



Government of Maharashtra  
**ISMAIL YUSUF COLLEGE OF ARTS, SCIENCE & COMMERCE**  
(Affiliated to University of Mumbai)

Jogeshwari Station Road, Jogeshwari - East, Mumbai - 400 060

Email: [principaliyc@rediffmail.com](mailto:principaliyc@rediffmail.com)

Website: [www.ismailyusufcollege.in](http://www.ismailyusufcollege.in)



## ISMAIL YUSUF COLLEGE

NAAC CYCLE III

(THE YEAR 2017/2022)

### CRITERIA 7 – Institutional Values and Best Practices

7.1

**Institutional Values and Social Responsibilities**



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### GENDER EQUITY POLICY

#### Overview: -

Our college believes in social responsibility, and transformation by striving to promote equity. It provides a supportive working and learning environment for learners of all genders. The policy aims at fostering an atmosphere in which unlawful discrimination and harassment are not tolerated and where all learners irrespective of their gender or other identities are encouraged to achieve their full potential. The college adopts a range of measures to prevent gender-based discrimination and adopts flexible and inclusive provisions for learners and staff. The college encourages a higher ratio of women fraternity and learners.

#### Policy Statement:

Ismail Yusuf College is committed to promoting gender equity and ensuring equal opportunities for all individuals within the institution. This policy aims to create an inclusive and supportive environment that values diversity, eliminates gender-based discrimination, and fosters equal representation and participation for all genders in leadership, education, and employment.

#### Scope:

This policy applies to all students, teaching and non-teaching staff, and other individuals associated with Ismail Yusuf College. It covers all aspects of the institution's operations, including, admissions, employment, education, training, promotions, and decision-making processes.

#### Gender Equity Principles:

- a) **Non-Discrimination:** Ismail Yusuf College prohibits all forms of gender-based discrimination, including hiring, promotion, tenure, compensation, and access to educational opportunities.
- b) **Equal Opportunities:** The institution is committed to providing equal opportunities for all genders to participate in leadership roles, educational programs, research activities, and professional development initiatives.



  
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- c) **Gender-Neutral Policies:** All policies and practices will be designed and implemented in a gender-neutral manner to avoid any unintended biases and to ensure fairness.
- d) **Pay Equity:** The institution will strive to achieve pay equity by regularly reviewing and addressing any gender pay gaps that may exist. Compensation decisions will be based on qualifications, skills, and performance rather than gender.
- e) **Work-Life Balance:** Ismail Yusuf College recognizes the importance of work-life balance and will provide supportive measures as per the applicable rules.
- f) **Gender-Responsive Education:** The institution will integrate gender-responsive pedagogies and content into its educational programs to address gender stereotypes, and biases, and promote gender equality and social awareness.
- g) **Prevention of Harassment and Discrimination:** Ismail Yusuf College has a zero-tolerance policy for gender-based harassment, including sexual harassment, and will take prompt and appropriate action to address any complaints or incidents.

### **Implementation:**

- a) **Responsible Parties:** The institution's leadership, including the administration, faculty, and staff, will collectively be responsible for implementing and promoting this policy. A designated Gender Equity Officer may be appointed to oversee policy compliance and provide support and guidance.
- b) **Awareness and Training:** The institution will conduct regular awareness campaigns and training sessions to educate the community about gender equity, unconscious biases, and harassment prevention. Training programs will be mandatory for all members of the institution.
- c) **Reporting Mechanisms:** Clear and accessible reporting mechanisms will be established to encourage individuals to report any instances of gender-based discrimination, harassment, or bias. Whistleblower protection will be ensured, and complaints will be addressed promptly and confidentially.
- d) **Monitoring and Evaluation:** The institution will establish mechanisms to monitor the effectiveness of this policy and regularly evaluate progress toward achieving gender equity goals. Feedback from the community and relevant stakeholders will be actively sought and considered for policy improvements.



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## **Review and Revision:**

This policy will be reviewed periodically, at least once every three years, to ensure its continued relevance and effectiveness. Any necessary revisions or updates will be made to align with emerging best practices and legal requirements.

## **Compliance:**

Non-compliance with this policy may result in disciplinary action, including termination of employment or expulsion from the institution, as per the established procedures and guidelines.

Note: This policy serves as a general framework and should be tailored to the specific context and needs of the management institution. It is important to consult legal and human resources professionals to ensure compliance with local laws and regulations.

