



## Criteria7: Institutional Values and Best Practices

### 7.1.1 Measures Initiated by the Institution for the Promotion of Gender Equality during the Year:

At ZIMCA, we are committed to treating all stakeholders equally, without any gender-based discrimination. We prioritize a safe, supportive, and inclusive environment for all members of our community. To ensure this, we have implemented several measures aimed at promoting gender equality and addressing any grievances that may arise. Our Grievance Redressal Cell and Internal Complaint Committee (ICC) provide a structured mechanism for resolving issues in a fair and timely manner.

We strongly emphasize **women empowerment** and have organized various initiatives to encourage women to be self-reliant and inspire them through exposure to role models. One of the key events in this regard is the celebration of **International Women's Day**.

#### a) Safety and Security

The ZES campus is fully equipped with comprehensive safety and security measures for the protection of faculty, students, and staff. We have partnered with a professional security service provider to ensure robust security on campus. Several initiatives have been implemented to guarantee a safe environment:

- Emergency contact numbers are displayed at various locations throughout the campus for quick access.
- A first aid box is maintained in a readily accessible common area near the administrative office.
- The campus includes a medical room, available for use by both staff and students in case of illness or emergencies.
- The entire campus is under CCTV surveillance, providing 360-degree monitoring to ensure security across the premises.
- A high boundary wall and large entry gate, manned by security guards, protect the campus from external disturbances.
- Both teaching and non-teaching staff actively contribute to maintaining a safe atmosphere within the campus and surrounding areas.
- All students and staff are required to carry their college ID cards at all times, and security staff ensure that visitors and outsiders are properly verified before gaining entry to the campus.

Ram



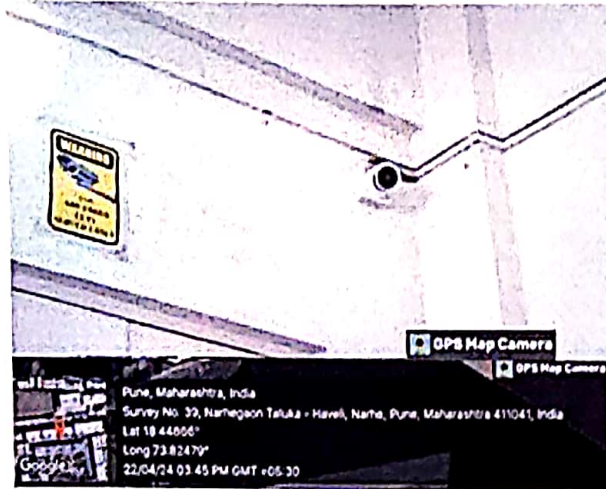


*Image-7.1.1.1-Security at MainGate .*



*Image-7.1.1.2-Security at Girls Hostel .*





*Image-7.1.1.3-CCTV in Classrooms*

#### Counseling and Awareness on Personal Safety and Mentor Mentee Sessions.

To further promote a safe environment, we have conducted various **counseling sessions on personal safety** specifically for female faculty and female students. These sessions are designed to raise awareness about safety precautions and equip individuals with the knowledge and skills needed to navigate potential risks.

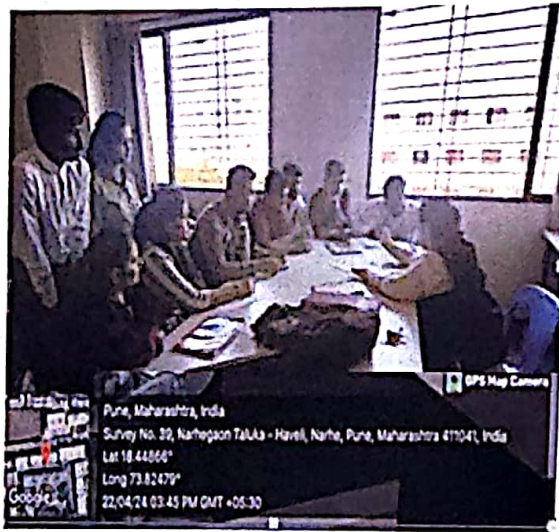
Additionally, all students and staff have been educated on **sexual harassment awareness**. Through specialized sessions, they have been informed about recognizing, preventing, and responding to inappropriate behavior, ensuring a proactive approach to maintaining a respectful and secure environment for everyone on campus.

These efforts reflect our ongoing commitment to gender equality and the safety of all members of our academic community.





**Mentor-Mentee activity:** ZIMCA has Mentor-Mentee activity where designated faculty interacts with group of students. In addition to these scheduled meetings of Mentor & Mentee were arranged to stay connected with the students so that not lose track of their academic and professional sphere. This activity is also utilized to improve personal grooming of the students by sharing tips by the mentors, so that students can get personalized feedback for improvement.



