

## Late G. N. Sapkal College of Engineering



Sapkal Knowledge Hub, Kalyani Hills, Anjaneri, Trimbakeshwar Road, Nashik – 422 213

Matrix: 7.1.1 Institution has initiated the Gender Audit and measures for the promotion of gender equity during the last five years.

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### Measures Initiated by the Institution for the Promotion of Gender Equity

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# A. Institution has initiated the Gender Audit showing healthy female-male ratio among staff and students in the institute

| Sr. Academic |         | Staff  |      | Student |        |      |       |
|--------------|---------|--------|------|---------|--------|------|-------|
| No.          | Year    | Female | Male | Total   | Female | Male | Total |
| 1            | 2022-23 | 33     | 58   | 91      | 318    | 962  | 1280  |
| 2            | 2021-22 | 36     | 59   | 95      | 279    | 963  | 1242  |
| 3            | 2020-21 | 41     | 60   | 101     | 317    | 995  | 1312  |
| 4            | 2019-20 | 46     | 87   | 133     | 276    | 844  | 1120  |
| 5            | 2018-19 | 41     | 99   | 140     | 372    | 1264 | 1636  |

#### **Total no. of Faculty & Students**

| Academic Year   | 2022-23 | 2021-22 | 2020-21 | 2019-20 | 2018-19 |
|-----------------|---------|---------|---------|---------|---------|
| No. of Teachers | 91      | 95      | 101     | 133     | 140     |
| No. of Student  | 1280    | 1242    | 1312    | 1120    | 1636    |

#### B. Measures Initiated by The Institution for The Promotion of Gender Equity

The institute implemented such programs to promote education which would be sensitive to the needs of all genders and various sections of the society. To meet this objective, the Institute has maintained a gender-wise fair balance among its employees, the Institute has a strict policy against gender discrimination and the Institute also organizes guest sessions to address gender-sensitive educational needs of all the genders.

In addition, to ensure that the students of all the genders are given equal opportunities to develop into responsible citizens, the staff members ensure an equal participation and involvement while forming teams and groups in almost all the activities including, sport events, cultural events, project groups, seminar groups etc. Furthermore, to maintain gender balance in various departments, the Institute ensures the provision of equal opportunity during the admission process irrespective of the gender; the Institute has a zero-tolerance policy against the workplace harassment. Institute also has maintained a fair gender balance among the employees working on key positions.



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To create a safe, secure and healthy environment the Institute has taken following initiatives:

#### a) Committees & Groups Compositions:

- The Institute makes a conscious effort to include a minimum of one representative person from male and female gender in committee and group composition.
- A staff member makes sure that students of all genders are present in each group.

#### b) Presence of Female on key Administrative & Governing Position:

• Vice Chair-Person is one of the most important administrative and governing position in Kalyani Charitable Trust serve by the Female Administrator.

#### c) Internal Complaints Committee:

- A cell and clearly defined process are in place at the Institute to address cases of sexual harassment of students and staff.
- A number of sessions are held to foster a strong moral sense and values in order to foster amicable relationships between male and female employees.

#### d) Safety and Security Measures:

- In our institute, safety & security of all has always been a priority and special attention is given to safety of women. The institute has taken awareness of this aspect right from the day of its establishment in following ways:
  - 1. Dedicated security for staff and students.
  - 2. CCTV camera for campus security and monitoring.
  - 3. Internal Complaints Committee (formerly Women Grievances Cell)
  - 4. Discipline monitoring committee, Anti-ragging cell, student council, staff and student grievances cell.
  - 5. A full-time rector in the girl's & boy's hostel.

#### e) Staff Grievance Redressal Committee:

• The Institute has established a Staff Grievance Redressal Committee, chaired by



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the Principal and composed of senior faculty members.

- The committee and its procedures are designed to uphold the organization's commitment to offering a just and equal work environment and opportunities to all employees.
- The clearly defined Grievance Redressal Process gives faculty members a convenient way to resolve grievances.

#### f) Counselling & Mentoring (Teacher-Guardian Scheme):

- Every student enrolled in the institute is assigned a teacher-guardian. Regular teacher-guardian meetings are utilised for discussing about a variety of issues and problems (both personal and academic) that are raised by their mentees.
- In addition, the institute provides assistance and moral support to students who require counselling.

