



# The S.I.A. College of Higher Education

Accredited B<sup>+</sup> by NAAC  
(Affiliated to University of Mumbai)

P-88, MIDC Residential Area, Dombivli Gymkhana Road, Near Balaji Mandir, Dombivli (East), 421 203.

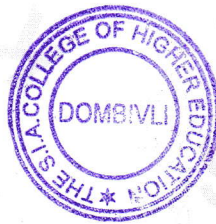
Email : office@thesiacollege.com Website : www.thesiacollege.com

Ref. No : SIAC/300/16-17

Date : 21/06/2016

## Gender Sensitization Action Plan 2016-17

Month	Activities	Organized by
Jul-16	Session on Investing in Teenage Girls on World Population Day	Women Development Cell
Jul-16	Self Defence Training	Women Development Cell
Feb-17	Session on Cyber Security	Women Development Cell



*Padmapati*  
Principal

PRINCIPAL  
The S.I.A. College of Higher Education  
DOMBIVLI (E)



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Email : office@thesiacollege.com Website : www.thesiacollege.com

Ref. No : SIAc/805/17-18

Date : 16/6/2017

## Gender Sensitization Action Plan 2017-18

Month	Activities	Organized by
Sep-18	Nirmalya Collection	NSS Girl Volunteers
Jan-18	Session on Women and Law	Women Development Cell
Mar-18	Session on Women and Health	Women Development Cell
Mar-18	Health Check-up Camp	Women Development Cell



*Padma*  
Principal

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Email : office@thesiacollege.com Website : www.thesiacollege.com

Ref. No : SIAC/421/18-19

Date : 18-6-2018

## Gender Sensitization Action Plan 2018-19

Month	Activities	Organized by
Aug-18	Guest Lecture on "Women and Law"	Women Development Cell
Sep-18	Film screening on Dignity of Women	Women Development Cell
Sep-18	Nirmalya Collection	NSS Girl Volunteers
Nov-18	Haldi Kumkum Ceremony for Adopted village members	NSS
Nov-18	Two-Day Workshop on Understanding Gender	Women Development Cell
Feb-19	Training & Awareness Programme on Prevention of Sexual Harassment	Women Development Cell
Mar-18	Celebration of Women's Day	Women Development Cell
Mar-18	Awareness session on Health and Nutrition	Women Development Cell



*Pudumaji*  
Principal

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Email : office@thesiacollege.com Website : www.thesiacollege.com

Ref. No : SIAC/295/19-20

Date : 17.06.2019

## Gender Sensitization Action Plan 2019-20

Month	Activities	Organized by
Jul-19	Self Defence Training for girls	Women Development Cell
Aug-19	Session on Confidence Building	Women Development Cell
Sept19	Nirmalya Collection	NSS Girl Volunteers
Dec-19	POSH Act, 2013 Training for the students	Women Development Cell
Jan-20	Session on Women related Laws	Women Development Cell
Mar-20	Celebration of Women's Day	Women Development Cell



*Sudhakar*  
Principal

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Ref. No : SIA/308/20-21

Date : 15/06/2020

## Gender Sensitization Action Plan 2020-21

Month	Activities	Organised by
Jul-20	Session on "Protection of Women under Domestic Violence Act, 2005"	Women Development Cell
Feb-21	POSH Act Training	Women Development Cell
Mar-21	Celebration of Women's Day	Women Development Cell



*Sudhakar*  
Principal

PRINCIPAL  
The S.I.A. College of Higher Education  
DOMBIVLI (E)

**The South Indian Association**  
**The S.I.A. College of Higher Education**  
**GENDER AUDIT**  
**ACADEMIC YEAR 2017-18 to 2019-20**

**ITEM NO. 1 : No. of Teaching, Non-Teaching and Students for last 3 years.**

Year	Total boys	Total Women	Total students	% of women students
2017-18	540	583	1123	51.91%
2018-19	638	684	1322	51.73%
2019-20	702	756	1458	51.85%

Year	Teaching	Non-Teaching	Total Male	Total Women	% of women
2017-18	20	10	8	22	73.33%
2018-19	28	13	11	30	73.17%
2019-20	32	14	12	34	73.91%

**ITEM NO. 1 (A) : Representation of Female Faculty in Academic Bodies such as Board of Management, Academic Council, Board of Examinations:**

- Principal Dr. Padmaja Arvind, has represented on Selection Committee as VC nominated subject expert.
- Principal Dr. Padmaja Arvind, has represented on LIC/Expert Committee as VC nominated member.

