



ST. FRANCIS INSTITUTE OF TECHNOLOGY (ENGINEERING COLLEGE)

(Roman Catholic Christian Minority Educational Institute)

(Approved by AICTE & Govt. of Maharashtra with permanent Affiliation to University of Mumbai)

P. B. No. 8456, Mt. Painsur, S.V.P. Road, Borivli (West), Mumbai - 400 103.
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Ref:

Gender Sensitization Plan

Date :

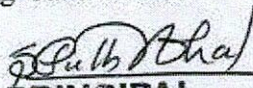
St. Francis Institute of Technology (SFIT) treats everyone with mutual respect and human dignity by creating a sense of inclusion. We are deeply committed to gender sensitivity, equality and equity by providing safe spaces, secure environment for female students and staff. We provide equal opportunities for personal, academic and professional growth, opportunities for socializing, developing leadership skills, without any discrimination between genders in all spheres of college activities.

SFIT's annual plan to consciously nurture and promote an all-inclusive and gender sensitive environment includes:

- Provide separate safe places/ restrooms for girls in the campus
- Provide staff advisor level/psychologist counseling for students or faculty members
- Have regular meetings of anti-ragging/ women and student grievances redressal committees for monitoring and evaluation of gender equality in the institution.
- Representation of girls/ women in various committees
- Encourage women students and faculty members to start their startups and thus promote women's entrepreneurship.
- Organize seminars and workshops for students on gender quality
- Organize training about gender equality, preventing all forms of violence (against children, women, domestic violence and so on)
- Continue and strengthen the use of gender-sensitive language in institutional documents, course plans, and other documents.
- The development and implementation of all institutional policies
- Celebrate the International Women's Day – the 8th of March
- Organize a public awareness campaign through NSS-SFIT and conduct Self Defense workshops
- Encourage participation in all activities irrespective of gender and encourage more participation from Girls
- Provide maternity leave for women staff members as per the existing State/Central Government rules.



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St. Francis Institute
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Two programs at UG level (Engg & B.A.) Accredited
ISO 9001:2015 CERTIFIED
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ICWDC_SFIT

As per directive of UGC/ AICTE we have has formed a **Women Development Cell** to empower women and maintain a safe and decent working environment for girl students and female teaching and non-teaching staff.

Committee formation: ICWDC_SFIT (Internal Complaint Women Development Cell) at SFIT

This committee is responsible and will be **committed to work towards following Objectives** in lined with the Vision and Mission of the ICWDC_SFIT cell.


Vision: Supporting and Nourishing Women Power to empower women and create a strengthful and healthy work culture

Mission: Creating awareness and Channelizing the Women Potential

Objectives:

- Creating social awareness among female staff members and students in the institute about all relevant issues.
- Help women to identify their strengths and guiding them to channelize it in proper direction (Technical, Extra-curricular, Financial and social domains)
- Create awareness about their health, hygiene and safety measures along with stress management when they playing versatile roles
- Provide a platform for interaction to come up with their problems and issues to prevent sexual harassment in turn promote general well-being each individual female student or staff
- Plan and organize the activities for creating and maintaining healthy and dignified environment which will help us to achieve these objectives

Dr. Kavita Sonawane
Presiding Officer (ICWDC_SFIT)


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Committee formation: ICWDC_SFIT (Internal Complaint Women Development Cell) at SFIT

Sr. No.	Name	Designation	Department	Mobile number	Email id
1	Dr. Kavita Sonawane	Presiding Officer	Computer Engg (Professor & Head)	9004348061	kavitasonawane@sfit.ac.in
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5	Ms. Ms. Sucheta P	Member (Non Teaching)	Administration	9870318169	suchetaprabhudesai@sfit.ac.in
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10	Mr. Aspar Husain	Member	Project Coordinator & Centre head, Angel Xpress Foundation, Khar Road, Mumbai	7760508664	asparhusain56@gmail.com

How does one Approach ICWDC?

Students or staff can approach any of the ICWDC_SFIT committee members or can email on:

Email id: ICWDC@sfit.ac.in


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