#### g) Facilities for Ladies

- Girls Common Room: The institute has a common room for resting, which is well-equipped with a bed, chairs, lockers, and drinking water exclusively for girls.
- Ladies Washrooms: A washroom cleaned regularly for hygiene purpose & the facilities with sanitary napkin system are available in the washroom.
- Day Care Facility: Institute has Day Care Facility to benefit and support the female employees and their kids.
- Female Doctor: Full-time in-house campus female doctor is appointed to facilitate medical services to all female staff and girl's student.

#### 1. Committees & Cell Compositions:

 The Institute makes a conscious effort to include a minimum of one representative person from male and female gender in committee and group composition. Group formation is another requirement for a variety of student activities. A staff member makes sure that students of all genders are present in each group.
 For example:

<sup>\*\*</sup>Yellow Color indicates the female members.



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### i. Anti-Ragging Committee:

| Sr. No. | Committee Designation                   | Name of the Committee Member              |  |
|---------|---|---|--|
| 1.      | President                               | Dr. Sahebrao Bhaurao Bagal                |  |
| 2.      | Rep of Civil Administration             | Mr. Uttam Baburao Chavan                  |  |
| 3.      | Rep of Police Administration            | Mr. Kishor Jayram More                    |  |
| 4.      | Rep of Local Media                      | Mr. Balasaheb Namdeo Waje                 |  |
| 5.      | Rep of NGO involved in Youth Activities | Swami Shrikanthanand                      |  |
| 6.      | Rep of Faculty Members                  | Prof. Chetan Prakash Shinde (Coordinator) |  |
|         |   | Prof. Pooja Sanjay Sonar                  |  |
|         |   | Prof. Kavita Jitendra Mahajan             |  |
|         |   | Prof. Pankaj Ravindra Gajare              |  |
|         |   | Prof. Pradeep Tulshidas Kumawat           |  |
|         |   | Prof. Sandeep Shankarrao Aher             |  |
|         |   | Prof. Kirti Pankaj Deshmukh               |  |
| 7.      | Rep of Parents                          | Mr. Mukund Vishwasrao Desale              |  |
|         |   | Mr. Sunil Dattatrya Kale                  |  |
|         |   | Mrs. Chandrakala Navnath Sanap            |  |
| 8.      | Rep of Students (Fresher's)             | Kaveri Vinod Borase                       |  |
|         |   | Tanmay Jitendra Patil                     |  |
|         |   | Nidhi Pandurang Nimse                     |  |
|         |   | Roshan Kishor Bhamare                     |  |
| 9.      | Rep of Students (Seniors)               | Akash Bhushan Dhatingan                   |  |
|         |   | Jayesh Vishwas Patil                      |  |
|         |   | Kiran Jayram Barhe                        |  |
|         |   | Khushi Harsing Patil                      |  |
|         |   | Girish Rajendra Deshmukh                  |  |
| 10.     | Rep of Non-teaching Staff               | Dr. Rajesh Kashinath Kasar                |  |
|         |   | Mr. Pratik Gulab Dhange                   |  |



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### ii. Electoral Literacy Club

| Sr.<br>No.      | Name of the Committee<br>Member | Designation & Department      | Committee<br>Designation |
|-----------------|---------------------------------|-------------------------------|--------------------------|
| 1.              | Prof. (Dr.) Sahebrao B. Bagal   | Principal                     | Chairman                 |
| 2.              | Prof. Kishor W. Kale            | Asst. Prof., Mechanical Engg. | Nodal Officer            |
| 3.              | Prof. Kiran M. Deore            | Asst. Prof., Civil Engg.      | Faculty Coordinator      |
| <mark>4.</mark> | Bachhav Akshita Mahendra        | First Year (F.E.)             | Member                   |
| <mark>5.</mark> | Bhole Komal Ravindra            | First Year (F.E.)             | Member                   |
| 6.              | Bharaskar Ganesh Kacharu        | First Year (F.E.)             | Member                   |
| 7.              | Tare Ganesh Gorakh              | First Year (F.E.)             | Member                   |
| 8.              | Thorat Manoj Rajendra           | First Year (F.E.)             | Member                   |
| 9.              | Kale Arpita Sunil               | Third Year (Mech.)            | Member                   |
| 10.             | Mohite Kuwarsingh Suklal        | Fourth Year (Civil)           | Member                   |
| 11.             | Govardhane Aakash D.            | Fourth Year (Computer)        | Student Coordinator      |
| 12.             | Kolhe Rahul Sanjay              | Third Year (E & TC)           | Member                   |
| 13.             | Sawant Rushikesh Dadaji         | Forth Year (Electrical)       | Member                   |