**ITEM NO. 2 : FIP Scheme for Academic Staff and In-Service Training Facilities for Administrative Staff, Security Mechanism for Night Duty Staff, Grievance Redressal Cell.**

- No night duty allotted to women staff/staff except security

PARTICULARS	Details
FIP FOR ACADEMIC STAFF	BEING UNAIDED NO UGC FIP IS AVAILABLE, HOWEVER MANAGEMENT GRANTS STUDY LEAVE FOR HIGHER STUDIES.
IN-SERVICE TRAINING ADMN.	YES THE TEACHING AND NON



STAFF	TEACHING STAFF IS DEPUTED FOR TRAINING SESSIONS/SEMINARS/WORKSHOPS AND CONFERENCES.
SECURITY MECHANISM	YES, CCTV, 24HRS SECURITY STAFF, (PROPER LIGHTING ARRANGEMENT, SYSTAMATIC SECURITY MECHANISIM)
GRIEVANCE REDRESSAL CELL	YES (WHENEVER GRIEVANCE ISSUES ARE INFORMED, DUE PROCESS IS ADOPTED TO RESOLVE THE PROBLEM BY COMPETENT MEMBERS OF GRIEVANCE REDRESSAL CELL.
WOMEN DEVELOPMENT CELL	YES (STATUTORY COMMITTEE AS PER UNIVERSITY NORMS) ICC workshops are also organized.

**ITEM NO. 3 : Leave Facilities, Maternity Leave, Leave for Adoption.**

PARTICULARS	NO	
<b>LEAVE FACILITIES</b>	<b>TEACHING:</b>	<b>NON-TEACHING</b>
<ul style="list-style-type: none"> <li>• CASUAL LEAVE</li> <li>• SICK LEAVE</li> <li>• MATERNITY LEAVE</li> <li>• LEAVE FOR ADOPTION</li> </ul>	<ul style="list-style-type: none"> <li>• 15 DAYS</li> <li>• 10 DAYS</li> <li>• 12 WEEKS</li> </ul>	<ul style="list-style-type: none"> <li>• 8 Days</li> <li>• 10 Days</li> <li>• 12 Weeks</li> </ul>
	NA	NA

**ITEM NO. 4 : Filling of post as per Quota for Women, Welfare Measures:**

- Filling the post as per merit & as per University norms.

PARTICULARS	YEAR	MALE	FEMALE	% OF FEMALE
TEACHING	2017-18	3	17	85%
	2018-19	4	24	85.71%
	2019-20	4	28	87.5%
NON-TEACHING	2017-18	5	5	50%
	2018-19	7	6	46.15
	2019-20	8	6	42.85%



WELFARE MEASURES	<ul style="list-style-type: none"> <li>• VARIOUS TALKS ARE ORGANISED IN COLLEGE REGARDING HEALTH ISSUES OF WOMEN.</li> <li>• SANITARY NAPKINS DISPENSING MACHINE.</li> <li>• COUNSELING CELL</li> <li>• AWARENESS SESSIONS WITH LADY DOCTOR &amp; NUTRICIENIST</li> <li>• ACTIVE WOMEN DEVELOPMENT CELL.</li> <li>• BLOOD DONATION AND THALASEMIA CHECK UP</li> <li>• POSH TRAINING FOR TEACHING AND NON-TEACHING STAFF</li> <li>• FINANCIAL ASSISTANCE TO STUDENTS- ANNEXURE I</li> </ul>
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**ITEM NO. 5 : Parity among Men & Women:**

In The S.I.A. College of Higher Education, there is an absolute Parity among Men & Women in all the aspects e.g. Salary, Leave, Working Hours, Facilities, Appointments, Seminar financial assistance etc.

**ITEM NO. 6 : Working Hours, Wage, Retirement Benefits**

PARTICULARS	DETAILS
<b>TEACHING STAFF:</b> <ul style="list-style-type: none"> <li>• WORKING HOURS</li> <li>• SALARY</li> <li>• OTHER BENEFITS</li> </ul>	<ul style="list-style-type: none"> <li>• AS PER THE RULE (6.5 Hours)</li> <li>• CONSOLIDATED AS PER APPOINTMENT LETTER</li> <li>• CONTRIBUTORY PROVIDENT FUND</li> </ul>
<b>NON-TEACHING STAFF:</b> <ul style="list-style-type: none"> <li>• WORKING HOURS</li> <li>• WAGES</li> <li>• RETIREMENT BENEFIT</li> </ul>	<ul style="list-style-type: none"> <li>• 7/8 HOURS</li> <li>• CONSOLIDATED AS PER APPOINTMENT LETTER</li> <li>• CONTRIBUTORY PROVIDENT FUND</li> </ul>

