and contribute to the academic community.

#### **Promoting Institutional Representation:**

To facilitate faculty participation in external academic events that contribute to the reputation and visibility of the College.

#### **Supporting Continuous Learning:**

To foster a culture of continuous learning and professional growth among faculty members.

### **ELIGIBILITY:**

- Financial assistance will be provided to regular faculty members of Padmabhushan Vasanthaodada Patil Mahavidyalaya Kavathe Mahankal who meet the following criteria:
- Must be a full-time regular faculty member employed by the College.
- Must have a valid invitation or acceptance to participate in the event (seminar, conference, workshop) or proof of membership in a professional or academic body.
- Must demonstrate the relevance of the activity to their professional development or academic responsibilities.

## **TYPES OF FINANCIAL ASSISTANCE**

**Financial assistance may include:**

**Travel Allowance:**

Reimbursement of travel expenses incurred for attending seminars, conferences, or workshops, limited to actuals and supported by valid receipts.

**Registration Fees:**

Reimbursement of registration fees for seminars, conferences, or workshops upon submission of valid receipts.

**Membership Fees:**

Reimbursement of membership fees for professional or academic bodies upon submission of membership certificate and valid receipt.

**Publication Fees:**

Reimbursement of fees for publishing research papers in journals or books, upon submission of proof of publication and invoice.

**Subscription Fees:**

Reimbursement of subscription fees for academic journals, upon submission of valid receipts.

**LIMITATIONS:**

Financial assistance will be provided under the following limitations:

- Each faculty member may receive financial assistance for attending seminars, conferences, workshops, or memberships only twice in an academic year.
- Reimbursement will be made only upon production of valid receipts and certificates confirming participation or membership.

**PROCEDURE:**

The procedure for availing financial assistance is as follows:

**Application:**

Faculty members must submit an application for financial assistance to their respective department heads or designated committee, providing details of the event, purpose, estimated expenses, and relevance to their academic or professional development.

**Approval:**

Applications will be reviewed and approved by the Internal Academic Monitoring Committee, Research Development Cell, or relevant authority responsible for financial assistance.

**Disbursement:**

Upon approval, financial assistance will be disbursed as per the College's financial procedures, and faculty members will be responsible for complying with reimbursement requirements.

**Duty Leaves and Incentives**

Faculty members may also be granted duty leaves as per the requirement of attending seminars, conferences, or workshops. Incentives such as recognition awards or honors may be considered based on significant contributions to research or academic excellence.

**NOTE:**

Faculty members are expected to comply with all guidelines and procedures outlined in this policy. Non-compliance or misuse of financial assistance may result in disciplinary action as per college regulations.

This policy will be reviewed periodically by the College's academic authorities to ensure its effectiveness and relevance in supporting faculty development and institutional goals.

Padmabhushan Vasantrodada Patil Mahavidyalaya Kavathe Mahankal is committed to supporting the professional growth and academic pursuits of its faculty members through transparent and equitable financial assistance. This policy aims to foster a conducive environment for continuous learning, research excellence, and institutional development.

  
Internal Quality Assurance Cell  
Co-ordinator  
Padmabhushan Vasantrodada Patil  
Mahavidyalaya, Kavathe Mahankal



  
PRINCIPAL,  
Padmabhushan Vasantrodada Patil  
Mahavidyalaya, K. Mahankal, Dist. Sangli.



**PADMABHUSHAN VASANTRAO DADA PATIL MAHAVIDYALAYA**  
KAVATHE MAHANKAL, Dist. Sangli (Maharashtra) Pin- 416 405  
**Principal Prof. (Dr.) M. K. Patil** M.Sc., M. Phil., Ph.D. Mob.9421185277  
Phone-02341-295220 Email: kmpvp@rediffmail.com Website: www.pvpkm.ac.in  
**Jr. College Index No. J 22.04.002**

Ref No.: PVPMKM/

Date:

## RESEARCH POLICY

Padmabhushan Vasatraodada Patil Mahavidyalaya Kavathe Mahankal (hereafter referred to as "the College") recognizes the importance of fostering a robust research environment to promote intellectual growth, innovation, and societal impact. The establishment of the Research Development Cell (RDC), guided by the University Grants Commission (UGC) and Shivaji University, Kolhapur, underscores our commitment to advancing knowledge through research. This policy outlines the framework and guidelines for research activities at the College.

### RESEARCH POLICY STATEMENT:

The College aims to cultivate a vibrant research culture that encourages faculty and students to engage in high-quality research across diverse disciplines. We are committed to supporting research endeavors that contribute to academic excellence, address societal challenges, and promote interdisciplinary collaboration. This policy aims to provide comprehensive support, resources, and guidance to facilitate impactful research outcomes.

