



# SADHU VASWANI INSTITUTE OF MANAGEMENT STUDIES FOR GIRLS

(Status: Linguistic Minority) (Unaided- Private)

Approved by A.I.C.T.E. Certified under ISO 9001:2015

Affiliated to Savitribai Phule Pune University, NAAC Accredited with "B+" Grade

**Institute Codes:** SPPU: IMMP016030, D.T.E.: 6614, AISHE: C-44578, AICTE: 1-21641511

**Dr. B. H. Nanwani**  
Director

## CRITERION –VII

<b>KEY INDICATOR</b>	<b>7 Institutional Values and Best Practices</b>
<b>METRIC NO.</b>	7.1.1 Measures initiated by the Institution for the promotion of gender equity during the year.

## INDEX

Sr No	Particulars	Page No.
1	<b>Gender Policy</b>	2-8
2	<b>Action Plan</b>	9-13
3	<b>Certificate Course on Gender Equity - Curriculum</b>	14
4	<b>Gender Equity and Sensitisation Programmes</b>	15-28
	a. Menstrual and Personal Hygiene	
	b. Mental Well-being – Managing Emotions and Building Empathy	
	c. POSH-'Sexual Harassment at Workplace- Prevention Week' Celebration	
	d. National Girl Child Day	
5	<b>Committees and Cells</b>	
	a. Equal Opportunity Cell	29-33
	b. ICC	34-42
6	<b>Safety and Security</b>	
	a. 24/7 CCTV Surveillance	43
	b. Women Security Personnel during Working Hours	
7	<b>Facilities /Infrastructure</b>	
	Sanitary Napkin Vending Machines with Incinerators.	44
8	<b>Health and Wellbeing</b>	45-46
	Partnerships with Inlaks and Budhrani Hospital to ensure 24/7 Medical Support especially for gynaecology issues	

## Gender Policy

	<b>Policy Title: GENDER POLICY</b>	
	Administrative Policy Number (APN):	
<b>1</b>	Functional Area: General Administration and Best Practices	
<b>2.</b>	<b>Brief Description of the Policy:</b>	Gender is a cross-cutting issue and the implementation of the Gender Policy requires the commitment, participation and contribution of every staff member. The Policy details out our commitment to integrating gender perspectives in our curriculum, extracurricular and co-curricular activities and our efforts/processes to promote gender equality through women empowerment.
<b>3.</b>	<b>Policy Applies to:</b>	All SVIMS stakeholders
<b>4.</b>	<b>Effective from the Date:</b>	8 <sup>th</sup> March 2021
<b>5.</b>	<b>Approved by:</b>	Dr. B H Nanwani, Director, SVIMS
<b>6.</b>	<b>Responsible Authority</b>	Dr. B H Nanwani, Director, SVIMS
<b>7.</b>	<b>Superseding Authority</b>	NA
<b>8.</b>	<b>Last Reviewed/ Updated:</b>	
<b>9.</b>	<b>Reason for the policy</b>	<p>In the context of sustainable development, SVIMS consistently works towards mainstreaming gender issues in its implementation of curriculum frameworks.</p> <p>SVIMS believes that a Gender Policy will help us bring about gender equality through women empowerment and help us exercise and reflect the correlation between gender relations, roles and responsibilities and the influences on women's and men's access to and control over decisions, assets and resources, information and knowledge</p>
<b>10</b>	<b>References for the policy</b>	<ul style="list-style-type: none"> <li>VISHAKHA guidelines of Honorable Supreme Court of India in 1997(<a href="https://www.ungender.in/here-">https://www.ungender.in/here-</a></li> </ul>

		<p><a href="#">is-everything-you-need-to-know-about-vishaka-guidelines/</a>)</p> <ul style="list-style-type: none"> <li>• SAKSHAM report - Measures for Ensuring the Safety of the Women and Programs for Gender Sensitization on Campus, University Grants Commission Guidelines December 2013 (<a href="https://saksham.ugc.ac.in">https://saksham.ugc.ac.in</a>) .</li> <li>• Amended as per the Ministry of Human Resource Development (University Grants Commission) Regulations – 2nd May 2016 (<a href="https://www.ugc.ac.in/pdfnews/7203627_UGC_regulations-harassment.pdf">https://www.ugc.ac.in/pdfnews/7203627_UGC_regulations-harassment.pdf</a>)</li> <li>• Revised as per the University Grants Commission (Institution Deemed to be Universities) Regulations – 20th February 2019</li> <li>• SVIMS Employee Handbook</li> <li>• SVIMS Students Handbook</li> </ul>
--	--	---

### Key Elements of the Gender Policy

Sr. No.	Key Point	Description of Key Point
1	Definitions	<p><b>Gender:</b> Gender refers to the social attributes and opportunities associated with being male and female and the relationships between women and men and girls and boys, as well as the relations between women and those between men. These attributes, opportunities and relationships are socially constructed and are learned through socialization processes. They are context/ time-specific and changeable. Gender determines what is expected, allowed and valued in a women or a man in a given context. In most societies there are differences and inequalities between women and men in responsibilities assigned, activities undertaken, access to and control over resources, as well as decision-making opportunities. Gender is part of the broader socio-cultural context. Other</p>

important criteria for socio-cultural analysis include class, race, poverty level, ethnic group and age – United Nations Entity for Gender Equality and the Empowerment of Women

<https://www.un.org/womenwatch/osagi>

**Gender Equality:**

The principle of gender equality is enshrined in the Indian Constitution in its Preamble, Fundamental Rights, Fundamental Duties and Directive Principles. “Gender equality, equality between men and women...does not mean that women and men have to become the same, but that their rights, responsibilities and opportunities will not depend on whether they were born male or female. Gender equity means fairness of treatment for men and women according to their respective needs. This may include equal treatment or treatments that is different, but which is considered equivalent in terms of rights, benefits, obligations, and opportunities.” –United Nations Educational, Scientific and Cultural Organization (UNESCO)

**Gender Equity:**

Gender equity is the process of being fair to women and men. To ensure fairness, strategies and measures must often be available to compensate for women’s historical and social disadvantages that prevent women and men from otherwise operating on a level playing field. Equity leads to equality. – United Nations Population Fund([www.unfpa.org](http://www.unfpa.org))

**Gender Mainstreaming:**

"Mainstreaming a gender perspective is the process of assessing the implications for women and men of any planned action, including legislation, policies or programmes, in any area and at all levels. It is a strategy for making the concerns and experiences of women as well as of men an integral part of the design, implementation, monitoring and evaluation of policies and programmes in all political, economic and societal spheres, so that women and men



		benefit equally, and inequality is not perpetuated. The ultimate goal of mainstreaming is to achieve gender equality." - United Nations Economic and Social Council (ECOSOC)
2.	<b>Related Policies, Procedures, Forms, Guidelines, and Other Resources</b>	<ul style="list-style-type: none"> <li>• <b>Administrative Policy Statements (APS) and Other Policies</b> <ul style="list-style-type: none"> <li>• SVIMS Employee Handbook</li> <li>• SVIMS Students Handbook</li> <li>• SVIMS Sexual Harassment Policy</li> </ul> </li> <li>• <b>Guidelines</b> <ul style="list-style-type: none"> <li>• VISHAKHA guidelines of Honorable Supreme Court of India in 1997(<a href="https://www.ungender.in/here-is-everything-you-need-to-know-about-vishaka-guidelines/">https://www.ungender.in/here-is-everything-you-need-to-know-about-vishaka-guidelines/</a>)</li> <li>• SAKSHAM report - Measures for Ensuring the Safety of the Women and Programs for Gender Sensitization on Campus, University Grants Commission Guidelines December 2013 (<a href="https://saksham.ugc.ac.in">https://saksham.ugc.ac.in</a>).</li> <li>• Amended as per the Ministry of Human Resource Development (University Grants Commission) Regulations – 2nd May 2016 (<a href="https://www.ugc.ac.in/pdfnews/7203627_UCG_regulations-harassment.pdf">https://www.ugc.ac.in/pdfnews/7203627_UCG_regulations-harassment.pdf</a>)</li> <li>• Revised as per the University Grants Commission (Institution Deemed to be Universities) Regulations – 20th February 2019</li> <li>• UNICEF(<a href="https://www.unicef.org/rosa/media/1761/file/Gender%20glossary%20of%20terms%20and%20concepts%20.pdf">https://www.unicef.org/rosa/media/1761/file/Gender%20glossary%20of%20terms%20and%20concepts%20.pdf</a>)</li> </ul> </li> </ul>
3	<b>Introduction and History</b>	<p><b>Introduction:</b></p> <ul style="list-style-type: none"> <li>• SVIMS believes that a Gender Policy must exercise and reflect the correlation between gender relations, roles and responsibilities and the influences on women’s and men’s access to</li> </ul>