**ITEM NO. 7 : Feedback system regarding work place: HEALTHY & HYGIENIC**

PARTICULARS	DETAILS
TEACHING STAFF:	<ul style="list-style-type: none"> <li>• FEEDBACK REPORTS TAKEN FROM STUDENTS EVERY YEAR</li> <li>• SELF APPRAISAL FORMS SEEKS FEEDBACK ON THE INSTITUTION FROM TEACHING STAFF</li> </ul>
NON-TEACHING STAFF:	<ul style="list-style-type: none"> <li>• SUGGESTION BOX</li> </ul>
INFRASTRUCTURE	<ul style="list-style-type: none"> <li>• SUGGESTION BOX, GRIEVANCE REDRESSAL MECHANISM</li> </ul>





**ITEM NO. 8 : Washroom Facilities, Common Room for Female & Students**

<b>PARTICULARS</b>	<b>WASH ROOM</b>	<b>COMMON ROOM</b>
FEMALE STAFF	2	1
FEMALE STUDENTS	18	1
HANDICAPPED STUDENTS	No	No

**ITEM NO. 9 : Recognition/Awards to performers**

<b>PARTICULARS</b>	<b>NO.</b>
TEACHING STAFF #	YES <b>Dr. Padmaja Arvind:</b> 1. Women Educationist Award for contribution in Teaching by Higher Education FORUM for the academic year 2018-19 2. Recognizing the Academician for Commitment & contribution towards Academic Excellence by Swayam Siddhi College of Management & Research
NON-TEACHING STAFF #	NA



## ANNEXURE I

### FINANCIAL ASSISTANCE TO STUDENTS

SR. No	Year	Name of student	Trust	Sponsoring Agency/ the Sponsor
1.	2018-19	YADAV VIVEK V (BMS)-YD0042		Dr. PADMAJA ARVIND
2.		PARIYAR KARPAGAVALLI SWAMIDURAI		SUDHA KANNAN/ANAGHA KANNA
3.		BANGERA RAKSHA VITTAL		MHALGI RANJANA
4.		VANNIYAR KUMERASEN DHARMLINGAM	SOUTH INDIAN ASSOCIATION TRUST	SOUTH INDIAN ASSOCIATION TRUST
5.		DAUKA SANTOSHI		NAGDEV SALOCHNA
6.	2019-20	PARIYAR KARPAGAVALLI		SUDHA KANNAN
7.		NANDAN KIRTI RAMESH		UJWALA VIJ
8.		RAI RUCHITA ASHOK	SOUTH INDIAN ASSOCIATION TRUST	

## ANNEXURE II

### Grievance Redressal Mechanism

Till date **no major grievances** from administrative staff has come up; however, small problems are being resolved by the Principal and Management. Requirements of students, parents, University of Mumbai, are being attended successfully till the date.

In the past management has granted the **hospitalization expenses** of administrative staff. During the period of admissions and examinations our administrative staff faces different problems from time to time. But they are resolved as per the rules and regulations prescribed by the University of Mumbai or Government of Maharashtra.



## Annexure-III

### Programmes organized by the College for Gender Sensitization

- Session on Women and Health
- Awareness session on Health and Nutrition
- Session on Confidence Building
- Film screening on Dignity of Women
- Two-Day Workshop on Understanding Gender
- Training & Awareness Programme on Prevention of Sexual Harassment POSH Act, 2013 Training for the students every year.
- Training for the Teaching and Non Teaching Staff on POSH Act.
- Symposium on Contribution of women in various fields on account of International Women's Day
- Self Defence Training for girls.
- Session on Women and Law

## Annexure IV

### Prizes Won by Girls:

#### Academic Prizes Winners: 2017-18

Sr. No	Name of the Student	Rank	Class
1	RATHOUR NEELAM JEEVANSINGH	First	FYBCOM
2	JADHAV REVATI SUDHIR	Second	FYBCOM
3	SHIVASANKARI SWAMINATHAN	First	TYBCOM
4	GUNJAL VINITA VILAS	Second	TYBCOM
5	TIWARI RAJNEE NARENDRA	Second	FYB.Com (B&I)
6	DEVADIGA TEJASWI JAYANT	First	SYB.Com (B&I)
7	SINGH JYOTI RAMKARAN	Second	SYB.Com (B&I)
8	Gounder Priyadarshini Somasundaram	First	TYB.Com (B&I)
9	NAIR AAKARSHA SURESH	Second	TYB.Com (B&I)
10	IYER LAVANYA HARIHARAN	First	FYBMS
11	GUPTA PRIYA UDAY	Second	FYBMS
12	CHAUDHARY PUJA KUMARI DHARAMNATH	First	SYBMS
13	PARIKH ISHA SURYAKANT	Second	SYBMS
14	STUTI DURGAM	Second	TYBMS
15	SINGH SONALIKA SANTOSH	First	FYBSC.(IT)