### iii. Academic Monitoring Committee

| Sr.<br>No. | Name of the Committee<br>Member | Designation & Department | Committee Designation |
|------------|---------------------------------|--------------------------|-----------------------|
| 1.         | Mrs. Kalyani R. Sapkal          | Vice Chairperson, SKH    | Chairperson           |
| 2.         | Prof. (Dr.) Nilesh R. Wankhade  | HoD, Computer            | Member                |
| 3.         | Prof. (Dr.) Tushar Y. Badgujar  | HoD, Mechanical          | Member                |
| 4.         | Prof. Ravindra N. Baji          | HoD, Electrical          | Member                |
| 5.         | Prof. Sachin B. Borse           | HoD, E & TC              | Member                |
| 6.         | Prof. Ketan A. Salunke          | HoD, Civil               | Member                |
| 7.         | Prof. Sandeep G. Bagul          | HoD, Applied Science     | Member                |
| 8.         | Prof. (Dr.) Vikram A. Kolhe     | Academic Dean            | Coordinator           |



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| 15. | Prof. (Dr.) Sahebrao B. Bagal | Principal                   | Secretary |
|-----|-------------------------------|-----------------------------|-----------|
|     |                               | Science                     |           |
| 14. | Prof. (Dr.) Sanjay R. Kumavat | Asst. Professor, Applied    | Member    |
| 13. | Prof. Pankaj R. Gajare        | Asst. Professor, Electrical | Member    |
| 12. | Prof. Pradeep T. Kumawat      | Asst. Professor, Civil      | Member    |
| 11. | Prof. Manjusha S. Borse       | Asst. Professor, E&TC       | Member    |
| 10. | Prof. Seema R. Baji           | Asst. Professor, Computer   | Member    |
| 9.  | Prof. Chetan P. Shinde        | Asst. Professor, Mechanical | Member    |

### iv. Discipline Monitoring Committee

| Sr.<br>No. | Name of the Committee<br>Member | Designation & Department     | Committee Designation |
|------------|---------------------------------|------------------------------|-----------------------|
| 1.         | Mrs. Kalyani R. Sapkal          | Vice Chairperson, SKH        | <b>Chairperson</b>    |
| 2.         | Prof. (Dr.) Nilesh R. Wankhade  | HoD, Computer                | Member                |
| 3.         | Prof. (Dr.) C. K. Sridhar       | HoD, Civil                   | Member                |
| 4.         | Prof. Tushar Y. Badgujar        | HoD, Mechanical              | Member                |
| 5.         | Prof. Ravindra N. Baji          | HoD, Electrical              | Member                |
| 6.         | Prof. Sachin B. Borse           | HoD, E & TC                  | Member                |
| 7.         | Prof. Sandeep G. Bagul          | HoD, Applied Science         | Member                |
| 8.         | Prof. (Dr.) Vikram A. Kolhe     | Academic Dean                | Member                |
| 9.         | Dr. Rajesh K. Kasar             | Physical Director            | Coordinator           |
| 10.        | Prof. Poonam R. Chakule         | Asst. Prof., Mechanical      | Member                |
| 11.        | Prof. Shital R. Shinde          | Asst. Prof., Applied Science | Member                |
| 12.        | Mr. Lalta Prasad                | Security Incharge            | Member                |
| 13.        | Ms. Pallavi G. Nikam            | Rector(Girls Hostel)         | Member                |
| 14.        | Mr. Anil V. Fasale              | Rector(Boys Hostel)          | Member                |
| 15.        | Prof. (Dr.) Sahebrao B. Bagal   | Principal                    | Secretary             |