		<p>and control over decisions, assets and resources, information and knowledge.</p> <ul style="list-style-type: none"> <li>• Our Gender Policy finds its existence in our Founder, Sadhu Vaswani’s visionary commitment to and belief in upliftment and empowerment of women, hence bringing about equality in society.</li> <li>• SVIMS is committed to the United Nations Sustainable Development Goals (SDGs). The SVIMS Gender Policy is aligned with the UN SDGs, which make explicit commitments to gender equality, both as a stand-alone goal on gender equality and women’s empowerment (SDG5) and as a theme cutting across all the SDGs.</li> <li>• The Gender Policy will be consistent with and linked to the existing relevant frameworks, policies and standards of SVIMS as well as relevant policies that may be developed in the future.</li> <li>• The Gender Policy took its shape and existence under the leadership of Dr. BH Nanwani, Director, SVIMS, and with the contributions of - <ul style="list-style-type: none"> <li>○ Faculty</li> <li>○ Administrative Staff</li> <li>○ Stakeholders</li> </ul> </li> </ul> <p><b>History:</b> When we empower women as leaders and decision-makers, the community and economy benefit. SVIMS completely lives this. The MIRA education society was started by our revered Sadhu Vaswani with the sole aim of empowering the women in our society and giving them the opportunity to learn, flourish and blossom.</p> <p>SVIMS has been growing under the leadership and guidance of its dynamic Director, Dr. BH Nanwani. Dr. Nanwani has been serving the Institute for the</p>
--	--	---

		<p>past 11 years and has contributed immensely to the purpose and belief of SVIMS and its vision and mission. The principles of the policy are:</p> <ul style="list-style-type: none"> <li>• All our efforts will be made to empower women through provision of quality education and the creation of an eco-system that nurtures women into developing as professionals /leaders</li> <li>• A gender sensitization plan will be made every year to direct and channel efforts towards bringing about women empowerment and gender equality.</li> <li>• There shall not be any kind of discrimination based on Gender in employment and other related aspects of administration</li> <li>• There must be an accessible, active, unbiased and confidential grievance redressal cell</li> <li>• The Institute shall arrange effective measures for the safety and security of the genders constituting its strength and resources.</li> <li>• Efforts shall be taken and addressed to enhance gender equality within its governing structure and day-to-day operations</li> <li>• This Gender Policy moves beyond a narrow understanding of gender to consider, respect and value the contribution of both women and men.</li> </ul>
<p><b>4</b></p>	<p><b>Policy Statement</b></p>	<p>As an Educational Institute, SVIMS shall promote gender equality by providing an empowering ecosystem to help women students develop their personal abilities and make choices without limitation set by stereotypical views, rigid gender roles and prejudices.</p> <p>As an employer, SVIMS shall promote a gender sensitive and inclusive work environment to help employees realize their full potential. This will be reflected in policies, processes, decision making, recruitments, promotions, provision of facilities and</p>

		other areas of operations
5.	<b>Key Words</b>	Gender, Gender equality, Gender Equity, Values, SVIMS, Policy

### The Way Ahead for Gender Equity at SVIMS

- To conduct Gender Audit every Five Years.
- Designing an Annual Gender Sensitization Plan.
- Conducting special programs for gender sensitization, empowerment and equality at Institute level and as outreach programs.
- Identifying and implementing innovative strategies to correct discrimination, if any.
- Periodic monitoring of the progress.
- Relevant committees such as Prevention of Sexual Harassment and Equal Opportunity for All are formed and their purpose are adhered to.
- The syllabus for the Curriculum on Gender Equity has been submitted to Savitribai Phule Pune University.

**BHAGWANTI HEMANDAS NANWAN I** Digitally signed by BHAGWANTI HEMANDAS NANWAN I  
Date: 2024.01.05 17:06:41 +05'30'



# **SADHU VASWANI INSTITUTE OF MANAGEMENT STUDIES FOR GIRLS**

## **GENDER EQUITY AND GENDER SENSITISATION ACTION PLAN**

**ACADEMIC YEAR**

**2023-2024**

## **INITIATIVES FOR PROMOTING GENDER EQUITY AND SENSITISATION**

### **INTRODUCTION**

The Sadhu Vaswani Institute of Management Studies (SVIMS) for Girls, Pune, works under the aegis of the Sadhu Vaswani Mission. The Institution represents the culmination of our Rev. Founder, Sadhu Vaswani's dream to empower women in the interests of social and national progress. Our lineage from the Mission gives us our unique identity, our special values and our fundamental moorings in ethics and fair practices. Our goal is to help produce a new generation of women managers who will not only be self-confident and sensible, but also ethical and sensitive to the tremendous challenges they will face in the corporate world.

A woman is a symbol of Shakti. Our values, vision and mission are aligned towards women's empowerment and gender equality. As an Educational Institute, SVIMS aims to promote gender equality by providing an empowering ecosystem to help women students develop their personal abilities and make choices without limitation set by stereotypical views, rigid gender roles and prejudices. As an employer, SVIMS aims to promote a gender sensitive and inclusive work environment to help employees realize their full potential. This is reflected in policies, processes, decision making, recruitment, promotions, provision of facilities and other areas of operations.

### **OUR VISION**

SVIMS shall be a preferred institute nurturing women innovators and leaders with managerial, entrepreneurial skills, promoting value based, transformative education to serve industry and society.

## OUR MISSION

Transform women to become thought leaders and solution providers to industry and society.

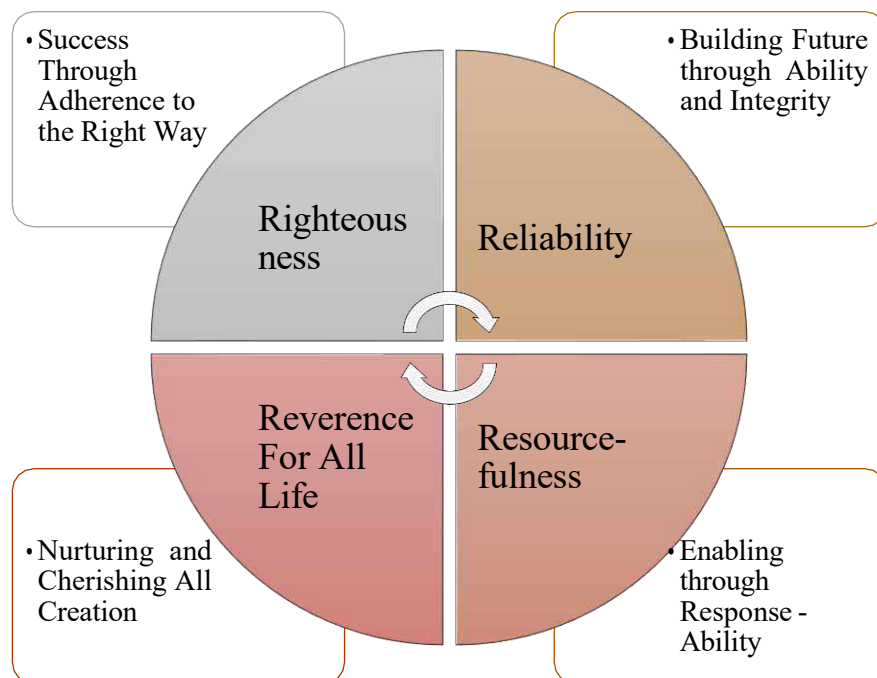
M1: To provide student – centric quality management education that helps in successfully taking up the practice of management/ entrepreneurship research/higher studies.

M2: To develop an eco-system for promoting knowledge creation and innovation and industry engagement to help students stay relevant.

M3: To impart character building education to promote human values, inspire ethical behaviour, and an urge to ‘lead and serve society’

M4: Impart essential life and lifelong learning skills to constructively respond to challenges thrown up by the VUCA world.