16	ADAVI GEETA KOTRAGOUDA	Second	FYBSC.(IT)
17	JHA SHIWANI RAMESHKUMAR	First	SYBSC.(IT)

**2018-19**

Sr. No	Name of the Student	Rank	Class
1	KUNDER VISHAKHA NAVIN	First	FYBCOM
2	RUPADJA KHUSHI AMARKUMAR	Second	FYBCOM
3	NADAR TANGAMANI TANGASWAMY	First	SYBCOM
4	SHETTY TRISHIKA SADASHIV	First	FYB.Com (B&I)
5	SAWANT SIDDHI SATYAWAN	Second	FYB.Com (B&I)
6	BANDODKAR ANUJA ANIL	Second	FYB.Com (B&I)
7	VIBHA UMASHANKAR KANNAUJIYA	First	TYB.Com (B&I)
8	SINGH JYOTI RAMKARAN	Second	TYB.Com (B&I)
9	POOJARY VARSHA RAVI	First	FYBMS
10	CHORGE AKSHATA SHASHIKANT	Second	FYBMS
11	IYER LAVANYA HARIHARAN	First	SYBMS
12	GUPTA PRIYA UDAY	Second	SYBMS
13	SINGH SONALIKA SANTOSH	First	SYBSC.(IT)
14	KULKARNI VAIDEHI RAGHAVENDRA	First	TYBSC.(IT)
15	SHETTY THRISTI JAGDISH	First	FYBMM
16	PANIKAR PRAJESHA JAYKUMAR	Second	FYBMM

**YOUTH FESTIVAL UNIVERSITY OF MUMBAI 2017-18**

NAME OF MAIN EVENT	EVENT - CATEGORY	NAME OF THE STUDENTS	CLASS	POSITION
LITERARY AND FINE ART	DEBATE	Ragini iyer	SYBCom	Consolation
		Ishwarya Mudaliar	SYBCom	Consolation
PERFORMING ARTS	MONO-ACTING	K.Swaraswathy	SYBI	Consolation
	INDIAN GROUP SONG	Shreya Shrinivasan	SYBMS	Consolation
		Pillai Disha	FYBMS	
		Iyer lavanya	FYBMS	
		Iyer harini	SYBI	
		K.Swaraswathy	SYBI	
		Iyer Mahalaxmi	SYBCOM	
		Laxmi Balkrishnan	TYBI	
Moolya Vidisha	TYBBI	Consolation		



	FOLK DANCE	Chavan Shrutika	SYBCOM
		Iyer Mahalaxmi	SYBCOM
		Shreya Shrinivasan	SYBMS
		Patil Siddhi	FYBCOM
		Mishra Tanya	FYBCOM
		Nadar Aishwarya	FYBCOM
		Deo Siddhi	SYBI
		Jadyal Siddhi	SYBI
		Chaukekar Sneha	FYBI
		K.Swaraswathy	FYBI

**2018-19**

NAME OF THE STUDENT	CLASS	ACHIEVEMENTS	VENUE
RUTUJA MASURKAR	FYBCOM(A)	secured <b>First prize</b> in Street play competition	Guru nanak college of Arts , science and commerce , Sion
SIDDI MAHAMUNKAR	FYBCOM(C)		
DEVIKA KADAM	FYBCOM(A)		
LAXMI CHAVAN	FYBI(A)		
RUPESH NISHAD	FYBCOM(B)		
SHRADDHA SINGH	SYBI	Attended one day workshop on Water Literacy and Water Conservation	Shree Halari Visa Oswal College of Commerce, Bhiwandi
Shreya Shrinivasan	TYBMS	<b>1st Prize</b> in Indian group song	Agarwal College
Sreevidyalakshmi Iyer	TYBMS		
Nishigandha Bhangale	SYBCOM		
Lavnaya Iyer	SYBMS		
Harini Iyer	TYBI		
Saraswathi	TYBI		
Urmila Prajapati	SYBMS	Consolation prize in Flok Dance	Agarwal College
Aishwarya Nadar	FYBCOM		
Shrutika Chavan	TYBCOM		
Siddhi Patil	SYBCOM		



