

Suryadatta Education Foundation's
Suryadatta College of Management Information Research & Technology
(SCMIRT)

7.1.1 (a) Annual gender sensitization action plan (A.Y.2023-24)

Sr. No.	Date	Theme/Topic
1	16 th January, 2024	Personality Development, Menstrual Hygiene, Mental Health
2	12 th February, 2024	Legal Awareness Session for Women's
3	28 th February, 2024	Empowering Change: A Journey towards Sustainable Menstrual Health




Principal, SCMIRT

NOTICE

Personality Development, Menstrual Hygiene, Mental Health

Date:- 10/01/2024

All Girl students are hereby informed that, we are organising Guest Session on Personality Development, Menstrual Hygiene, Mental Health under "Nirbhaya Kanya Yojana" of SPPU for Girls Students. All Girl students from all the courses are expected to attend the sessions.

Attendance is Compulsory.

Date:- 16th Jan. 2024

Reporting Time:- 10:00AM

Venue:- Bansi Ratna Hall

Dress Code:- Formal



Asst. Prof. Rasika Dighde
(Student Development Officer)



Dr. Abbas Lokhandwala
(SCMIRT Principal)



Prof. Monika Kulkarni
(IQAC)



Principal, SCMIRT

REPORT

Personality Development, Menstrual Hygiene, Mental Health

Date: 16th January 2024

Location: Suryadatta College of Management Information Research & Technology (SCMIRT)

Organized By: Student Development Cell

Faculty: Ms. Harshada Raman

Executive Summary:

The Nirbhay Kanya Yojana – Personality Development Workshop was conducted on 16th January 2024 at SCMIRT, orchestrated by the Student Development Cell and led by Ms. Harshada Raman, proved to be a transformative experience for the participating young women. The workshop comprehensively covered essential elements of Personality Development, addressing Appearance, Body Language, and Communication.

Introduction: The workshop commenced with an inaugural session that emphasized the importance of personality development in fostering confidence, self-esteem, and empowerment among young women. Ms. Harshada Raman set the stage for an interactive and engaging learning experience.

Personality Development Tips:

1. Appearance:

- **Grooming:** Participants were advised on the importance of personal grooming, including maintaining cleanliness, proper skincare, and good personal hygiene. Grooming contributes significantly to the first impression one makes and reflects self-respect and professionalism.
- **Dressing:** The session emphasized the significance of appropriate dressing. Participants learned about dressing for different occasions, understanding dress codes, and selecting attire that aligns with personal style while being suitable for the context.
- **Hygiene:** Personal hygiene was highlighted as a crucial aspect of appearance. This included maintaining cleanliness in all aspects, from dental care to overall body hygiene, ensuring a




Principal, SCMIRT

positive and healthy image.

2. CTMP (Cleaner, Toner, Moisturize, PH Balance)

- **CTMP Routine:** The CTMP routine was explained, stressing the importance of cleansing, toning, moisturizing, and balancing the skin's pH. This skincare regimen contributes to a healthy and radiant complexion.
- **Minimal Makeup:** Participants were encouraged to adopt a minimalistic approach to makeup, understanding that less is often more. This helps in maintaining a natural and polished appearance.
- **Neat Hair:** Emphasis was placed on the importance of well-maintained and neatly trimmed hair. Proper hair care routines and styles that suit individual preferences were discussed.
- **Well-tailored Attire and Accessories:** Understanding the significance of well-fitted attire and suitable accessories in enhancing one's overall appearance. Properly chosen clothing and accessories contribute to a polished and put-together look.

3. Menstrual Cycle Care:

- **Exercise:** Regular physical activity during the menstrual cycle was encouraged for its positive impact on mood, energy levels, and overall well-being.
- **Nutritious Diet:** Participants were advised to focus on a balanced and nutritious diet, including fruits and home-cooked food, to support the body's nutritional needs during the menstrual cycle.
- **Calm Environment:** Creating a calm and quiet environment during the menstrual cycle was emphasized, acknowledging the importance of mental well-being during this time.
- **Maintain Hygiene:** The workshop stressed the significance of maintaining personal hygiene during menstruation, including regular changes and proper disposal of sanitary products.
- **Careful Washing and Self-care Practices:** Participants were guided on careful washing and self-care practices to ensure comfort and hygiene during the menstrual cycle.