## OUR VALUES



## OBJECTIVES OF THE PLAN:

- To promote inclusiveness, tolerance, harmony and women’s empowerment amongst the students, faculty, staff and other stakeholders.

- To create awareness through activities related to universal human values, gender equality, physical and mental health, self-defense, entrepreneurship etc. amongst the students.
- To provide mentorship and counseling to the students to overcome their personal and professional obstacles.
- To promote diversity and gender-sensitive communication in students and staff alike.
- To ensure balanced gender quota while recruitment
- Student's code of conduct that promotes gender parity at the governance level
- To ensure equal and unbiased measures for everyone for their teaching & learning activities.



**GENDER EQUITY AND GENDER SENSITISATION ACTION  
PLAN FOR THE ACADEMIC YEAR 2023-2024**

<b>S. No</b>	<b>Area</b>	<b>Action Plan</b>
1	Sessions on Mental Well-being – Managing Emotions and Building Empathy for Staff and Students	Sessions on Mental Well-being focus on managing emotions effectively and building empathic relationships on a personal and professional level.
2	Personal Hygiene Awareness Programme for Women	Expert Session on Menstrual Hygiene and lifestyle related health issues.
3	Activities and Programs on Women Empowerment	Awareness Program on legal frameworks and grievance mechanisms.



सावित्रीबाई फुले पुणे विद्यापीठ  
गणेशखिंड, पुणे - ४११ ००७.  
Savitribai Phule Pune University  
Ganeshkhind, Pune - 411007.



स्वातंत्र्याचा अमृत महोत्सव

दूरध्वनी क्रमांक : ०२०-२५६२११५६/५७/६०

Telephone : 020-25621156/57/60

ईमेल / Email : [boards@unipune.ac.in](mailto:boards@unipune.ac.in)

शैक्षणिक विभाग (मान्यता कक्ष)

Academic Section (Approval Cell)

वेबसाइट / Website: [www.unipune.ac.in](http://www.unipune.ac.in)

Ref. No. : CB/623

Date : 07/07/2023

To,  
The Principal/Director  
Sadhu Vaswani Mission Sadhu Vaswani  
Institute of Management Studies for Girls  
Addr: 6 Koregaon Road Pune Tal: Pune  
(corporation Area) Dist: Pune Pincode:  
411001

**Subject** : Regarding Continuation for Value Added Courses ....

Sir/Madam,

With reference to your application regarding Value Added Course/Courses, you are hereby informed that, as per the decision taken by the University Authorities continuation of approval for the following Course/Courses is/are granted.

Sr.No.	Faculty	Course Name	Approved For A.Y.
1	Commerce and Management	Fundamentals of Stock Market and Online Trading	2023-2024
2	Commerce and Management	Spirituality for Leadership, Employee Wellbeing and Organizational Excellence [I]	2023-2024
3	Commerce and Management	Spirituality for Leadership, Employee Wellbeing and Organizational Excellence [II]	2023-2024
4	Commerce and Management	The Basics of Content Writing	2023-2024
5	Commerce and Management	Understanding Gender Equity	2023-2024

(Dr. M. V. Rasve)  
Deputy Registrar

**GENDER EQUITY AND  
GENDER SENSITISATION  
ACTIVITIES AND  
INITIATIVES 2023-24**



# Sadhu Vaswani Institute of Management Studies for Girls

Approved by AICTE - Affiliated to SPPU - NAAC Accredited with B+ Grade

ISO 9001:2015 Management Institute

I'm a **PROUD** CONTESTANT



www.facebook.com/svimsforgirls

D.T.E. Institute Code: MB6614

26.08.2023

## Notice

This is to inform MBA and MCA Batch 2023 – 25 Semester 1 students about -

Event: Student Welfare, Health, and Wellness Initiative

Topic: Experts Talk on Menstrual and Personal Hygiene

Speaker: Dr. Sneha Nagar,

Designation: Consulting OBGN., Inlaks and Budrani Hospital, Pune

Venue: Seminar Hall, 4<sup>th</sup> Floor

Date: 28.08.2023

Time 11.30 am to 1 pm

Dress Code: Formals

Attendance is mandatory.

  
Director  
Dr. B. H. Nanwani  
DR. B. H. NANWANI  
DIRECTOR

SADHU VASWANI INSTITUTE OF MANAGEMENT STUDIES FOR GIRLS  
6, KOREGAON ROAD, PUNE-411 001



6, Koregaon Road, Pune – 411001. Ph. 020-26054491 Fax: 020-26054481  
Website: [www.svims-pune.edu.in](http://www.svims-pune.edu.in), Email: [director@svims-pune.edu.in](mailto:director@svims-pune.edu.in)

## CONCEPT AND REPORT OF THE PROGRAM

SVIMS has always been very proactive in matters regarding health, hygiene and wellness of the students. “Expert’s session on Menstrual and Personal Hygiene” was one such initiative.

### EXECUTIVE SUMMARY

- Dr. Sneha Nagar, a renowned Gynecologist from Inlaks and Budrani Hospital interacted with new batch of MBA and MCA during the 12 Day Induction Program 2023 on the topic of Menstrual and Personal Hygiene for girls.
- She first tried to remove the myth from the minds of the students that taking about sex and women issues is a taboo. She said as girls and women are hesitant to talk about these issues, and they remain unaware of various important facts like PCOD, infertility, sexual harassment, and other such matters.
- She further added that due to changed lifestyle, eating habits and stress, girls are facing many problems like PCOD and infertility and other health issues related to menstruation and personal hygiene.
- She further said that having knowledge about these problems, diagnosis and the treatment would help the girls take necessary precautions and steps towards their good health and well-being.
- She educated the participants on issues like menstrual hygiene, sex and personal hygiene.
- Dr. Sneha also warned the girls to be cautious about following influencers on various social media sites and asked them not to get carried away from such influencers. Many of these influencers are not qualified, still they give medical advice regarding girl and child health. Every student should get the facts clarified by expert and trusted doctors.
- The session concluded with the Q&A session by the students.

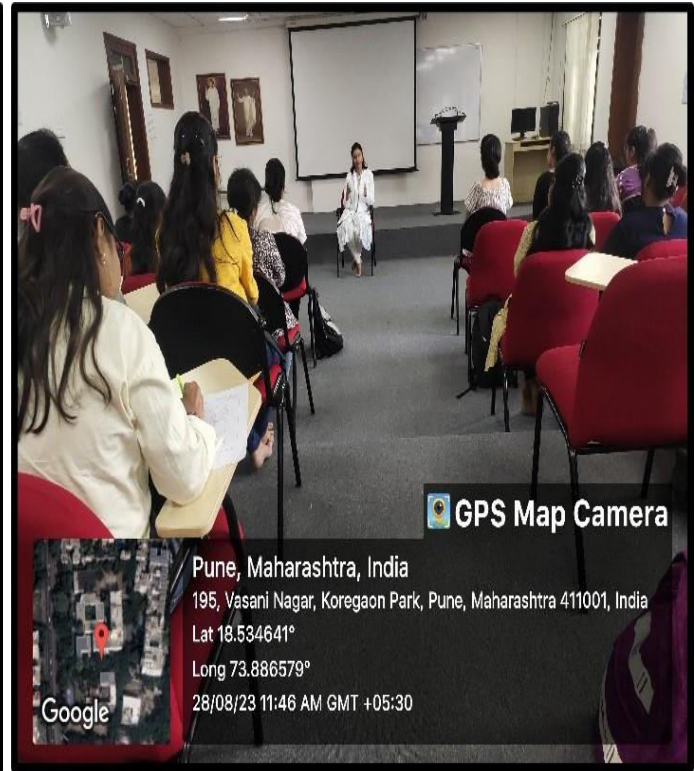
### **Photographs**





# MENSTRUAL AND HYGIENE

28.08.2023



## Dr. Sneha Nagar

Dr. Sneha Nagar, a renowned Gynaecologist from Inlaks and Budrani Hospital conducted the session and attributed problems of PCOD and infertility to the changing lifestyles, eating habits and stress. She encouraged girls to seek knowledge, diagnostic facilities, and treatment to bring about good health and well-being and educated the participants on issues like menstrual hygiene, sex and personal hygiene. The session concluded with the Q&A round.