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### v. Entrepreneurship Development Cell

| Sr.              | Name of the Committee         | Designation & Department         | Committee     |
|------------------|-------------------------------|----------------------------------|---------------|
| No.              | Member                        |                                  | Designation   |
| 1.               | Prof. (Dr.) Sahebrao B. Bagal | Principal                        | Chairman      |
| 2.               | Dr. Nilesh R. Wankhade        | HoD, Computer                    | Expert Member |
| 3.               | Dr. Tushar Y. Badgujar        | HoD, Mechanical                  | Member        |
| 4.               | Prof. K. A. Salunke           | HoD, Civil                       | Member        |
| 5.               | Prof. Ravindra N. Baji        | HoD, Electrical                  | Expert Member |
| 6.               | Prof. Sachin B. Borse         | HoD, E & TC                      | Expert Member |
| 7.               | Prof. Sandeep G. Bagul        | HoD, Applied Science             | Expert Member |
| 8.               | Prof. Dr. Vikram A. Kolhe     | Dean Academics                   | Expert Member |
| 9.               | Mr. Hemant Patil              | Director, Raj Corporation, Nasik | Expert Member |
| 10.              | Prof. Jitendra R. Mahajan     | Asst. Professor, Mechanical      | Coordinator   |
| <b>11</b> .      | Prof. Aarti D. Nimse          | Asst. Professor, E&TC            | Member        |
| <mark>12.</mark> | Prof. Sonali V. Kangane       | Asst. Professor, Computer        | Member        |
| 13.              | Prof. Dipak D. Shelke         | Asst. Professor, Civil           | Member        |
| 14.              | Prof. Ravindra U. Pawar       | Asst. Professor, Electrical      | Member        |

### vi. Internal Quality Assurance Cell (IQAC)

| Sr. | Committee Designation | Name of the Committee Member                 |
|-----|-----------------------|--|
| No. |                       |  |
| 1.  | Chairperson           | Prof. (Dr.) S. B. Bagal, Principal           |
| 2.  | Teachers from the     | i. Dr. R.T. Pardeshi, Faculty, Civil         |
|     | departments           | ii. Prof. S. R. Baji, Faculty, Computer      |
|     |                       | iii. Prof. P. R. Gajare, Faculty, Electrical |
|     |                       | iv. Prof. M. S. Borse, Faculty, E&TC         |
|     |                       | v. Prof. P. S. Talmale, Faculty, Mechanical  |
|     |                       | vi. Prof. F.U. Pathan, Faculty, Mechanical   |





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| ्र सम्भाग |                                    | "List Country of the |
|-----------|------------------------------------|---|
|           |                                    | vii. Prof. A.L. Shimpi, Faculty, Civil viii. Mr. Sharad N. Sanap, Librarian   |
| 3.        | One member from the                | Prof. (Dr.) S. B. Dhande, Director,   |
|           | Management                         | K. R. Sapkal College of Management Studies, Anjaneri  |
| 4.        | Few Senior Administrative Officers | <ul><li>i. Prof. (Dr.) N. R. Wankhade, HoD, Comp Engg.</li><li>ii. Prof. (Dr.) T. Y. Badgujar, HoD, Mech Engg.</li></ul>  |
|           |                                    | iii. Prof. R. N. Baji, HoD, Elect. Engg.  |
|           |                                    | iv. Prof. S. B. Borse, HoD, E&TC Engg.  |
|           |                                    | v. Prof. K. A. Salunke, HoD, Civil Engg.  |
|           |                                    | vi. Prof. S. G. Bagul, HoD, App. Science  |
|           |                                    | vii. Mr. A.S. Thoke, Clerk  |
| 5.        | One / Two nominees from            | i. Pradnya G. Patil, BE, Computer Engg.   |
|           | local Society, Students and Alumni | ii. Veer N. More, BE, Mechanical Engg.  |
|           | Addinin                            | iii. Udhav D. Ghate, Alumni   |
|           |                                    | iv. Rashmi V. Sonawane, Alumni  |
| 6.        | One nominee from                   | i. Mr. Anand Shirsath, Director, ARATE Technology   |
|           | Employers / Industrialists         | ii. Mrs. Premlata Mishra, R&D Head, Advent Engineers  |
| 7.        | Coordinator, IQAC                  | Prof. (Dr.) Vikram A. Kolhe, Dean Academics   |
|           |                                    |   |

#### **Media Cell** vii.

| Sr.<br>No. | Name of the Committee<br>Member | Designation & Department        | Committee Designation |
|------------|---------------------------------|---------------------------------|-----------------------|
| 1.         | Prof. (Dr.) S. B. Bagal         | Principal                       | Chairman              |
| 2.         | Prof. S. S. Lokhande            | Assistant Professor, Computer   | Coordinator           |
| 3.         | Prof. R.R. Chaudhari            | Assistant Professor, Mechanical | Member                |
| 4.         | Prof. J. L. Pingle              | Assistant Professor, E & TC     | Member                |
| 5.         | Prof. A.A. Patil                | Assistant Professor, Computer   | Member                |
| 6.         | Prof. R.U. Pawar                | Assistant Professor, Electrical | Member                |



