



GENDER EQUALITY CELL

Standard Operating Procedure (SOP)

1. Purpose

To promote gender equity, ensure a safe and inclusive environment, prevent gender-based discrimination, and sensitize students and staff regarding gender issues in accordance with national policies and institutional values.

2. Objectives

- To promote gender equality and inclusivity on campus.
- To create awareness about gender sensitivity and rights.
- To prevent discrimination, harassment, and gender-based violence.
- To encourage equal participation in academic and co-curricular activities.
- To align institutional practices with constitutional principles of equality.

3. Constitution of the Gender Equality Cell

Following are the members of the Gender Equality Cell:

No	Name	Designation	Position
1	Dr. Sheetal Bamhane	Vice Principal	Chair person
2	Dr. Nitin Wagh	Assistant Professor	Faculty Representative
3	Dr. Samika Wagh	Assistant Professor	Faculty Representative
4	Dr. Mudita Chavan	Assistant Professor	Faculty Representative
5	Ms. Harshala Padgal	Accountant	Non-teaching staff representative
6	Ms. Sweta Bura	II B.P.Th.(2023-24)	Student Member
7	Mr. Yash Sonware	II B.P.Th (2023-24)	Student Member
8	Ms. Ashika Gupta	I B.P.T. (2024-25)	Student Member
9	Mr. Sachin Narwade	I B.P.T. (2024-25)	Student Member

Tenure for the committee members will be for 2 years. Reconsideration will be done on reviewing



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4. Roles and Responsibilities

- Organize awareness programs, seminars, and workshops on gender equality.
- Promote inclusive practices and equal opportunities.
- Address complaints related to gender discrimination (non-ICC matters).
- Coordinate with the Internal Complaints Committee (ICC) where required.

5. Meetings

- Minimum two meetings per academic year.
- Minutes of meetings to be recorded and maintained.

6. Activities to be Conducted

- Gender sensitization programs.
- Celebration of International Women's Day.
- Legal awareness sessions on women's rights.
- Self-defense workshops.
- Community outreach programs promoting gender equality.

7. Documentation

- Constitution order copy.
- Meeting minutes record.
- Activity reports with photographs.
- Attendance records.
- Annual report submission.

8. Review and Monitoring

The functioning of the Gender Equality Cell shall be reviewed annually by IQAC for effectiveness and scope of improvement.

VICE PRINCIPAL

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AIMS College of Physiotherapy
At-AIMS Foundation, Vadavli
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