## Sadhu Vaswani Institute of Management Studies for Girls

Approved by AICTE - Affiliated to SPPU - NAAC Accredited with B+ Grade  
ISO 9001:2015 Management Institute



D.T.E. Institute Code: MB6614

29.08.2023

### Notice

This is to inform MBA and MCA Batch 2023 – 25 Semester 1 students about -

Event: Student Wellness and Counselling Initiative

Topic: Mental Well-being – Managing Emotions and Building Empathy

Speaker: Ms Pooja Jain

Designation: CEO, Safe Stories, Mental Health Center, Pune

Venue: Seminar Hall, 4<sup>th</sup> Floor

Date: 01.09.2023

Time 9.30 am to 10.30 am

Dress Code: Formals

Attendance is mandatory.

Director

Dr. B. H. Nanwani  
DR. B. H. NANWANI  
DIRECTOR

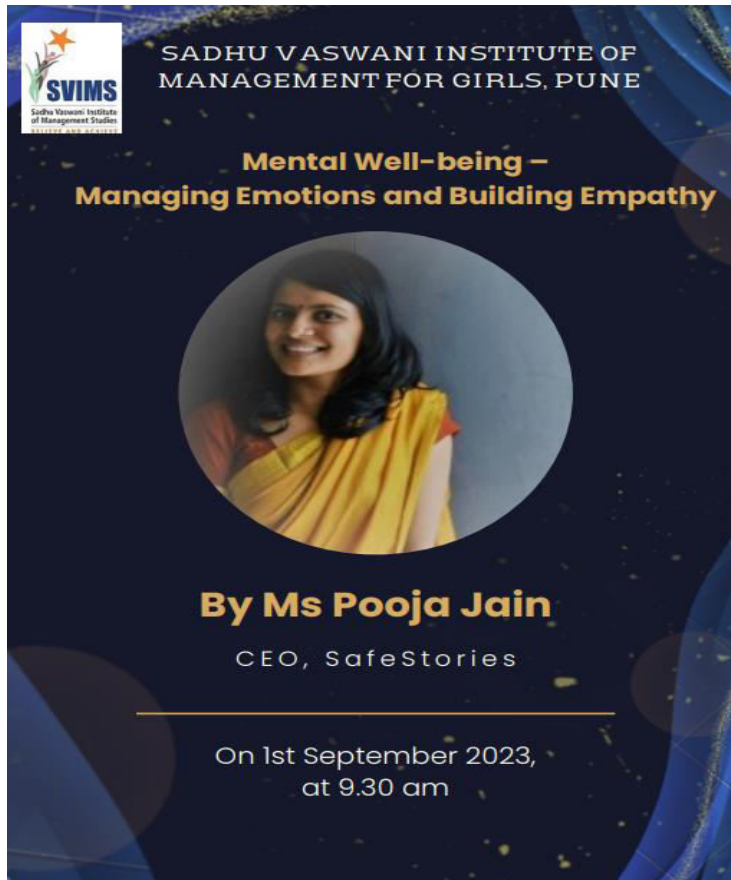
SADHU VASWANI INSTITUTE OF MANAGEMENT STUDIES FOR GIRLS  
6, KOREGAON ROAD, PUNE-411 001



6, Koregaon Road, Pune – 411001. Ph. 020-26054491 Fax: 020-26054481  
Website: [www.svims-pune.edu.in](http://www.svims-pune.edu.in), Email: [director@svims-pune.edu.in](mailto:director@svims-pune.edu.in)

## **EVENT DETAILS**

Event Type	Students' Wellness and Counselling Initiative
Description	Expert Session by Ms. Pooja Jain, CEO, Safe Stories – Mental Health center, Pune on Topic “Mental Well-being – Managing Emotions and Building Empathy”.
Day & Date	Friday, 1 <sup>st</sup> September 2023
Time	09:30 am to 10.00 am
Venue Platform and link	Offline, Seminar Hall
No. of Participants	62 participants Faculty – 01, Guests - 01: Students 60 [(MBA) – 43 and (MCA) – 27]



## **EXECUTIVE SUMMARY**

Ms Pooja conducted a session on the topic “Mental Well-being – Managing Emotions and Building Empathy”. She began the session by explaining to the students what emotions are and how mental wellness is important for everyone. Ms. Pooja then explained the meaning of empathy which is to try and understand our own and others’ feelings. Her lecture was very interactive. She asked everyone how they were feeling today. With this exercise she explained to the students how to clearly identify one’s emotions. She said understanding emotions is the step towards being empathetic. Ms. Pooja reiterated that being empathetic does not mean that one should solve everyone’s problems, it means that we understand people and their feelings and are there to listen. Ms. Pooja explained two techniques to the students - Box Breathing and 5-4-3-2-1 Technique. These techniques are used to build empathy and manage emotions. Ms. Pooja suggested that these techniques could be used by the students before exams or interview or any situation to lower down anxiety.

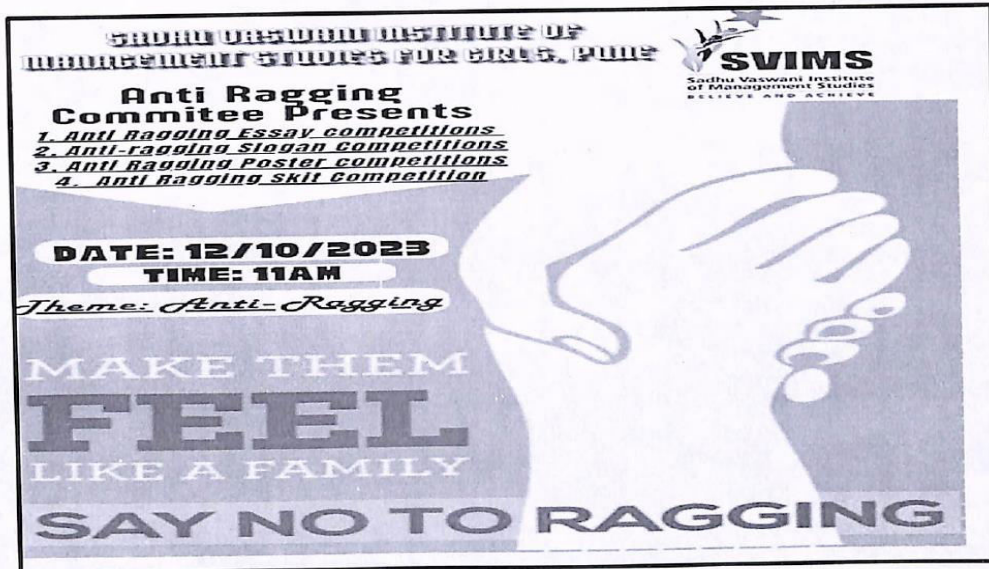


# Photographs



**Notice**

02-10-2023

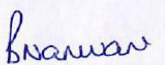


The poster features the SVIMS logo at the top right. The main text reads: 'Anti Ragging Committee Presents' followed by a list of four competitions: 1. Anti-Ragging Essay competitions, 2. Anti-ragging Slogan competitions, 3. Anti-Ragging Poster competitions, and 4. Anti-Ragging Skit competition. Below this, it states 'DATE: 12/10/2023' and 'TIME: 11AM'. The theme is 'Anti-Ragging'. A large graphic of two hands shaking is on the right. At the bottom, it says 'MAKE THEM FEEL LIKE A FAMILY' and 'SAY NO TO RAGGING'.

This is to inform all students that the following competitions will be held on 12th October 2023 to promote anti-ragging awareness:

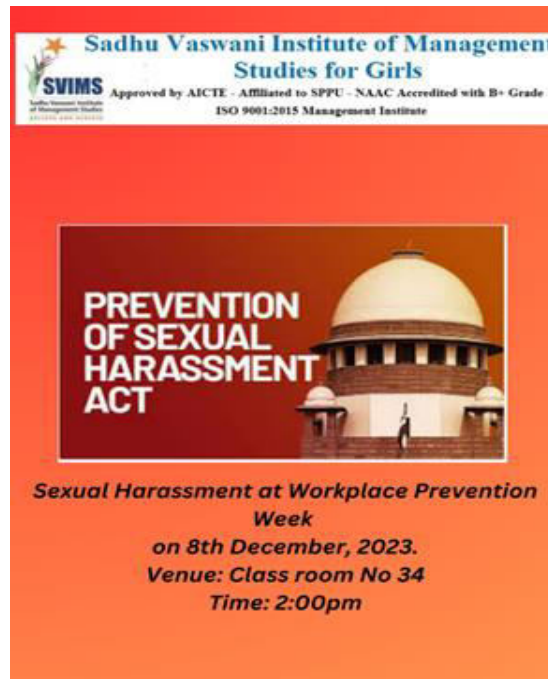
1. Anti-Ragging Essay Competition
2. Anti-Ragging Slogan Competition
3. Anti-Ragging Poster Competition
4. Anti-Ragging Skit Competition

Interested students should register their names with Ms. Vaishali Patil.