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| 7.  | Prof. N. D. Patil   | Assistant Professor, Civil       | Member |
|-----|---------------------|----------------------------------|--------|
| 8.  | Prof. K.P. Deshmukh | Assistant Professor, Mathematics | Member |
| 9.  | Ms. A.S. Kardile    | Technical Assistant, Computer    | Member |
| 10. | Mr. A.S. Thoke      | Jr. Clerk                        | Member |
| 11. | Mr. P. G. Dhange    | System Admin                     | Member |

### viii. National Service Scheme

| Sr.<br>No. | Name of the Committee<br>Member | Designation & Department    | Committee Designation     |
|------------|---------------------------------|-----------------------------|---------------------------|
| 1.         | Prof. (Dr.) Sahebrao B. Bagal   | Principal                   | Chairman                  |
| 2.         | Prof. Kishor W. Kale            | Asst. Professor, Mechanical | Program Coordinator       |
| 3.         | Prof. (Dr.) Rajesh K. Kasar     | Physical Director           | Asst. Program Coordinator |
| 4.         | Prof. Hutashani R. Deshmane     | Asst. Professor, E&TC       | Ladies Representative     |
| 5.         | Prof. Kiran M. Deore            | Asst. Professor, Civil      | Member                    |
| 6.         | Prof. Pankaj R. Gajare          | Asst. Professor, Electrical | Member                    |
| 7.         | Prof. Shweta D. Bagade          | Asst. Professor, Computer   | Member                    |
| 8.         | Ms. Ashwini S. Kardile          | Technical Asst. Computer    | Member                    |
| 9.         | Mr. Suresh B. Kondhar           | Tech. Assistant, Mechanical | Member                    |

### ix. Students Grievance Redressal Committee

| Sr.<br>No. | Name of the Committee<br>Member | Designation & Department | Committee Designation |
|------------|---------------------------------|--------------------------|-----------------------|
| 1.         | Prof. (Dr.) S. B. Bagal         | Principal                | Chairman              |
| 2.         | Prof. (Dr.) N. R. Wankhade      | HoD, Computer            | Member                |
| 3.         | Prof. (Dr.) T. Y. Badgujar      | HoD, Mechanical          | Member                |
| 4.         | Prof. K. A. Salunke             | HoD, Civil               | Member                |
| 5.         | Prof. R. N. Baji                | Head, Electrical Dept.   | Coordinator           |



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| 6.               | Prof. S. B. Borse      | Head, E&TC Dept.       | Member         |
|------------------|------------------------|------------------------|----------------|
| 7.               | Prof. S. G. Bagul      | Head, Applied Science  | Member         |
| 8.               | Prof. (Dr.) V.A. Kolhe | Academic Dean          | Member         |
| 9.               | Mr. Shivaji D. Wadwale | Parents Representative | Member         |
| 10.              | Mr. Rahul Kolhe        | B.E. (E & TC)          | Student Member |
| <mark>11.</mark> | Ms. Harshada C. Date   | B.E. (Computer)        | Student Member |
| 12.              | Mr. Omkar S. Wadwale   | B.E. (Electrical)      | Student Member |
| 13.              | Mr. Tushar P. Doke     | Clerk                  | Non-Teaching   |