NAME OF THE STUDENT	CLASS	ACHIEVEMENTS	VENUE
Sweetha Adavi	SYBMS	2nd Prize in Group Discussion	Prajapati Brahamakumari Ishwariya Vishwa Vidyalaya, Dombivli Branch
Geeta Adavi	SYIT		
Vaishali Dubba			
Nidhi Mishra			
Ranika Tiwari			
Surya Surendaran			
Pooja Yadav			
Shruti Tiwari			
Madhumita Pillai	SYB&I	2nd Prize in Skit Competition	SST College, Ulhasnagar-4
Manju Gupta	SYBMS		
Jyoti Rogaha	SYBMS		
Nishigandha Bhangale	SYBCOM	Consolation Prize in Solo Singing	SST College, Ulhasnagar-4
Shreya Srinivasan	TYBMS	1st Prize in PPT Competition	SST College, Ulhasnagar-4
Shreya Srinivasan	TYBMS	1st Prize in Research Paper Presentation	RADAV College Bhandup
Rahul Gupta	SYBMS	2nd Prize in Solo Dance	ShriRam College of Commerce, Bhandup
Shreya Srinivasan	T.Y.BMS	1st Prize in PPT Competition	KB Women College of Commerce and Economics, Thane
Shrividya Iyer			
Poornima Shinde			



Shreya Srinivasan	T.Y.BMS	1st Prize in PPT Competition	KC College of Engineering, Management Studies & Research, Thane
Shrividya Iyer			
Poornima Shinde			
Shreya Srinivasan	T.Y.BMS	1st Prize in PPT Competition	KC College of Engineering, Management Studies & Research, Thane
Shrividya Iyer			
Poornima Shinde			
Geeta , vaishali, shruthi, ranika, surya, pooja-	SYIT	Won 2ND Prize at BRAHMA KUMARS YOUTH WING for group discusion	Dombivili, Thane Maharashtra
Geeta Advi	SYIT	From Thane district 50 students got shortlisted and she was one of them. Successfully Participated in District Level Youth Parliament Organised by Youth affairs and sports government of India in Thane district	Vedanta college, Thane



Geeta Advi	SYIT	Successfully Participated in JAGRUTI: A District Level Elocution COMPETITION	Bharat College, Badalapur
NISHIGANDHA BHANGALE	SYBCOM- A	PARTICIPATED IN UTKARSH, UNIVERSITY LEVEL SELECTION IN NSS SOCIO - CULTURAL FESTIVAL -2019	Nagindas Khandalwal college of commerce and management studies
SIDDHI DEO	TYBI	ATTENDED 7 DAYS UNIVERSITY LEVEL CAMP	DAPOLI RATNAGIRI
DEVIKA KADAM	FYBCOM-A	Won 1st Prize in Street Play competition. The street play was based on Organ Donation.	K .C. College of Engineering and Management Studies and Research.
SIDDHI MAHAMUNKAR	FYBCOM-C		
LAVINA CHAVAN	FYBBI -A		
AKANSHA KOLEMBEKAR	FYBMS		
NIDHI JOSHI	FYBCOM-C	POSTER MAKING COMPETITION	K .C. College of Engineering and Management Studies and Research.
MAHATTY IYER	FYBSCIT		
ANUSHKA WANJALKAR	FYBSCIT		





RAVINA RASAL	SYBCOM -A	Attended state republic day parade organised by the nss cell ,university of mumbai from 17th january 2019 to 26th january 2019 and participated in republic day parade at shivaji park mumbai	VIDHYANAGARI, SANTACRUZ- EAST , MUMBAI
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NAME OF THE STUDENT	CLASS	ACHIEVEMENTS	VENUE
SHREYA SRINIVASAN	TYBMS	1ST PRIZE RESEARCH PAPER PRESENTATION	R.A.D.A.V COLLEGE BHANDUP
SHREYA SRINIVASAN	TYBMS	1ST PRIZE PPT PRESENTATION	SST COLLEGE, ULHAS NAGAR
SHREYA SRINIVASAN	TYBMS	1ST PRIZE RESEARCH PAPER PRESENTATION	MENON COLLEGE, BHANDUP
POORNIMA SHINDE	TYBMS	1ST PRIZE RESEARCH PAPER PRESENTATION	MENON COLLEGE, BHANDUP
SHREYA SRINIVASAN	TYBMS	1ST PRIZE PPT PRESENTATION	K.B. COLLEGE OF COMMERCE & ECONOMICS, THANE
POORNIMA SHINDE	TYBMS	1ST PRIZE PPT PRESENTATION	K.B. COLLEGE OF COMMERCE & ECONOMICS, THANE
SHREYA SRINIVASAN	TYBMS	1ST PRIZE PPT PRESENTATION	K.C. COLLEGE OF ENGINEERING, MANAGEMENT STUDIES & RESEARCH, THANE
POORNIMA SHINDE	TYBMS	1ST PRIZE PPT PRESENTATION	K.C. COLLEGE OF ENGINEERING, MANAGEMENT STUDIES & RESEARCH, THANE
SHRIVIDYA IYER	TYBMS	1ST PRIZE PPT PRESENTATION	K.C. COLLEGE OF ENGINEERING, MANAGEMENT STUDIES & RESEARCH, THANE