  
Dr. B.H. Nanwani  
Director  
DR. B. H. NANWANI  
DIRECTOR  
SADHU VASWANI INSTITUTE OF MANAGEMENT STUDIES FOR GIRLS  
6, KOREGAON ROAD, PUNE-411 001



## POSH-'Sexual Harassment at Workplace- Prevention Week' Celebration



Event Type	Sexual Harassment at Workplace- Prevention Week
Description	To create awareness regarding how to prevent sexual harassment at workplace.
Day & Date	Friday, 8 <sup>th</sup> & 9 <sup>th</sup> December 2023
Time	2.30 PM - 4.00 PM

*B Nanwani*

Dr. B H Nanwani Director

**DR. B. H. NANWANI**  
**DIRECTOR**  
 SADHU VASWANI INSTITUTE OF MANAGEMENT STUDIES FOR GIRLS  
 1, KOREGAON ROAD, PUNE-411 001





# Sadhu Vaswani Institute of Management Studies for Girls

Approved by AICTE - Affiliated to SPPU - NAAC Accredited with B+ Grade  
ISO 9001:2015 Management Institute

## POSH-'Sexual Harassment at Workplace- Prevention Week' Celebration





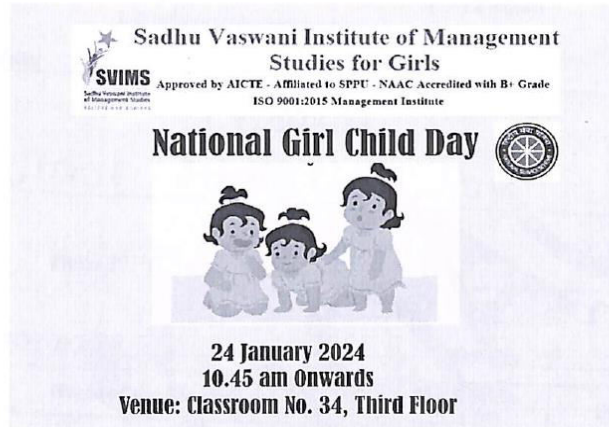
**Dr. B. H. Nanwani**  
Director

# SADHU VASWANI INSTITUTE OF MANAGEMENT STUDIES FOR GIRLS

6, Koregaon Road, Pune – 411001. Ph. 020-26054471/91 Fax: 020-26054481  
Approved by A.I.C.T.E. (Unaided- Private), Affiliated to S. P. Pune University  
Website: [www.svims-pune.edu.in](http://www.svims-pune.edu.in) Email: [director@svims-pune.edu.in](mailto:director@svims-pune.edu.in)

Certified by ISO 9001:2015, SPPU Code: IMMP016030 D.T.E. Institute Code: 6614

18<sup>th</sup> January 2024



## NOTICE

NSS Unit of the Institute has organized a program to celebrate the National Girl Child Day:

Date: 24 January 2024

Time: 10.45 am

Venue: Classroom No. 34, Third Floor

The program flow is:

- Introductory Address by Dr. Divya Lakhani
- Experience Sharing by Dr. Niji Shajan
- Pledge

Attendance is mandatory.

Dr. B H Nanwani

Director  
**DR. B. H. NANWANI**  
DIRECTOR

SADHU VASWANI INSTITUTE OF MANAGEMENT STUDIES FOR GIRLS  
6, KOREGAON ROAD, PUNE-411 001



## National Girl Child Day



<b>Date</b>	24 January 2024
<b>Time</b>	10.45 am
<b>Venue</b>	Classroom 34, 3 <sup>rd</sup> Floor, SVIMS Campus
<b>No. of Participants</b>	Students: 37 Faculty: 8

NSS Unit of SVIMS celebrated National Girl Child Day on 24<sup>th</sup> January 2024. Dr. Divya Lakhani in her address spoke about Government's commitment to the guiding principles through initiatives like "Beti Bachao Beti Padhao" to effect behavioral change in society's attitude towards girl child and inspire a collective effort towards their holistic development.

Being an All-Girls Institute – she informed the students that because of the blessings of their Parents and Teachers, they are flowering into beautiful individuals and taking benefit of all the opportunities coming their way. She exhorted everyone present to express their gratitude to their elders and teachers.

Dr. Niji Shajan narrated two instances where daughters were brutally killed. She emphasized such instances do take place in the interior parts of India, even today. We need to avoid such gender-based discrimination and every life is important. Right to Live is the motto that should be applied by all sections of society.


The event concluded with oath taking ceremony where participants pledged against all forms of gender-based discrimination.

I, \_\_\_\_\_, pledge to never commit nor support gender violence, in all its manifestations. I pledge to be an active bystander, to speak up against gender violence and sexism, and to teach other men how we can help end gender violence. I will stop the violence, I will protest the inequality, I will build for justice.







 **GPS Map Camera**

**Pune, Maharashtra, India**

Sadhu Vaswani Mission's Medical Complex, 7-9, Koregaon Park, Pune, Maharashtra  
411001

Lat 18.534647°

Long 73.886579°

24/01/24 11:17 AM GMT +05:30







**Dr. B. H. Nanwani**  
Director

# SADHU VASWANI INSTITUTE OF MANAGEMENT STUDIES FOR GIRLS


6, Koregaon Road, Pune – 411001. Ph. 020-26054471/91 Fax: 020-26054481  
Approved by A.I.C.T.E. (Unaided- Private), Affiliated to S. P. Pune University  
Website: www.svims-pune.edu.in Email: director@svims-pune.edu.in,

Certified by ISO 9001:2015, SPPU Code: IMMP016030 D.T.E. Institute Code: 6614

## Composition of Equal Opportunity Cell

AY 2023-24

Sr. No	Name		Role
1	Dr. B.H. Nanwani	Director of EOC	Chairperson
2	Ms. Vaishali Patil	Senior Faculty Member	Member
3	Dr. Ashish Jaswal	Liaison Officer of EOC	Member
4	Dr. Rajesh Kashyap	In-charge of Internal Compliance Committee	Member
5	Dr. Divya Yogesh Lakhani	Coordinator of IQAC	Member
6	Ms. Harshali Bhalerao	Women Representative	Member
7	Ms. Tanisha Chavan	Students' Representative	Member
8	Mr. Vinayak Phule	Registrar	Member Secretary

  
Dr. B H Nanwani  
Director

**DR. B. H. NANWANI**  
DIRECTOR  
SADHU VASWANI INSTITUTE OF MANAGEMENT STUDIES FOR GIRLS  
6, KOREGAON ROAD, PUNE-411 001

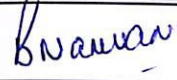
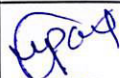
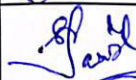

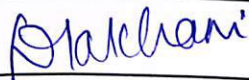




**SADHU VASWANI INSTITUTE OF MANAGEMENT STUDIES FOR GIRLS**

<b>Meeting/Project</b>	EOC Meeting	<b>Time</b>	10.30 am onwards
<b>Date of Meeting [DD/MM/YYYY]</b>	17-10-2023		
<b>Meeting Facilitator</b>	Dr. B. H. Nanwani		

**ATTENDANCE OF THE MEETING**

A meeting of the EOC Committee was held on 17 Oct. 2023 at 10.30 am under the Chairperson, Dr. B H Nanwani (Director, SVIMS) at Director's Office. The following members were present:

<b>Sr. No.</b>	<b>Name of the Member</b>	<b>Designation</b>	<b>Sign/Attendance</b>
1	Dr. B. H. Nanwani	Director of EOC	
2	Ms. Vaishali Patil	Senior Faculty Member	
3	Dr. Ashish Jaswal	Liaison Officer of EOC	
4	Dr. Rajesh Kashyap	In-charge of Internal Compliance Committee	
5	Dr. Divya Yogesh Lakhani	Coordinator of IQAC	
6	Ms. Harshali Bhalerao	Women Representative	
7	Ms. Tanisha Chavan	Students' Representative	
8	Mr. Vinayak Phule	Registrar	