### x. Intellectual Property Right (IPR)

| Sr. | Name of the Committee    | Designation & Department     | Committee Designation |
|-----|--------------------------|------------------------------|-----------------------|
| No. | Member                   |                              |                       |
| 1.  | Dr. Sahebrao B. Bagal    | Principal                    | Chairman              |
| 2.  | Dr. Nilesh R. Wankhade   | HoD, Computer                | Member                |
| 3.  | Dr. Tushar Y. Badgujar   | HoD, Mechanical              | Member                |
| 4.  | Prof. K. A. Salunke      | HoD, Civil                   | Member                |
| 5.  | Prof. Ravindra N. Baji   | HoD, Electrical              | Member                |
| 6.  | Prof. Sachin B. Borse    | HoD, E & TC                  | Member                |
| 7.  | Prof. Sandeep G. Bagul   | HoD, Applied Science         | Member                |
| 8.  | Dr. Vikram. A. Kolhe     | Dean Academics               | Member                |
| 9.  | Prof. Santosh R. Agrawal | Asst. Professor, Computer    | Member                |
| 10. | Prof. Seema D. Raul      | Asst. Professor, E & TC      | Member                |
| 11. | Prof. Sachin Uttamrao    | Asst. Professor, Civil       | Member                |
|     | Pagar                    |                              |                       |
| 12. | Prof. Savita S. Tidke    | Asst. Professor, Electrical  | Member                |
| 13. | Prof. Shital R. Shinde   | Asst. Professor, Mathematics | Member                |
| 14. | Prof. Poonam R. Chakule  | Asst. Professor, Mechanical  | Coordinator           |



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### xi. Entrepreneurship Development Cell

| Sr.<br>No.       | Name of the Staff             | Designation & Department    | Committee Designation |
|------------------|-------------------------------|-----------------------------|-----------------------|
| 1.               | Prof. (Dr.) Sahebrao B. Bagal | Principal                   | Chairman              |
| 2.               | Dr. Nilesh R. Wankhade        | HoD, Computer               | Expert Member         |
| 3.               | Dr. Tushar Y. Badgujar        | HoD, Mechanical             | Member                |
| 4.               | Prof. K. A. Salunke           | HoD, Civil                  | Member                |
| 5.               | Prof. Ravindra N. Baji        | HoD, Electrical             | Expert Member         |
| 6.               | Prof. Sachin B. Borse         | HoD, E & TC                 | Expert Member         |
| 7.               | Prof. Sandeep G. Bagul        | HoD, Applied Science        | Expert Member         |
| 8.               | Prof. Dr. Vikram A. Kolhe     | Dean Academics              | Expert Member         |
| 9.               | Mr. Hemant Patil              | Director, Raj Corpo, Nasik  | Expert Member         |
| 10.              | Prof. Jitendra R. Mahajan     | Asst. Professor, Mechanical | Coordinator           |
| <mark>11.</mark> | Prof. Aarti D. Nimse          | Asst. Professor, E&TC       | Member                |
| <mark>12.</mark> | Prof. Sonali V. Kangane       | Asst. Professor, Computer   | Member                |
| 13.              | Prof. Dipak D. Shelke         | Asst. Professor, Civil      | Member                |
| 14.              | Prof. Ravindra U. Pawar       | Asst. Professor, Electrical | Member                |

### 2. Presence of Female on key Administrative & Governing Position:



At Kalyani Charitable Trust, the "Vice Chair Person" is one of the most significant governing and administrative roles. **Mrs. Kalyani Sapkal** is a vital administrator who chairs the academic and



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discipline monitoring committees in addition to her role as vice chair of the Kalyani Charitable Trust.

### 3. Internal Complaints Committee

The Institute has a cell designated as a "Internal Complaints Committee" with a procedure in place for handling sexual harassment allegations. In order to foster friendly ties between girls and boys, the Institute offers a range of workshops that cultivate a moral sense in students. The following individuals comprise this committee:

| Sr.<br>No. | Name of the Staff        | Designation & Department    | Committee Designation    |
|------------|--------------------------|-----------------------------|--------------------------|
| 1.         | Prof. Poonam R. Chakule  | Asst. Professor, Mechanical | <b>Presiding Officer</b> |
| 2.         | Prof. Manjusha S. Borse  | Asst. Professor, E&TC       | Faculty Member – 1       |
| 3.         | Prof. Shital R. Shinde   | Asst. Professor, Maths      | Faculty Member – 2       |
| 4.         | Mrs. Sonali M. Gotraj    | Tech. Assistant, Computer   | Non-teaching Member – 1  |
| 5.         | Mrs. Preeti D. Gangawane | Accountant, Administration  | Non-teaching Member – 2  |
| 6.         | Ms. Rutuja Pawar         | Student, SE E&TC            | Student Member – 1       |
| 7.         | Mr. Veer Nilesh More     | Student, TE Mechanical      | Student Member – 2       |
| 8.         | Ms. Diya Chauhan         | Student, SE Computer        | Student Member – 3       |
| 9.         | Mr. Somanth D. Ghotekar  | Advocate                    | External Member          |

