



Women Development Cell

BAKLIWAL FOUNDATION

College of Arts, Commerce & Science, Vashi

Empowering women together!



OVERVIEW

Overview

Gender Discrimination is a systematic, unfavorable treatment of individuals on the basis of their gender, which denies those rights, opportunities or resources within any given society. The Women and Gender Development Cell (WGDC) is a mandated body as per Section 3.2 (15) of UGC Guidelines (Prevention, Prohibition and Redressal of Sexual Harassment of women employees and students in higher educational institutions) Regulations, 2015.

BFCACS believes gender justice on campuses is clearly not an 'isolated operation' requiring quick fix solutions, but an exercise involving a perspectival shift that is able to set down norms of respect, non-discrimination and the unacceptability of any abuse of power, along with robust processes of debate, discussion and dialogue. This has to be the purpose of a new pedagogy within which issues of gender justice are seen as an integral part - not as 'women's issues' to be ghettoized or added on to academic or curricular agendas as a 'requirement' or afterthought. Similar steps need to be taken on issues of gender non-normative behaviors, sexualities and relationships among different genders. Given the realities of a heterogeneous and diverse student body, purely punitive approaches to issues of the 'safety' of women and gender sensitization serves little purpose in terms of meaningful intervention however "well intentioned" they maybe. Instead approaches must be iterative, continuous and sustained focusing on empowering young people through educative, preventive and correctional strategies. The Women Development Cell (WDC) therefore is mandated to work towards such processes based on the recognition that women and persons with non-normative behaviors are not 'victims' who need 'protection' rather have agency and capability, which they need to be



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empowered to exercise effectively. Hence all measures of WGDC are directed at promoting such practices, foster mechanisms that safeguard their fundamental rights and increase their participation and visibility in all realms of the academic world.

As per the guidelines of the Vice-Chancellor of University of KKS, the College has introduced a Women's Development Cell (WDC) in the academic year 2020-2021. The Women's Development Cell (WDC) is a statutory body for the prevention/action against sexual harassment of women. It looks into the grievances/complaints of teaching, non-teaching staff and students, especially in cases of gender discrimination.



Vision

Strengthening and maintaining the status of women.



Mission

To create awareness of feminine potential.



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OBJECTIVES



Goals and Objectives

1. To provide and maintain a dignified, congenial working environment for women employees (including teaching, non-teaching and contractual workers) and students.
2. To sensitize all members of **BFCACS** towards the Supreme Court and statutory mandate prohibiting gender discriminations and sexual harassment at the work place.
3. To provide for dialogue, discussion, and deliberation on women's rights and gender-related issues.
4. To ensure protection of girls/women from sexual harassment studying/working in the premises.
5. To redress the cases of sexual harassment if any.
6. To enforce disciplinary framework for students.
7. To organize the gender awareness through posters/slogans/essay competition/screening of films/street plays.
8. To organize the programs with other associations of the college such as Students council, Cultural Association, etc.



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9. To review safety and security measures for female employees and girl students at *BFCACS* campus.
10. Understanding and progressively engaging with issues of women, gender, non-normative behaviors, non-binary gender expressions and identifying discriminatory behaviors for initiating dialogue and discussions in the campus.
11. Conducting outreach work for gender awareness and also identifying those who are facing discrimination, providing support and creating an enabling environment for sharing anxieties, problems and difficulties faced by women and persons with gender non-normative behaviors.
12. Make recommendations to the Principal for changes/elaborations in the Rules for students in the prospectus and the bye-laws, to make them gender just and to lay down procedures for the prohibition, resolution, settlement and prosecutions of acts of discrimination and sexual harassment against women, by students and the employees.
13. To develop the self-confidence of Women.
14. To guide about Women Welfare Laws.
15. To highlight the importance of health and hygiene.

The WDC therefore on the one hand strives towards activities and programs to create a gender aware and gender just environment within the campus. At the same time, prepare and capacitate young people with appropriate perspectives, attitudes and skills to work towards creating gender just spaces in the external world outside the Institute.



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The WDC also works in tandem with Internal Committee of *BFCACS* which addresses all complaints of sexual harassment within the Institute as per Section 4 of the UGC Guidelines (Prevention, Prohibition and Redressal of Sexual Harassment of women employees and students in higher educational institutions) Regulations, 2015.

The mandate of the Internal Committee is to handle all complaints, provide support to complainants, conduct the hearings and submit appropriate recommendations to the Higher Authorities.

Who Can Approach WDC?

Any employees including faculty, staff, Contractual, temporary, casual and student of Bakliwal Foundation College of Arts, Commerce & Science [*BFCACS*] can approach the Women Development Cell.

How does one approach WDC?

Students or staff can approach any of the *BFCACS* -WDC committee members with their complaint. Students can also approach the Students' Coordinators, WDC with their complaints. Suggestions can be mailed to WDC.



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Do you know?

Sexual harassment at the workplace has been one of the central concerns of the women's movement in India since 1980. According to The Supreme Court definition, sexual harassment is any unwelcome sexually determined behavior, such as:

- ❖ Physical Contact.
- ❖ A demand or request for sexual favors.
- ❖ Sexually colored remarks.
- ❖ Showing pornography.
- ❖ Any other physical, verbal or nonverbal conduct of a sexual nature.

The Justice Verma Committee Report 2013 has suggested replacement of Section 375 defining rape by including specific unnatural acts such as intentional touching, use of words and gestures which create an unwelcome threat of sexual nature or advance, voyeurism and stalking.

You have right to protest against such behavior. If you are exposed to such acts do not hesitate to approach us.

Date: July 10th, 2023




Dr. Sharadkumar Shah
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