### AIMS

- To foster a conducive environment that promotes research excellence among faculty and students.
- To encourage interdisciplinary research initiatives that address local, regional, and global challenges.
- To enhance the research capabilities and scholarly output of the College.
- To promote ethical research practices and integrity in all research activities.
- To facilitate collaborations with industry, government agencies, and international partners to enrich research outcomes.
- To support initiatives that promote innovation, intellectual property rights, and entrepreneurship stemming from research activities.

### SCOPE

This policy applies to all faculty members, researchers, and students engaged in research activities under the auspices of Padmabhushan Vasatraodada Patil Mahavidyalaya Kavathe Mahankal. It encompasses research across various disciplines including but not limited to Social Sciences, Natural Sciences, Commerce, and Management, with a focus on topics relevant to societal needs and advancements in knowledge.

## **RESEARCH AREAS AND ACTIVITIES:**

- Socio-economic development
- Rural and urban studies
- Gender studies
- Education and literacy enhancement
- Public policy and governance
- Cultural studies and heritage preservation
- Environmental sustainability
- Biodiversity conservation
- Climate change mitigation
- Renewable energy
- Biotechnology and bioinformatics
- Material sciences
- Financial inclusion and microfinance
- Corporate governance and ethics
- Marketing trends and consumer behavior
- Entrepreneurship and small business development
- Supply chain management
- Human resource management

## **ACTIVITIES LIST:**

- Organization of poster presentations and competitions similar to Avishkar to showcase research findings and innovations.
- Workshops, seminars, and conferences on Research Methodology, Intellectual Property Rights (IPR), and Multidisciplinary Research to enhance research skills and knowledge dissemination.
- Collaboration with industry experts, government agencies, and academic institutions for joint research projects and knowledge exchange programs.
- Publication support for faculty and student research outputs in reputed journals and conferences.
- Grants and funding opportunities to support research initiatives and academic pursuits.
- Ethical review and compliance with research ethics guidelines to ensure integrity and transparency in research practices.

## **MECHANISM FOR POLICY IMPLEMENTATION:**

- The implementation of this research policy is overseen by the Research Development Cell (RDC) and supported by the College administration. The following mechanisms are in place:
- Clear guidelines and procedures for conducting research activities, obtaining approvals, and managing research projects.
- Appointment of a Research Advisory Committee to provide guidance on research priorities, funding allocations, and strategic initiatives.
- Regular monitoring and evaluation of research progress and outcomes to assess impact and identify areas for improvement.
- Collaboration with internal and external stakeholders to align research efforts with institutional goals and societal needs.

- Training and capacity building programs for faculty and students to enhance research skills, proposal writing, and project management.

### **COMPOSITION OF RESEARCH DEVELOPMENT CELL (RDC)**

The Research Development Cell comprises the following members:

- Chairperson: Head of Research Development Cell (appointed by the College Principal)
- Faculty Members: Experienced researchers representing various disciplines
- External Experts: Industry professionals, subject matter experts, and researchers from other academic institutions
- Administrative Support: Staff members responsible for coordination, documentation, and logistics support

### **FUNCTIONING OF RESEARCH DEVELOPMENT CELL**

The Research Development Cell functions include:


- Planning and organizing research-related events, workshops, and conferences.
- Facilitating research proposal submission, review, and approval processes.
- Providing guidance and mentoring to faculty and students on research methodologies, grant applications, and publication strategies.
- Establishing collaborations and partnerships with funding agencies, industry partners, and research organizations.
- Monitoring research projects, ensuring compliance with ethical standards, and promoting research integrity.
- Evaluating and disseminating research outcomes through publications, presentations, and knowledge sharing platforms.

Padmabhushan Vasantrodada Patil Mahavidyalaya Kavathe Mahankal is committed to fostering a dynamic research ecosystem that nurtures creativity, innovation, and academic excellence. This policy sets the foundation for promoting research-driven solutions to address societal challenges and contribute to the advancement of knowledge across disciplines.

This policy will be periodically reviewed and updated to align with evolving research trends, regulatory requirements, and institutional goals.

  
**Internal Quality Assurance Cell**  
 Co-ordinator  
 Padmabhushan Vasantrodada Patil  
 Mahavidyalaya, Kavathe Mahankal



  
**PRINCIPAL,**  
 Padmabhushan Vasantrodada Patil  
 Mahavidyalaya, K. Mahankal, Dist- Sangli



**PADMABHUSHAN VASANTRAODADA PATIL MAHAVIDYALAYA**  
KAVATHE MAHANKAL, Dist. Sangli (Maharashtra) Pin- 416 405  
**Principal Prof. (Dr.) M. K. Patil** M.Sc., M. Phil., Ph.D. Mob.9421185277  
Phone-02341-295220 Email: kmpvp@rediffmail.com Website: www.pvpkm.ac.in  
**Jr. College Index No. J 22.04.002**

Ref No.: PVPMKM/

Date:

## **ZERO TOLERANCE POLICY ON SEXUAL HARASSMENT**

Padmabhushan Vasanttraodada Patil Mahavidyalaya, Kavathe Mahankal is committed to providing a safe and inclusive environment for all members of the college community. Sexual harassment is a serious violation of an individual's rights, dignity, and well-being. It is our policy to maintain a zero-tolerance approach towards any form of sexual harassment.