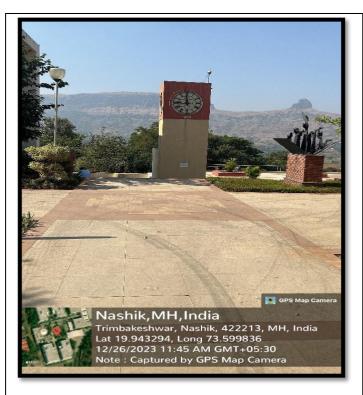


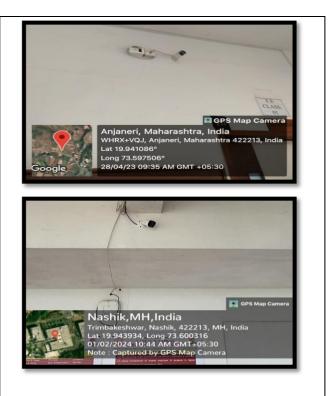
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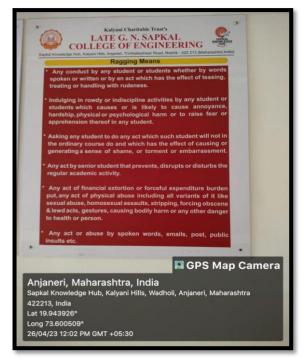
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### 4. Safety & Security Measures:





The campus of the Institute is made secured with 24-Hour working high resolution CCTV cameras installed at all the strategic location within the campus.





Ragging Means and Punishment for Ragging Boards are displaced in Institution campus for awareness.

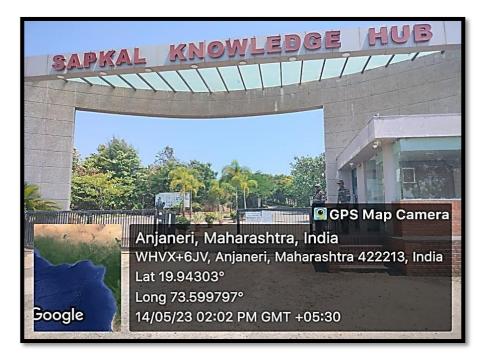


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#### **Institute's Front Security Gate**



The Institute has 24-hour guarded security gates. Provision of High-resolution CCTV Cameras and appointment of Professional Security Personnel adds to the safety and security measures taken by the Institute.

### Girls' Hostel Security Gate with guards and rector



The Institute's Girls' Hostel has been maintained under a strong security through the



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provision of Security Gates, rector, Security Guards and 24-hours surveillance high resolution CCTV Cameras.

#### 5. Staff Grievance Redressal Cell:

The institute's Grievance Redressal method attempts to reaffirm the organization's commitment to provide all employees, regardless of gender, fair and equal employment chances. Providing faculty with a readily accessible procedure for the settlement of their concerns is the aim of the grievance resolution process. The Staff Grievance Redressal Cell Consists of following composition:

| Sr.<br>No. | Name of the Staff       | Designation & Department | Committee<br>Designation |
|------------|-------------------------|--------------------------|--------------------------|
| 1.         | Prof. (Dr.) S. B. Bagal | Principal                | Chairman                 |
| 2.         | Dr. N. R. Wankhede      | Head, Computer Dept.     | Member                   |
| 3.         | Dr. T. Y. Badgujar      | Head, Mechanical Dept.   | Member                   |
| 4.         | Prof. R. N. Baji        | Head, Electrical Dept.   | Member                   |
| 5.         | Prof. S. B. Borse       | Head, E&TC Dept.         | Member                   |
| 6.         | Prof. K.A. Salunke      | Head, Civil Dept.        | Member                   |
| 7.         | Prof. S. G. Bagul       | Head, Applied Science    | Coordinator              |
| 8.         | Prof. Manjusha S. Borse | Asst. Prof., E & TC      | Member                   |
| 9.         | Prof. Sachin U. Pagar   | Asst. Prof., Civil       | Member                   |
| 10.        | Mr. Aniket S. Thoke     | Clerk                    | Non-Teaching             |
| 11.        | Mr. Pratik G. Dhange    | Technical Asst.          | Non-Teaching             |

#### 6. Counselling & Mentoring (Teacher-Guardian Scheme):

- Each and every student at the institute has a teacher guardian. Faculty members in the relevant department serve as guardian.
- Teacher guardian meetings are held on a regular basis to discuss a range of concerns and challenges (academic as well as personal) that are brought up by their mentees.
- Additionally, the institute offers counseling to students in need of moral support and guidance.



