



NATIONAL ASSESSMENT AND ACCREDITATION PROJECT (NAAC) (2023-2024)

1. **Title of the committee:** Women Development committee

2. **Details of committee members:**

SR. No.	Name of Faculty	Designation in committee
1	Mrs. Dhara Vyas	Chairman
2	Mrs. Julia Chauhan	Secretary
3	Ms. Prakruti Patel	Member
4	Mrs. Mansi Patel	Member
5	Ms. Prisca Parmar	Member
6	Ms Vincy Macwan	Member
7	Ms. Prathana Christian	Member
8	Ms. Surbhi Chavda	Member
9.	Each CR from all classes	Member

3. **Objective of Committee:**

- This policy shall extend and apply to all the students, employees of the campus and women in general. In pursuance of the direction issued by University Grant Commission(UGC)and Ministry of Human Resource Development (MHRD), Dinsha Patel college of nursing has set up the WDC with the following objectives:
- To provide and foster a dignified, congenial working environment for women employees (including teaching, non-teaching and contractual workers) and students, where they can realize their potential to the fullest.
- To make women aware of their social and legal rights and thus empower them to stand



against any discrimination.

- To develop personality and incubate leadership quality in women leading to a fulfilling lives.
- To organize activities and programme to achieve the above said objectives.
- To cooperate and collaborate with organizations with similar goals and activities.
- To act as a forum for information sharing and exchange of ideas.
- To prevent Sexual Harassment and to promote general well-being of female students, teaching, on- teaching women staff of the college.
- To organize Seminars, Workshops relating to women development.

4. Strategies/Policies for attainment of objectives

Definitions:

1. “Cell” means Women Development Cell constituted under the provisions of these guidelines.
2. “Campus” means campus of Dinsha Patel College of Nursing, Nadiad
3. “Employee” means every person in the employment of the DPCN to which the guidelines are applicable, including any teaching/non-teaching staff or officers, temporary, part time, honorary and visiting persons, visiting faculty members engaged in any duties by whatever designation called and employees employed on a short vacancy, casual or project basis.
4. “Management” means and includes the Governing Body or the Board of Management of Dinsha Patel College of nursing, Nadiad.
5. “University” means affiliating university i.e. Saradar Patel university under act of the Legislative Assembly of the then Bombay Province in December 1955 and was recognized under 2f of the UGC Act in October 1968.
6. “Student” includes any person who is enrolled for any course with the Dinsha Patel college of Nursing to which these guidelines are applicable and includes–
 - I. A Diploma student, Under graduate/Post graduate student, Research Scholar and Repeater;
 - II. Any person, student or ex-student who has been permitted the use of an Of the facilities of the College such as library, laboratory, reading room, computer labs, gym etc. on the payment of a fee or otherwise.

Women Development Cell (WDC) at Dinsha Patel College of nursing has been constituted to



develop a congenial environment to contribute in inclusive growth of all, particularly women in and around the ambit of the College. The cell aims to empower women through knowledge sharing, training and aptitude building exercises and programs. This shall include; improving women's sense of self-worth, making women aware of their right to have and to determine choices, their right to have access to opportunities and resources, their right to have the power to control their own lives, both within and outside the home and their ability to influence the direction of social change to create a more just social and economic order, nationally and internationally.

Policy content and guidelines:

WDC would function in consonance with the guidelines of "SAKSHAM" provided by UGC.

The main functions shall include:

- I. Organizing Workshops and seminars that will result in women empowerment of both within the campus and outside the campus.
- II. Spreading Awareness about issues affecting women like health and fitness, finances and investment etc.
- III. Assisting to Prevention of sexual Harassment (CPSH) for dealing with complaint and conducting an inquiry. And providing hand book "prevention of sexual Harassment".
- IV. Collaborate with various organizations, or other College in the field of women empowerment, "STREE CHETNA", and Women and child Development Department, Gujarat.
- V. Monitor the timely conduction of activities under WDC and making reporting monthly.
- VI. Prepare register regarding issues, minutes of monthly meetings.

Operational Mechanism:

Meetings:

- The meeting agenda will be linked to the objectives of WDC and annual action plan. However, the committee will also assess the current needs and develops the agenda accordingly.
- The committee will meet on every 16th in a month. The chair of the committee may convene additional meetings, as he/she deems necessary.



- A minimum of four members of the committee will be present for the meeting.

Plan of Activities:

- A minimum of four activities (Workshops/Seminars/Awareness camps/Training programs.) will be conducted in an academic year.
- The activity will be planned and Executed by WDC, supported by department coordinators.
- A detailed report of each activity will be submitted.
- Sample list of activities are as following:
 1. Workshops/seminars/Awareness camps on issues like:
 2. Celebrating Awareness Activity like Women's Day Celebration
 3. Personality development , Guest Lecture,
 4. Women fitness, Sanitary Pad Distribution
 5. Legal Literacy
 6. Financial literacy
 7. Computer training
 8. Leadership
 9. Entrepreneurship development suggestive list of activities:
 10. Social skills like kitchen garden, cookery...
 11. Train the urban underprivileged adolescent's youth in English proficiency, Basic computer education and soft skills for enhancing their prospects of employment in the fast expanding retail, hospitality and business process outsourcing (BPO) sectors.
 12. Performing skits and role-plays for creating awareness in society.
 13. Organizing group discussion, speech, Debate, Easy Writing, Extempore, Posters on current issues to sensitize students.
 14. Arranging lectures of highly qualified and successful women.
 15. Providing basic amenities for hygiene (soaps, hand towels etc...) education (Copies, pen, pencil etc.
(At least three activities should be cover).
 16. Self defense training

Review of policy:

The WDC chairperson is authorized to make recommendations to the college /university about changes in the policy.

The policy will be reviewed after two academic years.



5. Related Laws:

- WDC is working on physical, emotional, sexual verbally, Non verbally issues which will destroy one's basic rights, feeling "unwelcome" whether directly or by implication as:
The following is also covered within the definition of sexual harassment:
- Physical contact and advances
- Demand or request for sexual favors
- Sexually colored remarks
- Showing pornography or other offensive or derogatory pictures, cartoons, pamphlets, or sayings
- Other unwelcome physical, verbal, or nonverbal conduct of a sexual nature.
- Taunts
- Eve-teasing
- Jokes causing or likely to cause awkwardness or embarrassment
- Touching or brushing against any part of the body and the like,

6. Distribution of Work:

Chairperson:

- Guide to Secretary and whole group members.
- Give them suggestion
- Solve the student problems
- Evaluation of team work

Secretary:

- To making agenda on every 16th
- Planning accordingly policy of WDC
- Resolve the problems of students
- Forward to the chair person

Members:

- Work accordingly to fulfill the objectives
- To searching issues
- Encourages the students for sharing their problems



List of records to be maintained in committee:

- Agenda and minutes of the meetings register
- Monthly report
- Circulars
- Complaint inward record
- Case record, Educational, awareness and training programs's report.

Signature of Secretary:

Signature of principal:

Signature of chairperson: