



Bharatiya Shikshan Prasarak Sanstha, Ambajogai



## Swa. Sawarkar Mahavidyalaya, Beed



### Internal Quality Assurance Cell

#### Criteria 7: Institutional Values and Best Practices

##### Key Indicator 7.1: Institutional Values and Social Responsibilities

7.1.1: Institution has initiated the Gender Audit and measures for the promotion of gender equity during the last five years. *Describe the gender equity & sensitization in curricular and co-curricular activities, facilities for women on campus etc.*

#### GENDER AUDIT AND GENDER SENSITISATION ACTION PLAN

# ASSURE QUALITY

MANAGEMENT CERTIFICATION SERVICES PVT. LTD.



## COMPLIANCE VERIFICATION

This is to certify that



**B.S.P. Sanstha's**

**SWA. SAWARKAR MAHAVIDYALAYA, BEED**

Sawarkar Nagar, Jalna Road, Beed, Maharashtra – 431122  
India

Has been assessed and found to be in accordance with the requirements of detailed below

## GENDER EQUALITY

Providing the Education of Graduation and Post-Graduation Level for the Stream of Arts, Commerce and Science.

Certificate Number: AB000A/0G:0823

Originally Registered: 07-08-2023 Latest Issue: 07-08-2023 Originally Expiry Date: 06-08-2026

Validity of this certificate is subject to annual surveillance audit to be done successfully on or before of 01-08-2024 & 01-08-2025 respectively. In case if surveillance audit is not allowed to be conducted; this certificate shall be suspended/withdrawn.



*Jasinder chand*  
For AQMCS PVT LTD

Assure Quality Management certification Services Private Limited

For Validity query of this certificate mail to [aqmcs@aqmcs.com](mailto:aqmcs@aqmcs.com) and This certificate remains the property of AQMCS & shall be returned immediately when demanded.

*Principal*  
Swa. Sawarkar Mahavidyalaya,  
Beed



# Cri.7.1.1 Gender Audit: Women's Policy



Bhartiya Shikshan Prasarak Sanstha, Ambajogai's

**SWA. SAWARKAR MAHAVIDYALAYA, BEED**



## **GENDER AUDIT MANAGEMENT**



### **WOMEN'S POLICY**

Doc No. : SSM/QM 1

Issue No. & Date: 01 – 01/04/2023

Rev No. & Date: 00 – 01/04/2023

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## **WOMEN'S POLICY**

**We are committed to Women / Girls Safety, Equality and Growth, who are working in our education ecosystem.**

**We will groom, develop and provide skill women in sports, academics leadership and latest technology by providing equal opportunities in all fields.**

**For safety we will provide them training for self protection.  
We have a continual improvement process  
in our policies and strategies.**

**We shall comply with requirements of Law and have tie up with local governing bodies to avoid any crime against them.**

**We have escalation process to ensure in case of any incident against them.**

  
**Principal**  
Swa.Sawarkar Mahavidyalaya,  
Beed.  
APPROVED BY

  
SPACE FOR STAMP



AOMC 51172, Sector-11, Panchkula-134109, Tri City Chandigarh- India, www.aomc.com

## WOMEN SAFETY AT WORKPLACE AUDIT ASSESSMENT REPORT

Team Leader: Mr. Ravindra Mahajan

Date:

the workplace if applicable	
Hiring of cabs/ transport vehicles on a regular basis only from established agencies	Not applicable
To have a Code of Conduct in place related to women safety	Available and displayed on website also.
Internal compliance measurement on the awareness of the women safety policy	ICC committee members, planned meetings are conducted quarterly on regular basis and issues are addressed. Awareness is given to all through display boards.
Payment of salaries directly into bank accounts to avoid any kind of harassment by supervisory staff over subordinate women employees/casual women employees	Salary is credited to employees bank account and Scholarship benefits are also linked to student bank account for getting direct benefits.
Setting up of a sexual harassment committee reporting to the top management or a senior member of the management and headed by a woman	ICC act is considered and is addressed as per guidelines by affiliation body (University) is followed.
Strict disciplinary action against those found violating the code of conduct to ensure that it is not repeated	Procedure available but no case reported till date.
Every complaint verbal or written to be documented and investigated promptly by the committee and appropriate action must be taken irrespective of the person being a senior, supervisor, colleague, staff, customer or vendor.	Anti ragging, ICC committee and Grievance resolutions team are formed and monitored through meetings. No issue reported till date.
Women employees to be assured of speedy redressal, confidentiality of their complaints and protection from reprisal	Procedure available for confidentiality while reported issue and reprisal information. No such case found open or reported.
Awareness & training Programme for women safety & security	Training conducted for staff and students on self defense to counter unsafe conditions. Lady students are taken to police station and handling of weapon to empower them.
Control of documented information	ISO certified so Control of documents & records is evident in documentation.
Communication of information	Internal and External communication matrix available.
Internal audit	Internal audit conducted at frequency of 6 months.
Management review	Women Safety & Equality related inputs are given in MRM and resources are taken.
Nonconformity and corrective action	In any issue related to conformity is observed NC process is followed.
Review of Previous NCR, its Corrective Action Plan & verification of the effectiveness of Corrective Action taken.	In any issue related to conformity is observed NC process is followed.
Use of Logo	Logo will be used on website or literature.

### ASSESSMENT COMMENTARY (A-019)

#### Positive Issues:

ICC with recommended as per affiliation body.

#### Observations:

Nil

appropriateness of the certification scope;

Confirmation about that audit objectives have been fulfilled.

Yes observed.



*[Signature]*  
Principal  
Swa.Sawarkar Mahavidyalaya,  
Beed.





AQMCS 1172, Sector-11, Panchsala-134109, Tril City Chandigarh, India, www.aqmcs.com

## WOMEN SAFETY AT WORKPLACE AUDIT ASSESSMENT REPORT

Team Leader: Mr. Ravindra Mahajan

Date: 03/05/2023

### RECOMMENDATION FOR CERTIFICATION

Congratulations, we are pleased to recommend certification for the scope detailed in Assessment Report (Write NA if this sheet is not applicable)

"This is subject to the receipt of a satisfactory Corrective Action Plan with reference to the nonconformities raised this visit. The plan should be reached AQMCS office in 15 Working Days".

Subsequently this Assessment Report Pack along with your satisfactory Corrective Action Plan and objective evidence (if applicable) shall be reviewed independently with in AQMCS. Once the recommendations are found as sound, AQMCS will be pleased to issue a Certificate. This will come along with the AQMCS Logo. The conditions for use of AQMCS Logo Mark please visit www.aqmcs.com.

AQMCS believes in value added partnership with its clients, and we will be pleased to revisit your company for the Surveillance Assessments for a visit every Year for One man days per visit.

### Recommendation for Supplementary/Re- Assessment (A-024)

(Write NA if this sheet is not applicable)

1. The following have been considered as major concerns during this assessment visit;
2. This assessment is based on random samples therefore nonconformities may exist which have not been identified.
3. The non-conformities identified indicate a breakdown in the management system to effectively control the activities for which it was intended. Immediate action is required to investigate the underlying cause of these non-conformities and implement effective, corrective and preventive action. A plan to determine actions, time scales and responsibilities must be prepared and submitted to Chief Executive for review, no later than — / — / —.
4. Team recommends a Limited Supplementary Assessment for — manday(s) or a full Re-assessment for — manday(s). The same could be conducted by — / — / —, upon satisfactory corrective action plan submitted by client to AQMCS's Chief Executive.
6. Client to inform their readiness to AQMCS's Chief Executive for the further assessment as in 3<sup>rd</sup> point above so that the same could be satisfactorily planned & conducted.

(Write NA if this sheet is not applicable)

### SURVEILLANCE ASSESSMENT (SA) PROGRAMME (A-030)

SA. Frequency- annually

First surveillance-with in twelve month stage -2 audit

Second surveillance- with in twenty four month stage -2 audit

Recertification- with in thirty six month of stage-2 audit

### DECLARATION OF NON-CONFLICT OF INTEREST (A-025)

I confirm that I have no consultancy or other commercial association with this organization during the last two years other than activities conducted under the direction of AQMCS.