2019-20

NAME OF THE STUDENT	CLASS	ACHIEVEMENTS	VENUE
Nishi gandha	Tybcom	3rd prize for singing at district level Utkarsh selection	S.S.T college
Nishakumari shetty	FYBAF	won Second prize in District level Elocution competition	Bharat College , Badlapur



## OVERALL ANALYSIS


Sr. No.	<b>Observation on Key Aspects</b>	
	<ul style="list-style-type: none"> <li>• During the Gender Audit, Peer Team Members observed, the practical integration of gender in all dimensions, including participation, accountability and transparency as well as the role of women and men in equitable service delivery. In the context of educational institution, gender equality is critical as women and men face different challenges in full participation, representation and decent work opportunities.</li> </ul>	
1	Institutional Strengths	<ul style="list-style-type: none"> <li>• It is observed that The S.I.A. college of Higher Education has created due mechanism that ensures safe environment to promote the general well-being of women students, teaching and non-teaching women staff of the college.</li> <li>• Women Development Cell is strong and functional as per the University Norms.</li> <li>• Common rooms for women staff and lady students are provided.</li> <li>• Formation of Internal Complaints Committee (ICC)</li> <li>• MOU with Anubhuti and Hariyali Trust</li> <li>• Need based financial assistance is given to the students and the staff</li> </ul>
2	Institutional Weaknesses	<ul style="list-style-type: none"> <li>• Broader perspective is needed towards gender sensitive training for Men, as Gender is an issue of development effectiveness, not just a matter of 'doing something special for women'.</li> <li>• Curriculum does not provide for 'Life skills' and special attention needed is not taken care of.</li> <li>• No separate toilet facility for handicapped students.</li> </ul>
3	Institutional Challenges	<ul style="list-style-type: none"> <li>• Developing training programmes for life skills that cater for both women and men's interests.</li> <li>• Facilitating good communication practices in which misunderstandings, insults, blaming, and demands are recognized and resolved, and participants are brought back to facts, views, values, and requests.</li> </ul>



4	Institutional Opportunities	<ul style="list-style-type: none"> <li>• Increase the participation of women in research, improve their careers and achieve gender balance in decision making</li> <li>• Institution can initiate vocational programs like Fashion Designing, Beauty Parlors and Repairing works inadditio to seling and marketing skills.</li> </ul>
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5	Recommendations	<ul style="list-style-type: none"> <li>• The college should make efforts to get representation at University Bodies.</li> <li>• Integrate a gender dimension in research work of the institution.</li> <li>• Create a separate Scholarship Program for needy women students for their empowerment in higher education.</li> <li>• It is advised to create linkages through M.O.U. with nearby hospitals to ensure safety of students during emergencies.</li> <li>• It needs to develop more linkages with NGOs.</li> <li>• It can initiate Special Awards in recognition of Parent Mothers sacrifices stuggling to educate their Childeren.</li> </ul>
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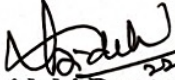
**Names & Signatures of Gender Audit Members with Date :**

i. Chairperson : Dr.(Mrs.) Vaidehi Daptardar   
22/2/2020

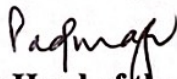
ii. Member Coordinator : Dr. S.V.L. Anuradha AB

Date-22.02.2020



  
22/2/2020

Dr. (Mrs.) Vaidehi Daptardar  
Member AC, University of Mumbai

  
Signature of the Head of the Institution  
Dr. Padmaja A. ( Principal)  
PRINCIPAL

The S.I.A. College of Higher Education  
DOMBIVLI (E)