



**KANARA WELFARE TRUST'S**  
**DIVEKAR COLLEGE OF COMMERCE**  
**KARWAR - 581301 (UTTARA KANNADA)**  
NAAC Re-accredited- B++ Grade with CGPA 2.99  
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## CRITERIA VII-Institutional Values and Best Practices

### KeyIndicator-7.1-Institutional values and Social Responsibilities

#### Gender Equity

7.1.1 Measures initiated by the institution for the promotion of gender equity during the year.

Our institution has at all times been very conscious of gender sensitivity concerns of both faculty and students. All necessary provisions are made in the institutions to ensure safety and security at all times. The infrastructure of institute was also very thoughtfully planned keeping in mind concern for gender issues.

The college is very keen regarding safety and security of the girl students and women faculties. The college offers admission to downtrodden, needy and economically weaker students. The college has discipline committee for continuous monitoring the security on campus. The complaints related to the violation of discipline are reported to the concerned staff and placed before the Principal and members of the discipline committee.

Gender sensitization programmes are also hosted annually to create awareness against discrimination on the basis of gender. Programmes on Gender equity, training for self defense, Programmes on women's health, gender sensitivity etc are regularly conducted for staff and students. Infact our institution has been encouraging to the girl students and lady faculties at all time.

We have anti-ragging cell, prevention of sexual harassment cell, grievance redressal cell which ensures absence of any kind of dissatisfaction among stakeholders and promote equality in all spheres. As per the guidelines, college has formulated these cells and committees.



Annual gender sensitization action plan.

The Ladies Welfare Committee (LWC) at Divekar College of Commerce (LWC) organizes seminars, panel discussions, film screenings, community outreach activities, workshops on gender issues throughout the year. The college felicitated individuals working at grassroots level for women empowerment. This instills the value of equity and social justice among students. Students and teachers engage in enquiry into contemporary issues affecting everyday lives of women. The college believes in not only heightening awareness among female students about their rights but also sensitizing students towards gender issues. There is a separate common room for female students with all necessary facilities.

7.1.1

a. Safety and security:

- CCTV cameras-extensive surveillance network with monitored control rooms.
- Discipline committee is formed where faculty members ensure the discipline in the campus.
- It is mandatory for the students to wear uniform and ID cards issued by the college.
- Awareness campaigns on women safety and gender sensitivity through rallies and camps by NSS student volunteers.
- Has a separate ladies room and facilitated with periodicals, magazines.

b. Counselling:

- College has trained lady faculty on counselling.
- Grievance redressal committee is formed for students which are managed by the staff members.:
- Counselling male and female students and staff for academic and other issues /problems.

c. Ladies Room:

Girls/Ladies waiting halls are made available in the college. The responsible faculty members are well aware of the surrounding of the college campus. Campus life is a great experience for students, college should be a safe place where students can study and make friends without fear for their



  
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