<b>SADHU VASWANI INSTITUTE OF MANAGEMENT STUDIES FOR GIRLS</b>			
<b>Meeting/Project Name</b>	Equal Opportunity Cell	<b>Meeting Date (DD/MM/YYYY)</b>	17/10/2023
<b>Meeting Facilitator</b>	Dr. B. H. Nanwani		
<b>MEETING AGENDA</b>			
<b>Sr. No</b>	<b>Topic</b>		
1	Reading and confirming minutes and Action taken report of the previous meeting		
2	Introduction of Members Presenting the Functions of Equal Opportunity Cell (as per Draft UGC Guidelines)		
3	Present the Report of Scholarship Schemes - Maharashtra Government availed by students of SVIMS.		
4	Bridge Course for AY 2023-24		
5	To prepare the Action Plan for 2023-24.		
6	Any other item with the permission of chair		



SADHU VASWANI INSTITUTE OF MANAGEMENT STUDIES FOR GIRLS			
Meeting/Project Name	Equal Opportunity Cell	Meeting Date (DD/MM/YYYY)	17/10/2023
Meeting Facilitator	Dr. B. H. Nanwani		
MINUTES OF MEETING			
ATR of previous meeting	Minutes of the previous meeting and ATR were read and approved by the Committee members.		
Introduction of Members	Ms. Vaishali Patil introduced selected committee members of EOC as per the draft of UGC Guidelines to the committee.		
Present the Report of Scholarship Schemes - Maharashtra Government availed by students of SVIMS	<p><b>Discussion:</b></p> <p>Ms. Vaishali Patil informed the Committee Members that total 177 students benefited from Scholarship Schemes - Maharashtra Government. All the Members agreed on the fact that Students from Economically Weaker Sections are taking admission in the Institute.</p> <p>Dr. B H Nanwani, advised the members to conduct awareness sessions for undergraduate students so as to open the opportunities for them.</p>		
Bridge Course for AY 2023-24	<p><b>Discussion:</b></p> <p>As many students come from non-commerce background, the members advised that Bridge Course should be conducted.</p> <p><b>Decision:</b></p> <p>Ms. Vaishali Patil was instructed to enrol the students for the same immediately after commencement of Mba I.</p>		
Action Plan for 2023-24.	<p><b>Discussion:</b></p> <p>The Members discussed upon the plan and prepared a broad framework as mentioned below:</p> <ul style="list-style-type: none"> <li>• Earn While Learn (WEL) Scheme</li> <li>• Publicize the Welfare Schemes for Socio-Economically Disadvantaged Groups (SEDGs) amongst Student Community.</li> <li>• Outreach programmes to help the SEDGs students from Special Education Zones (SEZs)</li> <li>• Remedial Class for Technical Courses.</li> <li>• Soft Skills Programme for SEDGs.</li> <li>• Mentorship and Counselling for Socio-Economically Disadvantaged Groups (SEDGs)</li> </ul> <p><b>Decision:</b></p> <p>Ms. Vaishali Patil was instructed to ensure compliance of above with the help of Faculty and Staff</p>		

*B. H. Nanwani*  
Dr. B H Nanwani  
Director

**DR. B. H. NANWANI**  
DIRECTOR

SADHU VASWANI INSTITUTE OF MANAGEMENT STUDIES FOR GIRLS  
6, KOREGAON ROAD, PUNE-411 001





## Action Taken Report Equal Opportunity Cell Meeting

SADHU VASWANI INSTITUTE OF MANAGEMENT STUDIES FOR GIRLS	
Meeting/Project Name	Equal Opportunity Cell
ACTION TAKEN REPORT	

### Presentation of Report on Bridge Course:

Ms. Vaishali Patil conducted Bridge in accounts for the A.Y. 23-24. A total of eight students have participated for the same from MBA Part I.

### Outreach programmes conducted to help the SEDGs students from Special Education Zones (SEZs):

Sr. No.	Date	Name of Activity
1.	21-10-2023	Cleanliness Drive at Bhavani Peth
2.	28-10-2023	CSR Activity- Katalachi Wadi, Khalapur(Organ Donation Awareness Program)
3.	08-12-2023	Blood Donation Camp In association with AmDocs Pune (Two Camp (First-08-12-2023) and (Second- 15-12-2023))
4.	30-12-2023	NSS Outreach Activity- Seva Program at Raigad Zilha Parishad Primary Schools- Thanenhav Post-Sajgaon Tal. Khalapur Dist. Raigad

### 2. Remedial Class for Technical Courses

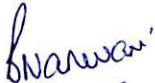
Remedial Class Conducted for Decision Science and Financial Management.

### 3. Soft Skills Programme for SEDGs

To increase the soft skills of the students Employability Skill Programme was conducted by Mahindra Pride Classroom, Naandi foundation in the month of August 2023.

### 4. Mentorship and Counselling for Socio-Economically Disadvantaged Groups (SEDGs)

Institute has allocated each faculty member 10 students and as a mentee. Each faculty performed the duty of mentorship successfully.

  
Dr. B. H. Nanwani  
Director

**DR. B. H. NANWANI**  
DIRECTOR  
SADHU VASWANI INSTITUTE OF MANAGEMENT STUDIES FOR GIRLS  
6, KOREGAON ROAD, PUNE-411 001



## Composition of Internal Committee (IC)

### Prevention of Sexual Harassment (POSH) Committee 2023-24

Sr. No	Name		Designation
1	Dr. B H Nanwani	Chairperson	Director, SVIMS
2	Dr. Divya Lakhani	Secretary	Associate Professor – MBA & IQAC Coordinator
3	Dr. Vaishali R. Patil	Faculty	Assistant Professor – MBA
4	Dr. Rajesh Kashyap	Faculty	Associate Professor, HOD – MCA
5	Mr. Vinayak Phule	Sr. Admin. Staff	Registrar
6	Adv Rani Sonwane	External Member	Lawyer And Counsellor, District and Family Court, Pune
7	Ms. Priya Vishwakarma	Student Representatives	President, Students' Council
8	Ms. Devanshi Dembda		Student, MBA II
9	Ms. Sheetal Pisal		Student, MCA II
10	Ms. Anjali Karamchandani		Student, MBA I
11	Ms. Sanskruti Kurle		Student, MCA I

*B. H. Nanwani*

**Dr. B H Nanwani**  
Director

**DR. B. H. NANWANI**  
DIRECTOR

SADHU VASWANI INSTITUTE OF MANAGEMENT STUDIES FOR GIRLS  
6, KOREGAON ROAD, PUNE-411 001



*Smk*  
12/12/24



SADHU VASWANI INSTITUTE OF MANAGEMENT STUDIES FOR GIRLS			
Meeting/Project Name	Internal Committee, Prevention of Sexual Harassment Committee (POSH)	Academic Year	2023-24
Meeting Facilitator	Dr. B. H. Nanwani	Date (DD/MM/YYYY)	25/5/2024
ATTENDANCE OF THE IC MEETING			
Sr. No.	Name of the Member	Designation	Signature / Attendance Remarks
1	DR. B. H. NANWANI	CHAIRPERSON	<i>B. H. Nanwani</i>
2	DR. DIVYA LAKHANI	SECRETARY	<i>D. Lakhani</i>
3	MS. VAISHALI R. PATIL	FACULTY MEMBER, MBA	<i>V. Patil</i>
4	DR. RAJESH KASHYAP	FACULTY MEMBER, MCA	<i>R. Kashyap</i>
5	MR. VINAYAK PHULE	MEMBER - NON TEACHING STAFF	<i>V. Phule</i>
6	ADV RANI SONWANE	LAWYER AND COUNSELLOR, DISTRICT AND FAMILY COURT, PUNE	<i>Rani Sonwane</i>
7	MS. PRIYA VISHWAKARMA	PRESIDENT, STUDENTS' COUNCIL	<i>AB</i>
8	MS. DEVANSHI DEMBDA	MBA II YEAR STUDENT	<i>D. Dembda</i>
9	MS. SHEETAL PISAL	MCA II YEAR STUDENT	<i>S. Pisal</i>
10	MS. ANJALI KARMCHANDANI	MBA I YEAR REPRESENTATIVE	<i>A. Karmchandani</i>
11	MS. SANSKRUTI KURLE	MCA I YEAR REPRESENTATIVE	<i>S. Kurle</i>