### AQMCS Initial/ Supplementary/surveillance/recertification e Report & Report Acceptance

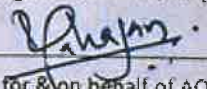
The assessment of M/s. B. S. P. Sanstha's Swa. Sawarkar Mahavidyalaya, Beed, Maharashtra was completed.

AQMCS through its Team Leader / Lead Auditor confirms the Confidentiality of the Information received, Observed and Reported by the Team AQMCS.

Team Leader / Lead Auditor by signing this sheet confirm the Non Conflict of Interests with the Organisation.

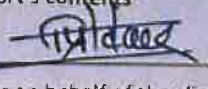
This report and its full contents are completely understood and accepted.

Please sign below confirming acceptance of the assessment report's contents

  
Signed for & on behalf of AQMCS.

Name: Ravindra Mahajan

Date: 03/05/2023.

  
Signed for on behalf of the client

Name: Priti Diliprao Bhetkar

Date: 03/05/2023

**Principal**  
Swa.Sawarkar Mahavidyalaya,  
Beed.

A-095, Rev.00, 10 Nov.2021







B.S.P.S. 1172, Sector-11, Panchkula-134109, Tri City Chandigarh-India, www.bsps.ac.in

## WOMEN SAFETY AT WORKPLACE AUDIT ASSESSMENT REPORT

Team Leader: Mr. Ravindra Mahajan

Date: 03/05/2023

### ASSESSMENT REPORT

Name of Company (Organisation): B. S. P. Sanstha's Swa. Sawarkar Mahavidyalaya, Beed	
Address: Swarkar nagar, Jalna road, Beed 431122 Maharashtra State, India	
Contact Person: Prof. Dr. Priti Diliprao Pohekar	Position: Principal
Scope of services: Provide Education	
No. of Employees: Total 52 (43 Male & 9 Female)	No. of Shifts: General – Day shift
Audit objective: compliance verification of system in place on sampling basis as per checklist	
Audit Frequency: Annual	
Assessment Type: Initial / Supplementary/surveillance/recertification	
Assessment Commencement Date:	Assessment Completion Date:
Assessment Team:	Name: Mr. Ravindra Mahajan Man days: 01
Any significant issues impacting on the audit programme;	
Auditing is based on sampling process of the available information;	
Nonconformities raised during Audit: - Nil -	
VERIFICATION OF DOCUMENTED INFORMATION (C- Conformity, NC-Non-Conformity, O-Observation)	
checklist	Objective Evidences Verified as a part of process Conformity
Working scope of organization	Providing the education of Graduation and Post Graduation level for the streams of Arts, Commerce and Science.
Women safety policy	Available Women's Policy and displayed. Document - QM/01
Objective & planning to ensure women safety at work place	In line with Policy – Objective is evident in document no. QM/02.
Organizational roles, responsibilities and authorities	Organisation chart and. Rules, Responsibility and Authority are mentioned in Policy document – "Governance Leadership and Management".
Compliance obligation / regulatory requirement	Abstract for Legal requirements for Women's Safety is available and displayed.
Identification documents (driving license, photo ID, address proof, Finger prints) to be collected from drivers, security guards and all casual staff	Identification documents for including Non teaching staff, Security and Contractual but also for new joining employees and during admission of students are collected and are maintained in personnel files & common files for students.
24x7 operational CCTV (Closed Circuit Television) cameras at vital locations or places, such as entry/ exit, common passages, etc. However, this should not impinge the modesty and privacy of the employees	All campus including play ground is covered under CCTV surveillance around 21 installed. All critical areas are covered.  Only Gents and ladies toilets are left out for maintaining privacy.
Where CCTV is not possible, manned entries / gates and security deployment at the site/ office / location 24x7 or depending upon the kind of working hours	All areas are covered by CC TV and 2 male and 2 ladies Peon are present in the premises for during working days.
Clearly displayed emergency contact numbers and a designated officer(s) available round the clock to be contacted in emergency	Contingency plan displayed – Fire station, Police station, Hospital telephone nos. are displayed. Teams like ICC, Grievance, Anti ragging responsible and Jamni pathak of ladies constable other senior college members nos. are displayed for handling any emergency situations.
Well-lit work areas, staircases and parking lots till the last woman employee leaves the site	Working hours are in day time from 8 am to 5.00 pm, but still lights are provided in all premises. Emergency lights are provided at two main entrance.
Separate and secure toilets for women	Gents & Ladies toilets for Staff and Students are available at all floors with all facilities
Strict surveillance of visitors. Details of all the visitors such as name, organization, address, purpose of visit, person visited, time in and time out to be recorded in a register. This should apply not only to the visitors but also to courier staff, delivery boys etc	Visitors are monitored through visitors pass only and gate entry is made in register by security and their purpose and person to visit is confirmed and then permitted.
Provision of transport for women working in night shifts both to and from	Not applicable