4. Body Language:

- **Good Posture:** The importance of maintaining good posture was highlighted, as it conveys confidence, attentiveness, and professionalism.
- **Eye Contact:** Participants learned about the positive impact of maintaining eye contact during interactions. It signifies attentiveness and sincerity.
- **Firm Handshake:** A firm handshake was discussed as a non-verbal cue that communicates confidence and strength.
- **Being Calm:** The workshop emphasized the value of projecting a calm and composed




Principal, SCMIRT

demeanour, as it contributes to a positive and controlled image.

5. Communication:

- **Active Listening:** Participants were encouraged to actively listen before responding, fostering better understanding and communication.
- **Avoid Interruptions:** The workshop emphasized the importance of avoiding interruptions, allowing others to express themselves fully.
- **Share Personal Experiences:** Participants learned to share personal experiences as a way of connecting with others and building rapport.
- **Poise:** Maintaining poise, or graceful composure, was discussed as a key element in effective communication.
- **Confidence:** The workshop highlighted the significance of exuding confidence in verbal and non-verbal communication, contributing to a positive and impactful presence.

Outcomes and Impact:

Participants expressed gratitude for the workshop's holistic approach to personal development, citing increased confidence and self-awareness. Harshada Raman's expertise and the interactive format left a positive impact on attendees, fostering a sense of empowerment.

Conclusion:

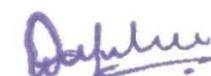
The Nirbhay Kanya Yojana – Personality Development Workshop at SCMIRT, guided by Ms. Harshada Raman and organized by the Student Development Cell, exemplified a commitment to empowering young women. The comprehensive coverage of appearance, body language, and communication skills provided participants with valuable tools for personal and professional growth, contributing to the overall development of confident and capable individuals.

Report Prepared By:

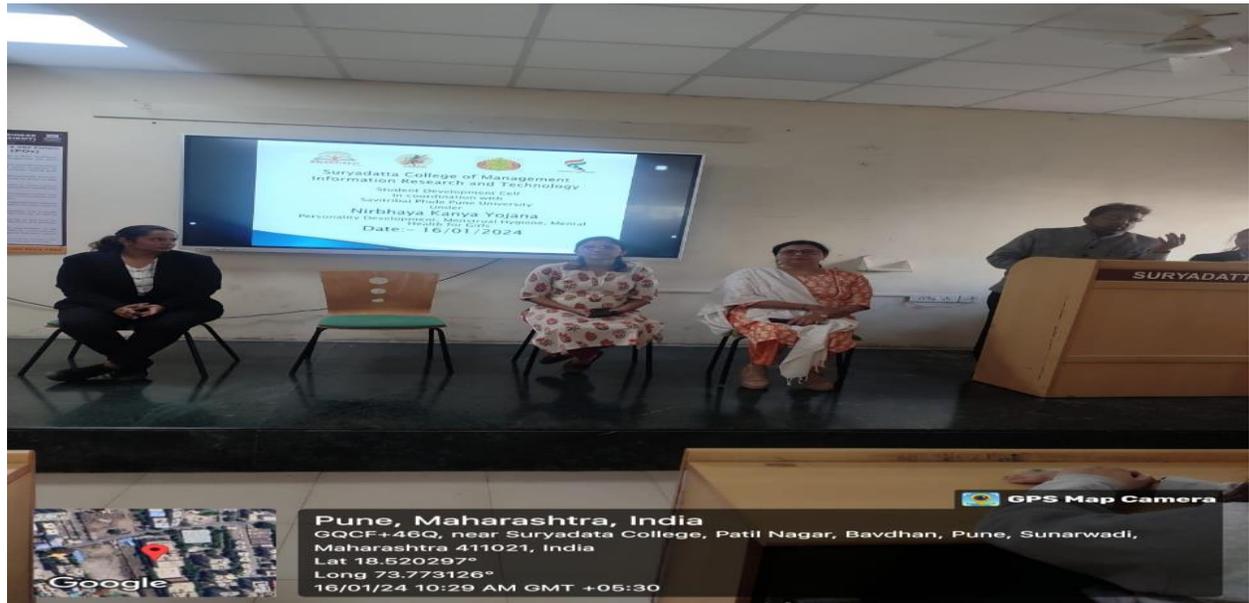


Asst. Prof. Rasika Dighde




Principal, SCMIRT

Suryadatta Education Foundation's Suryadatta College of Management Information Research & Technology (SCMIRT)