SADHU VASWANI INSTITUTE OF MANAGEMENT STUDIES FOR GIRLS			
Meeting/Project Name	Internal Committee, Prevention of Sexual Harassment Committee (POSH)	Academic Year	2023-24
Meeting Facilitator	Dr. B. H. Nanwani	Date (DD/MM/YYYY)	21/5/2024
CIRCULAR / NOTICE OF THE IC MEETING			

You are requested to note that the Prevention of Sexual Harassment Committee (POSH) Meeting will be held on Saturday, 25<sup>th</sup> May 2024 from 11 a.m. to 12:00 pm at the Board Room. **The following Members to please attend the same:**

Sr. No.	Name of the Member	Designation	Signature / Attendance Remarks
1	DR. B. H. NANWANI	CHAIRPERSON	<i>Bnanwani</i>
2	DR. DIVYA LAKHANI	SECRETARY	<i>Dlakhani</i>
3	MS. VAISHALI R. PATIL	FACULTY MEMBER, MBA	<i>Vpatil</i>
4	DR. RAJESH KASHYAP	FACULTY MEMBER, MCA	<i>RK</i>
5	MR. VINAYAK PHULE	MEMBER - NON TEACHING STAFF	<i>VPhule</i>
6	ADV RANI SONWANE	LAWYER AND COUNSELLOR, DISTRICT AND FAMILY COURT, PUNE	<i>Ranisowanee</i>
7	MS. PRIYA VISHWAKARMA	PRESIDENT, STUDENTS' COUNCIL	
8	MS. DEVANSHI DEMBDA	MBA II YEAR STUDENT	<i>Devd</i>
9	MS. SHEETAL PISAL	MCA II YEAR STUDENT	<i>Sheetal</i>
10	MS. ANJALI KARMCHANDANI	MBA I YEAR REPRESENTATIVE	<i>Anjali</i>
11	MS. SANSKRUTI KURALE	MCA I YEAR REPRESENTATIVE	<i>Kurale</i>





**SADHU VASWANI INSTITUTE OF MANAGEMENT STUDIES FOR GIRLS**

<b>Meeting/Project Name</b>	Internal Committee, Prevention of Sexual Harassment (POSH)	<b>Meeting Date (DD/MM/YYYY)</b>	25/05/2024
<b>Meeting Facilitator</b>	Dr Divya Lakhani		

**MEETING AGENDA**

<b>Sr. No</b>	<b>Topic</b>
1	Reading and Confirming the Minutes and Action Taken Report of previous meeting dated 6 <sup>th</sup> April 2023
2	Reading and Confirming the Annual Report for AY 2023-24 for Submission to University and AICTE
3	Induction of New Members
4	Action Plan for the Year AY 2024-2025
5	Any other point with permission of the Chair



**SADHU VASWANI INSTITUTE OF MANAGEMENT STUDIES FOR GIRLS**

<b>Meeting/Project Name</b>	Internal Committee, Prevention of Sexual Harassment Committee (POSH)	<b>Meeting Date (DD/MM/YYYY)</b>	25/05/2024
<b>Meeting Facilitator</b>	Dr Divya Lakhani		

**MINUTES OF MEETING**

Reading and Confirming the Minutes and ATR	Dr. Rajesh Kashyap read the Minutes of Meeting held on 6 <sup>th</sup> April 2023 and presented the Action Taken Report. The same were confirmed and approved by the Committee Members
--	--

Reading and Confirming the Annual Report for AY 2023-24 for Submission to University	<p><b>Discussion:</b> Mr. Vinayak Phule informed the members that as per standard practice the Annual Report needs to be submitted to different authorities.</p> <p>Dr. Kashyap read the draft of the Annual Report for 2023-24 taking into consideration the programs conducted during the year.</p> <p><b>Decision:</b> The committee members accorded approval to the approval and directed Dr. Rajesh Kashyap to finalize the Annual Report and submit to SPPU.</p>
--	---

Induction of New Members	<p>Dr. Divya Lakhani welcomed and introduced the new members appointed during the year 2023-24:</p> <ul style="list-style-type: none"> <li>• Dr. Rajesh Kashyap</li> <li>• Ms. Priya Vishwakarma</li> <li>• Ms. Anjali Karamchandani</li> <li>• Ms. Sanskruti Kurle</li> </ul>
--------------------------	--

Plan for the Year Ahead 2024-25	<p><b>Discussion:</b> The committee brainstormed on the various programmes that can be conducted during 2024-25 to create awareness about POSH. Here's a breakdown of the plan for the upcoming year:</p> <ol style="list-style-type: none"> <li>1) <b>Conducting POSH Awareness Program:</b> Director Madam has suggested for conducting the POSH awareness program to nearby colleges by the students for effectiveness of the POSH Awareness.</li> <li>2) <b>Internal Sessions at the Institute for colored remarks:</b> Director Madam has suggested for conducting the sessions aim to create awareness about colored remarks and sensitize students about POSH. Conducting a pre- and post-session MCQ test can help gauge the effectiveness of the awareness program.</li> <li>3) <b>Exclusive Session for Men:</b> Director Madam suggested for conducting a session exclusively for men. The session will focus on making them aware of the punishments under the POSH Act for any inappropriate behavior and educating them about available remedies if falsely accused.</li> </ol>
---------------------------------	---

	<p>4) <b>Enquiring about Certificate Courses on POSH:</b> Director Madam also suggested for exploring certificate courses related to POSH.</p> <p>5) <b>Session by Adv. Rani Sonawane:</b> Adv. Rani Sonawane has accepted to conduct a session at the time of Induction Program for students and faculty on POSH. This session will be supported by pre- and post-session quizzes to assess learning outcomes.</p> <p>6) <b>AICTE POSH-Pakhwada:</b> Dr. Divya Madam has given the input to conduct the POSH-Pakhwada, initiative by the All-India Council for Technical Education (AICTE). Proper planning will be essential to ensure its success. Following Programs have been suggested to execute:</p> <ul style="list-style-type: none"> <li>• Street Play/Role Play - POSH</li> <li>• Session on women's right</li> <li>• POSH – 'Case Laws and its Applicability'</li> <li>• Sensitizing Children on 'Good touch Bad Touch'</li> <li>• Session on gender biasness</li> <li>• Debate Competition</li> <li>• Mock Court Session</li> <li>• Movie video related to POSH</li> <li>• Poetry competition</li> <li>• Industry Experts to be invited for POSH</li> <li>• Alumna Experience Sharing relating to POSH</li> </ul> <p><b>Decision:</b> The committee members instructed Dr. Rajesh Kashyap to prepare the plan and prepare a Budget for its execution with the help of all faculty and students.</p>
Any other point with permission of the Chair	As there was no other matter to be discussed the meeting was adjourned with the vote of thanks that was delivered by Dr. Rajesh Kashyap.

*Divya Lakhani*

Dr. Divya Lakhani  
Associate Professor & IQAC Coordinator

**IQAC Coordinator**  
**SVIMS**







# SADHU VASWANI INSTITUTE OF MANAGEMENT STUDIES FOR GIRLS

6, Koregaon Road, Pune – 411001. Ph. 020-26054471/91 Fax: 020-26054481  
Approved by A.I.C.T.E. (Unaided- Private). Affiliated to S. P. Pune University  
Website: [www.svims-pune.edu.in](http://www.svims-pune.edu.in) Email: [director@svims-pune.edu.in](mailto:director@svims-pune.edu.in)

**Dr. B. H. Nanwani**  
Director

Certified by ISO 9001:2015. SPPU Code: IMMP016030 D.T.E. Institute Code: 6614

Ref. No.: SVIMS/2024/336

Dt.- 12/12/2024

To,  
Dr. Anagha Tambe  
Administrative Coordinator  
KSP Women's Studies Center  
Savitribai Phule Pune University  
Ganeshkhind Road  
Pune – 411007

Sub: Submission of Annual Report March 2023 to February 2024

Dear Ma'am,  
Greetings and good wishes from Sadhu Vaswani Institute of Management Studies for Girls!

We enclose herewith the Annual Report of Internal Committee (IC) – Prevention of Sexual Harassment (POSH) for the period from March 2023 to February 2024.