A-095, Rev.00, 10 Nov.2021



*[Signature]*  
Principal  
Swa. Sawarkar Mahavidyalaya,  
Beed.

Bhartiya Shikshan Prasark Sanstha, Ambajogai  
Swa. Sawarkar Mahavidyalaya, Beed  
Gender Sensitization Action Plan



This college is of co-education type. College has inclusive environment and provides equal opportunities irrespective of gender. The college takes special efforts in holistic development of female students. Along with the academic development, college takes concern of safety and security as well as protecting self esteem of female students and staff members. This is achieved through functioning of College Development Committee, Internal Complaint Committee, Grievance Redressal Committee, Anti-Ragging Committee, Discipline Committee, etc. Gender sensitization action plan of college is as follows:

- Equal opportunities irrespective of gender at the time of admission as well as in entire functioning of institute.
- Secured campus through fencing, restricted entry and CCTV surveillance
- Compulsion of I-card for every student to maintain discipline in college campus.
- Provision of grievance box for complaints of female students
- Zero tolerance towards sexual harassment.
- Establishment of formal mechanism to deal with issues related to gender discrimination, abuse and sexual harassment.
- Organization of counseling program for female students
- Organization of gender equity awareness program for both male and female students
- Presentation of role models through celebration of commemorative days.
- Celebration of *Sharadotsav* by arranging various programs in view of women empowerment.
- Facility of ladies common room with necessary facilities like wash rooms, nappy vending and incineration machine.

  
**Principal**  
Swa.Sawarkar Mahavidyalaya,  
Beed.

- Psychological counseling as a confidence building measure.
- Mentoring for holistic development through mentor-mentee scheme.
- Awareness programs giving information about health and hygiene.
- Workshop on self defense, Yoga and meditation for well being of female staff and students.
- Regular visits of vigilance squad 'Damini Pathak' for safety and security of female staff and students. Display of Helpline numbers for emergency assistance from police.
- Awareness program about human rights and legal aspects.

  
Principal  
Swa.Sawarkar Mahavidyalaya  
Beed.

Date:

  
President  
College Development Committee  
S.S.M.Beed.  
College Development Committee

College seal



  
Principal  
Swa.Sawarkar Mahavidyalaya,  
Beed.



Bhartiya Shikshan Prasark Sanstha, Ambajogai  
**Swa. Sawarkar Mahavidyalaya, Beed**  
**Gender Sensitization Action Plan**

Month	Activity
June-July	Yoga and Meditation Camp Induction Program giving information about activities of ICC
August	Counseling of female students
September	--
October	SHARADOTSAV (Celebration of Navratra Mahotsav by organizing various competitions and activities for women empowerment)
November	---
December	Program on Legal Protection/Human Rights/Self Defense
January	Mahila Mata Palak Melava: (get-together of mother parents and awareness about health/human right) on the occasion of Birth Anniversary of Rajamata Jijau & Makar Sankranti
February	---
March	International Women's Day: 8 March (Organization of workshop for women empowerment)

  
Chairman  
Internal Complaint Committee

  
Principal  
Swa.Sawarkar Mahavidyalaya  
Beed.

Date:

Seal of college