## **Empowered Committees:**

1. Women's Development Cell
2. Internal Complaint Committee
3. Grievance Redress Committee
4. Internal Complaint Committee
5. Anti - Ragging committee



  
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**2018 - 2019**

**Student. Staff Grievances and Welfare Cell**

1. Smt. D. S. Shaikh Chairperson
2. Dr. B.R. Thorat
3. Dr. G. H. Dehuri

**Anti-Ragging Committee**

1. Smt. M. Y. Thakkar Chairperson
2. Dr. S.U. Khan
3. Dr. A. S. Nagarsekar
4. Smt. P. N. Phadnis
5. Dr. A. K. Rangari
6. Shri. P. Y. Parkhe
7. Shri. Y.M. Patil
8. Shri. S.D. Sonawane

**Mahila Takrar Nivaran Samiti & Women Development Cell**

1. Dr. A. S. Nagarsekar Chairperson
2. Dr. S.U. Khan
3. Shri. A. K. Rangari
4. Dr. M. N. Paulkar
5. Dr. S. P. Godbole
6. Dr. Deepali Sawant
7. Smt. S.M. Shanbag



  
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**2019 – 2020**

**Student, Staff Grievances and Welfare Cell**

1. Smt. D. S.A. Shaikh
2. Dr. G. H. Dehuri
3. Shri. S.R. Vairagi
4. Dr. A.S. Dhure
5. Shri. M.R. Dabholkar

Chairperson

**Anti-Ragging Committee**

- Smt. M. Y. Thakar
- Dr. A. S. Nagarsekar
- Dr.S.U. Khan
- Smt. P. N. Phadnis
- Shri. P. Y. Parkhe
- Shri. Y.M. Patil
- Shri. S.D. Sonawane
- Shri. P.R. Saraswat
- Dr.A.S. Dhure

Chairperson

**Mahila Takrar Nivaran Samiti  
& Women Development Cell**

1. Dr. A. S. Nagarsekar
2. Dr. S.U. Khan
3. Dr. A. K. Rangari
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5. Smt. S.M. Shanbag
6. Dr. M. N. Paulkar
7. Dr. D.D. Sawant

Chairperson



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**2020 - 2021**

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2. Dr. G. H. Dehuri
3. Shri. S. R. Vairagi
4. Dr. A. S. Dhure
5. Shri. M. R. Dabholkar

Chairperson

**Anti-Ragging Committee**

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2. Dr. A. S. Nagarsekar
3. Dr. S.U. Khan
4. Smt. P. N. Phadnis
5. Shri. P. Y. Parkhe
6. Shri. Y.M. Patil
7. Shri. S.D. Sonawane
8. Shri. P.R. Saraswat
9. Dr.A.S. Dhure

Chairperson

**Mahila Takrar Nivaran Samiti**

1. Dr. M. A. Joshi
2. Shri. H. S. Bari
3. Smt. S. R. Phadke
4. Shri. A. Y. Saraf
5. Smt. S. M. Panchikar
6. Shri. N. D. Shelke
7. Smt. S. S. Namaye

Chairperson



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**2021 – 2022**

**Student, Staff Grievances and Welfare Cell**

1. Smt. D. S.A. Shaikh Chairperson
2. Dr. G. H. Dehuri
3. Dr. A. S. Dhure
4. Shri. M. R. Dabholkar

**Anti-Ragging Committee**

1. Shri. S. K Tripathi Chairperson
2. Dr. B. M. Sanap
3. Dr. S. U. Khan
4. Shri. P. Y. Parkhe
5. Shri. Y. M. Patil
6. Dr. A. S. Dhure

**Vishakha Committee**

1. Dr. M. A. Joshi Chairperson
2. Shri. H. S. Bari
3. Dr. A. S. Luhar
4. Smt. P. K. Gavture
5. Smt. M. P. Jadhav

**Women Development Cell**

1. Smt. P. N. Phadnis
2. Dr. A. K Rangari
3. Smt. S. M. Shanbag
4. Dr. M. N Paulkar
5. Dr. D. D Sawant



  
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**2022 – 2023**

**Student, Staff Grievances and Welfare Cell**

1. Smt. Daraksha Shaikh Chairperson
2. Smt. Pratiksha Phadnis
3. Smt. Preeti Gavture
4. Shri. Yashwant Patil
5. Smt. Sayali Khanvilkar

**Anti-Ragging Committee**

1. Dr. Bharti Sanap Chairperson
2. Shri. Sardenkumar Tripathi
3. Dr. Shaina Khan
4. Shri. Prakash Parkhe
5. Shri. Yashwant Patil

**Vishakha Committee**

1. Dr. Madhuri Joshi Chairperson
2. Shri. Hemraj Bari
3. Dr. Arvind Luhar
4. Shri Nitin Shelke
5. Smt. Preeti Gaouture
6. Smt. Mamata Jadhav
7. NGO

**Women Development Cell**

1. Smt Pratiksha Phadnis Chairperson
2. Dr. Archana Rangari
3. Smt Kalpana Pawaskar
4. Dr. Deepali Sawant



  
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