Kindly acknowledgement receipt of the same.

Thanking you,

Warm regards,

Dr. B H Nanwani  
Director



DR. B. H. NANWANI  
DIRECTOR  
SADHU VASWANI INSTITUTE OF MANAGEMENT STUDIES FOR GIRLS  
6, KOREGAON ROAD, PUNE-411 001

Received  
  
12/12/2024

## Internal Committee

### Gender Sensitization, Prevention and Prohibition of Sexual Harassment of Women Employees and Students and Redressal of Grievances in Technical Institutions

#### Annual Report

March 2023– February 2024

Members of Internal Committee for AY 2023-24 are:

Sr. No	Name of the Members		Designation
1	Dr. B H Nanwani	Chairperson	Director, SVIMS
2	Dr. Divya Yogesh Lakhani	Secretary	Associate Professor – MBA & IQAC Coordinator
3	Dr. Vaishali R. Patil	Faculty	Assistant Professor - MBA
4	Dr. Rajesh Kashyap	Faculty	Associate Professor HOD – MCA
5	Mr. Vinayak Phule	Sr. Admin. Staff	Registrar
6	Adv Rani Sonwane	External Member	Lawyer And Counsellor, District and Family Court, Pune
7	Ms. Priya Vishwakarma	Student Representatives	President, Students' Council
8	Ms. Devanshi Dembda		Student, MBA II
9	Ms. Sheetal Pisal		Student, MCA II
10	Ms. Anjali Karamchandani		Student, MBA I
11	Ms. Sanskruti Kurle		Student, MCA I

#### 1) Complaint Redressal:

No. of Complaints Received	No. of Complaints disposed off	No. of Cases Pending for more than 90 days	Nature of Action taken by the Employer
0	0	0	Not Applicable

#### 2) Provision of Counselling and Support Services:

Counselling and Support Services are available for students, staff and others in need, if required on the campus. Internal Committee has developed a support system where girl students can share their anxieties, experiences with the IC Committee Members.

*Signature*  
12/12/24



Sr. No	No. of Complainants at the Institute to whom Counselling and/ or Support Provided
1	NIL

### 3) Awareness Raising Programmes

Sr. No	No. of Awareness Raising Programs Conducted by the Institute
1	4

#### Details of Awareness Raising Programs Conducted by the Institute:

Sr No	Date	Name of the Program
1	1-9 March 2023	International Women Week (1 <sup>st</sup> to 9 <sup>th</sup> March 2023)
2	28 August 2023	Menstrual and Personal Hygiene- Dr Sneha Nagar, Consultant OBG, Inlaks and Budhrani Hospital
3	1 September 2023	Mental Well-being – Managing Emotions and Building Empathy - Ms. Pooja Jain, CEO, SafeStories – Mental Well Being Center, Pune
4	8 December 2023	POSH-'Sexual Harassment at Workplace- Prevention Week' Celebration

#### Documentation of Information about ICC-POSH in the Institute:

The Institute maintains physical as well as soft copies of: Prevention of Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013, AICTE Notifications, Institute Policy, Appointment and Invitation Letters to the Committee Members, Invitation Notices, Agenda, Minutes of Meeting and Action Taken Report, Workshop Documentation etc.

Date:

*B. H. Nanwani*

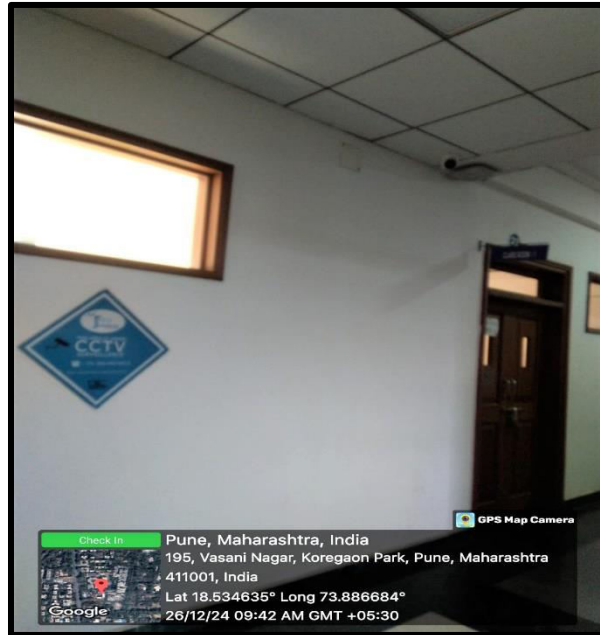
Dr. B. H. Nanwani  
Director



DR. B. H. NANWANI  
DIRECTOR  
SADHU VASWANI INSTITUTE OF MANAGEMENT STUDIES FOR GIRLS  
KOREGAON ROAD, PUNE-411001

## 5. Safety and Security Initiatives

### 24/7 CCTV Surveillance



### Women Security Personnel during Working Hours



## 6. Facilities /Infrastructure

### Sanitary Napkin Vending Machines with Incinerators





## MEMORANDUM OF UNDERSTANDING

Between

**Sadhu Vaswani Institute of Management Studies for Girls, Koregaon Park, Pune**

And

**Sadhu Vaswani Mission's Medical Complex , 7-9 Koregaon Park, Pune**

This Memorandum of Understanding (MOU) sets for the terms and understanding between Sadhu Vaswani Institute of Management Studies for Girls, Koregaon Park, Pune (hereinafter referred to as SVIMS) of the first part.

And

Sadhu Vaswani Mission's Medical Complex, 7-9 Koregaon Park, Pune (hereinafter referred to as SVMMC) of the other part.

**SVIMS is an educational Institution offering MBA course while Sadhu Vaswani Mission's medical Complex is a multi-specialty Hospital.**

SVIMS wishes to enter into a MoU with Sadhu Vaswani Mission's Medical Complex and the scope of cooperation is detailed below.

### **Scope of Cooperation:**

- SVMMC shall provide specific health services such as Diagnostic services, Pathology tests, Angiograms and Angioplasties and similar such services decided by Inlaks & Budhrani Hospital during specific periods in February, August and November every year at subsidized rates /free of cost every year to staff and students of SVIMS.
- SVMMC shall not insist on deposits in case of admission of SVIMS staff or students as patients. However realisation of Hospital Bill rests with SVIMS.
- As a part of CSR activity, SVIMS will promote the Blood Donation Drives for Inlaks & Budhrani Hospital.

The point of contact from SVIMS will be Dr. B. Nanwani, Director, SVIMS and from SVMMC Mr. Sunder Vaswani, General Manager .





## Period of MoU

This MoU shall be valid for a period of 5 years from the date of signing the agreement and its extension, continuation or otherwise shall be jointly decided by SVIMS & SVMMMC two months prior to end of the above period. However, the rights/ obligations arising from the implementation of the MoU shall survive the termination of the MoU.

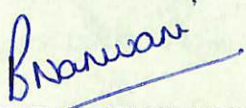
By signing below the parties acting by their duly authorized officers, have caused this Memorandum of Understanding to be executed, effective as of the day and year first above written.

### Contact Information


Sadhu Vaswani Institute of Management Studies for Girls, Pune  
Director  
6 Koregaon Park Road.  
Next to St. Mira College For Girls  
Pune, Maharashtra 411001  
Phone: 020 26054471/91  
E-mail: [management.svims@gmail.com](mailto:management.svims@gmail.com)

Mr. Sunder Vaswani  
General Manager  
Sadhu Vaswani Mission's Medical Complex  
7-9 Koregaon Park, Pune

Phone: 020 66099999  
E-mail: [inlakspune@vsnl.com](mailto:inlakspune@vsnl.com), [svmmcpune@gmail.com](mailto:svmmcpune@gmail.com)

  
**DR. B. H. NANWANI**  
**DIRECTOR**  
**SADHU VASWANI INSTITUTE OF**  
**MANAGEMENT STUDIES**



  
**SUNDER VASWANI**  
**GENERAL MANAGER**  
**SADHU VASWANI MISSION'S**  
**MEDICAL COMPLEX**

**SUNDER VASWANI**  
**GENERAL MANAGER**  
**INLAKS & BUDHRANI HOSPITAL**  
**M.N. BUDHRANI CANCER INSTITUTE**  
**7-9, KOREGAON PARK, PUNE-411001**