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#### 7. Facilities for Ladies:

#### **Girls Common Room:**

The Institute has made a provision of separate Girls Common Room facility. It is situated in the main building which is easily accessible to all the female staff members and female students of the Institute. This Girls Common Room is provided with all the important facilities by taking into consideration all the specific needs of women gender.

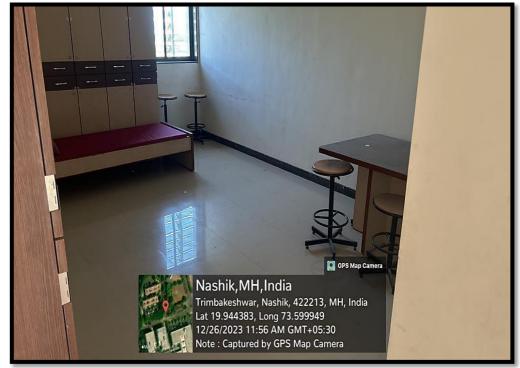




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### Day Care Facility:

Institute has a day care facility available to benefit and support the female employees and their kids. Recreational facilities like indoor games and toys are available for children.



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### Sanitary Napkin Machine Ladies:





Important amenities like sanitary napkin systems are available for all female staff and students to meet the requirements of women.



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Separate washroom for Ladies Faculty and Student:





Separate restrooms for female staff and students are available in the institute.

#### **Female Doctor:**

Full-time in-house campus female doctor is appointed to facilitate medical services to all female staff and all girl students.



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Regd. No. Mah / 179 / Mumbai / Pub Trust No.F / 23935 / Mumbai

Ref No: KCT/SKH/Admin/2022-23/19 b

Date: 30/04/2023

APPOINTMENT ORDER

Dr. Rachana Jadhav Patil, Arunoday CHS, Second Floor, Parijat Nagar, Nashik (422005) India

Subject: Your appointment as Centre Head, Medical Services at Kalyani Charitable Trust...

In view of the subject cited above, the Management of Kalyani Charitable Trust takes pleasure to inform you that you have been appointed as Centre Head, Medical Services at Kalyani Charitable Trust from 01st May 2023 for a period of 12 months. The terms & conditions of appointment are as follows:

- 1. Your appointment is on full time basis from the date of appointment.
- 2. You will be paid salary of Rs. 50,000/- per month.
- 3. You are required to make available medicines necessary for primary health care through external agency for the students and staff at a discount of 20% of the MRP.
- 4. You are also required to make yourself available to the institute staff and students on Phone for emergency situations and prescribe medicine accordingly.

You are hereby requested to take charge as Centre Head, Medical Services at Kalyani Charitable Trust at the earliest.

(Dr. Ravindra G. Sapkal) Chairman & Managing Director, Kalyani Charitable Trust, Nashik

- Principal / Director, Institutes run by Kalyanii Charitable Trust for information.
   Rector, Boys & Girls Hostel, Kalyanii Charitable Trust for information.
- HEAD OFFICE:: Ravi Communication, J.J. Hospital Campus, Byculla, Mumbai 400 008., Ph.: 022-23774545, 23745031, Fax: 022-23708310.
- MUMBAI OFFICE: Sapkai Knowledge Hub, Unit No. 22, 1st Floor, Shubhada Tower Shopping Center, Sir Pochkanwala Road, Near R.T.O. Office, Worli, Mumbai 400 030. Ph.: 022-24938914 / 15, Fax: 022-24938919.
- CORPORATE OFFICE: Sapkal Knowledge Hub, Parag 46, Ashwin Sector, Opp. Hotel Sai Palace, Mumbai Agra Highway, Nashik 422 009.
   Ph.: 0253-2392450 /51, Fax: 0253-237557.
- CAMPU5 : Sapkal Knowledge Hub, Kalyani Hills, Anjaneri Wadholi, Trimbakeshwar Road, Nashik 422 213, Ph.: 02594-220124-25, Fax : 02594-220164 E-mail : ravi.sapkal@gmail.com | Website : www.sapkalknowledgehub.org