D. D. D. D.
 Principal, SCMIRT

Suryadatta Education Foundation's
Suryadatta College of Management Information Research & Technology
(SCMIRT)




Principal, SCMIRT

Suryadatta Education Foundation's
Suryadatta College of Management Information Research & Technology
(SCMIRT)

NOTICE

Legal Awareness Session for Women's

Date:- 09/02/2024

All Girl students are hereby informed that, we are organising Guest Session on Legal Awareness Session for Women under "Nirbhaya Kanya Yojana" of SPPU for Girls Students. All Girl students from all the courses are expected to attend the online sessions.

Attendance is Compulsory.

Date:- 12th Feb. 2024

Time:- 10:00AM to 11:00 AM

Link for Session:- <https://meet.google.com/aof-oucX-arm>



Prof. Rasika Dighde
(Student Development Officer)



Dr. Abbas Lokhandwala
(SCMIRT Principal)



Prof. Monika Kulkarni
(IQAC)


Principal, SCMIRT



Suryadatta Education Foundation's
Suryadatta College of Management Information Research & Technology
(SCMIRT)



REPORT

Legal Awareness Session for Women

Date: 12th February 2024

Location: Suryadatta College of Management Information Research & Technology (SCMIRT)

Organized By: Student Development Officer

Faculty: Mrs. Ketaki Bapat

Sexual harassment in the workplace remains a pervasive issue that undermines the safety,

dignity, and well-

being of women. Despite progress in awareness and legislation, incidents of harassment continue to occur, highlighting the urgent need for comprehensive strategies to prevent and address this form of discrimination.

Scope of the Problem:

Numerous studies reveal the widespread prevalence of sexual harassment in various industries and sectors, with women disproportionately affected. From subtle forms of

Unwanted advances to explicit coercion and assault, the spectrum of harassment behaviors creates hostile work environments and impedes women's career advancement.

Impact on Women:

The consequence so sexual harassment extend far beyond immediate is comfort, often

Leading

to psychological distress, decreased job satisfaction, and professional stagnation. Fear of




Principal, SCMIRT

retaliation and the stigma associated with reporting further exacerbate the trauma, Perpetuating a culture of silence and impunity.

Legal Framework:

While laws and policies exist to protect employees from harassment, enforcement Mechanisms

and institutional accountability mechanisms remain inadequate. Strengthening legal protections, enhancing enforcement efforts, and promoting a culture of zero tolerance are essential to safeguarding women's rights in the work place

Preventive Measures: Effective prevention requires a multi-faceted approach, encompassing proactive measures such as education, training, and organizational reforms. By fostering

Respectful workplace cultures, promoting bystander intervention, and empowering victims to speak out, employers can create safer environments for all employees.

To eradicate sexual harassment in the workplace, concerted efforts are needed at the individual, organizational, and societal levels. By prioritizing prevention, strengthening

Legal protections, and supporting victims, we can create workplaces that are free from

harassment and

conducive to the dignity and equality of all employees. It is time for action to ensure that women can pursue their careers without fear of harassment or discrimination.

Prepared By



Asst. Prof. Rasika Dighde




Principal, SCMIRT



Suryadatta Education Foundation's Suryadatta College of Management Information Research & Technology (SCMIRT)



Suryadatta Group
Enriching Careers & Enhancing Lives

Savitribai Phule Pune University

Government of India

Suryadatta College of Management
Information Research and Technology

Student Development Cell
In coordination with
Savitribai Phule Pune University
Under
Nirbhaya Kanya Yojana
Legal Awareness Session for Women
Date:- 12/02/2024

Rasika Dighde (You, presenting)

Stop presenting

Ragini Mehta

Priyanka Wankhade

Priya Barhate

Rasika Dighde

11:19 AM | Legal Awareness Session for Girls

Ketaki Bapat

Neetu Kalthal

Prachi Duse

Nikita Dhumal

Priya Barhate

Tanishka Mazire

Priyanka Wankhade

33 others

Rasika Dighde

30 others

10:49 AM | Legal Awareness Session for Girls

20°C Haze

12-02-2024



D. D. Dhumal
Principal, SCMIRT

Suryadatta Education Foundation's
Suryadatta College of Management Information Research & Technology
(SCMIRT)