### **Definition of Sexual Harassment:**

Sexual harassment includes unwelcome sexual advances, requests for sexual favors, or any other verbal, non-verbal, or physical conduct of a sexual nature. It encompasses both explicit actions, as well as subtle or implicit behavior that creates a hostile, intimidating, or offensive environment.

### **Reporting an Incident:**

Any student who believes they have experienced or observed an incident of sexual harassment has the right to make a complaint. Complaints can be filed by completing a formal written report or through the designated grievance redressal on college website or directly through the college email address. Anonymous complaints will be investigated to the extent possible, but please note that it may limit the ability to take remedial action.

### **Confidentiality:**

All complaints and reports of sexual harassment will be handled with the utmost confidentiality and sensitivity. The identity of the complainant, witnesses, and others involved will be protected to the extent possible, as permitted by law and the requirements of a thorough investigation.

### **Investigation Process:**

Upon receipt of a complaint, [College Name] will initiate a prompt and impartial investigation. The investigation will be conducted by a dedicated committee consisting of trained members who are impartial and fair. During the investigation, all parties involved will be afforded the opportunity to present their side of the story, provide evidence, and identify witnesses, if any.

### **Disciplinary Action:**

If sexual harassment is substantiated, appropriate disciplinary action will be taken against the accused, which may include but is not limited to:

1. Disciplinary warning or reprimand
2. Suspension or expulsion from the college

3. Termination of employment for employees

4. Legal action, if required

The severity of the disciplinary action will depend on the nature and gravity of the offense, as well as any prior instances of misconduct.

### **Support and Remedial Measures:**

Our college is committed to providing support and assistance to victims of sexual harassment. We will offer counselling services, medical support, academic accommodations, and any necessary measures to ensure the well-being and safety of the complainant. It is essential to take immediate action to prevent further harm and provide a safe environment for everyone involved.

### **False Accusations:**

Any complaint found to be intentionally false, malicious, or made in bad faith will be subject to disciplinary action, in accordance with college policies and guidelines.

### **Awareness and Education:**

Our college takes a proactive approach to prevent gender and sexual harassment by implementing various programs to spread awareness and education among students. Here are some program names and descriptions that can be conducted

#### **1. "Respect and Consent Workshop Series":**

This workshop series aims to educate students about consent, boundaries, and healthy relationships. It covers topics such as recognizing and preventing sexual harassment, understanding the importance of communication and consent, and promoting respectful behavior.

#### **2. "Bystander Intervention Training":**

This program focuses on empowering students to intervene and prevent instances of gender and sexual harassment. It provides participants with the tools and strategies to safely intervene and support others who may be experiencing harassment or discrimination.

#### **3. "Safe Space Ally Training":**

This program trains students to become allies and create safe and inclusive spaces for individuals who identify as LGBTQ+. It addresses issues related to gender and sexual harassment and offers resources and support for LGBTQ+ students on campus.

#### **4. "S.A.F.E. (Support, Awareness, Freedom, Empowerment) Week":**

This week-long event includes a series of workshops, panel discussions, and awareness campaigns centred around creating a safe and inclusive campus environment. It covers topics such as consent, bystander intervention, and resources available for victims of sexual harassment.

#### **5. "Guest Speaker Series on Gender and Sexuality":**

This program invites experts, activists, and professionals to speak to students about the importance of gender and sexual equality, consent, respect, and creating a culture of inclusivity on campus.

#### **6. "Peer Educators Program":**

This program trains a select group of students to serve as peer educators who

promote awareness and education about gender and sexual harassment. These peer educators conduct workshops, engage in peer-to-peer discussions, and provide resources and support to their fellow students. These programs, among others, help college student foster a culture of respect, equality, and understanding on campus and ensure that students are knowledgeable and empowered to prevent gender and sexual harassment.

**Conclusion:**

Our college strongly condemns sexual harassment and is ready to take proactive and stringent measures to prevent and address such behaviour. We endeavor to foster a campus culture that promotes respect, equality, and dignity for all individuals.

  
Internal Quality Assurance Cell  
Co-ordinator  
Padmabhushan Vasantodada Patil  
Mahavidyalaya, Kavathe Mahankal



  
**PRINCIPAL,**  
Padmabhushan Vasantodada Patil  
Mahavidyalaya, K. Mahankal, Dist. Sangli