Principal, SCMIRT



Suryadatta Education Foundation's

**Suryadatta College of Management Information Research & Technology
(SCMIRT)**



NOTICE

Empowering Change: A Journey towards Sustainable Menstrual Health

Date:- 21/02/2024

All Girl students are hereby informed that, we are organising Guest Session on “Empowering Change: A Journey towards Sustainable Menstrual Health” under “Nirbhaya Kanya Yojana” of SPPU for Girls Students. All Girl students from all the courses are expected to attend the sessions.

Attendance is Compulsory.

Date:- 28th Feb. 2024

Time:- 10:00AM to 11:00 AM

Venue:- 205 Classroom

**Asst. Prof. Rasika Dighde
(Student Development Officer)**

**Dr. Abbas Lokhandwala
(SCMIRT Principal)**

**Asst. Prof. Monika Kulkarni
(IQAC)**



Principal, SCMIRT

Report Empowering Change: A Journey towards Sustainable Menstrual Health

Date: 28th February 2024
Time: 10:00 AM to 11:00 AM
Guest Speaker:- Diksha Bedekar
Organizer: Student Development Cell

Introduction:

On 28th February 2024, the Student Development Cell, under "Nirbhaya Kanya Yojana" initiative of SPPU, organized a Guest Lecture titled "Empowering Change: A Journey towards Sustainable Menstrual Health." The lecture aimed to provide female students with comprehensive knowledge and resources related to menstrual health and hygiene. Mrs. Diksha Bedekar, a seasoned expert in women's health and hygiene, was invited as the guest speaker for the event.



Attendance and Participants:

The event witnessed a remarkable turnout, with female students from various courses in attendance, highlighting the significance of the topic and the enthusiasm of the participants.

Session Overview:

Mrs. Diksha Bedekar commenced the session with an engaging introduction, highlighting the importance of menstrual health awareness and the objectives of the lecture. Leveraging her expertise in the field, Mrs. Bedekar delivered an insightful presentation encompassing various crucial aspects of menstrual health and hygiene.

Key Highlights of the Lecture:



Diksha Bedekar
Principal, SCMIRT

- Understanding Menstrual Health: Mrs. Bedekar provided a comprehensive overview of the menstrual cycle, emphasizing its physiological significance and its impact on women's overall health and well-being.



- Hygiene Practices: Practical guidance was provided on maintaining proper menstrual hygiene, including the importance of using hygienic menstrual products, adopting sustainable practices, and proper disposal methods.
- Dispelling Myths and Taboos: Mrs. Bedekar addressed prevalent myths and taboos surrounding menstruation, encouraging attendees to challenge societal stigmas and promote open dialogue to eradicate misconceptions.
- Access to Resources: Information on accessing affordable and eco-friendly menstrual products, as well as resources for seeking medical advice and support, was shared with the participants to empower them to make informed decisions about their menstrual health.

Interactive Session: Throughout the lecture, Mrs. Bedekar encouraged active participation from the audience, fostering interactive discussions, addressing questions, and encouraging attendees to share personal experiences related to menstrual health. The interactive format facilitated a supportive environment for learning and exchange of ideas.

Feedback and Impact:

Feedback collected from participants indicated a highly positive response to the lecture. Attendees expressed appreciation for the comprehensive information provided by Mrs. Bedekar and expressed newfound confidence in managing their menstrual health. Many participants also expressed interest in organizing similar awareness initiatives in the future to continue the dialogue on menstrual health and hygiene.

Conclusion:

The Guest Lecture on "Empowering Change: A Journey towards Sustainable Menstrual Health" by Mrs.



Dr. Anurag
Principal, SCMIRT



Suryadatta Education Foundation's

**Suryadatta College of Management Information Research & Technology
(SCMIRT)**



Diksha Bedekar was a resounding success, contributing significantly to the objectives of the Nirbhaya Kanya Yojana initiative. The Student Development Cell reaffirms its commitment to organizing such impactful events to promote the holistic well-being of students.

Prepared By:

Asst. Prof. Rasika Dighde



Principal, SCMIRT