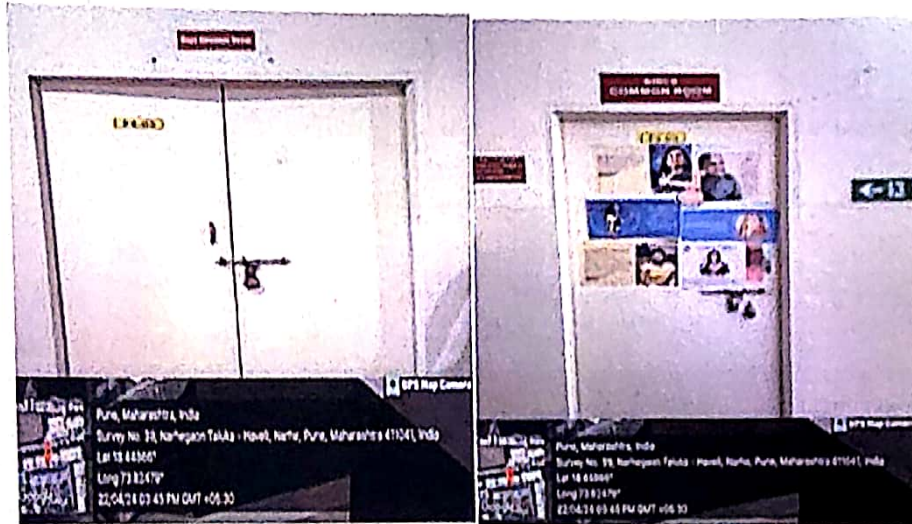
*Image-7.1.1.4- Counseling sessions.*





**Common Room**

ZIMCA has provided comfortable girls and boys " common room furnished with a bed, attached washroom, and dressing mirror and ladies hygiene related things place. It can also be accessible girls and boys students in case sickness and not feeling well. The washrooms are upkeep & cleaned at regular intervals to maintain hygienic condition.



*Image-7.1.1.5- Girls and Boys Common Rooms.*

On the similar lines, the institute has provided boy "s common room to accommodate both boys" student and gents" faculty to take rest in case of feeling sick or unwell.

**Note Report: 1) International day of girl child.**

**2)Savitribal Phule Jayanti.**

**3)Raat Ragini.**

**Photograph:** Girls Hostel, CCTV @ buildings, Security guards, Girls common room, Boys common Room. ,

**Director**  
**Zeal Intitute of Management & Computer Application**  
**Pune - 411 041.**





ZEAL EDUCATION SOCIETY'S  
**ZEAL INSTITUTE OF MANAGEMENT AND COMPUTER  
APPLICATION (ZIMCA)**

NARHE | PUNE | INDIA



PUN CODE: IMMP015570

DTE CODE: MB6195

AISHE CODE: C-50909

Date : 10/10/2023.

**NOTICE**

**Subject: International Day of the Girl.**

All Students,

As we celebrate **International Day of the Girl** on **Wednesday, 11 October 2023**, we recognize the invaluable contributions of girls around the world and emphasize the importance of empowering them to reach their full potential, In this regard **Poster Competition** is arranged in conference room at 2 PM, All students are requested to compulsory be present for same .

Let us unite in honoring the strength, courage, and resilience of girls everywhere.

Thank you for your commitment to creating a more equitable world for all.

Sincerely,

Director.





Date: 15 / 10 /2023.

## ACADEMIC YEAR 2023-2024

### 1. EVENT DETAILS

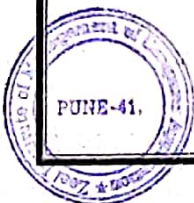
Day and Date	Wed, 11 Oct, 2023
Event Level	Institute Level.
Event Category	Guest Session.
Event type	Extra Curriculum.
EventName	International Girls day.
Event mode	Offline.
Venue	Conference Room

### 2. EXECUTIVE SUMMARY:

The International Day of the Girl Child was celebrated with great enthusiasm at ZIMCA, highlighting the importance of empowering girls and promoting their rights. The event brought together faculty members, students, and special guests for an enriching experience. The celebration featured the following esteemed faculty members, Shriram Ugale, Sachin Wadekar, Deepak Shirke, Pratiksha Dongre, Jaymala Katkar. The program commenced with an opening address by Prof Shriram Ugale, who emphasized the significance of the day and the need for continued advocacy for girls' education and equality. She encouraged everyone present to actively participate in initiatives that support girls in their academic and personal growth. Prof Jaymala Katkar followed with an inspiring speech about the challenges faced by girls globally, underscoring the importance of mentorship and community support.

### 3. OBJECTIVES:

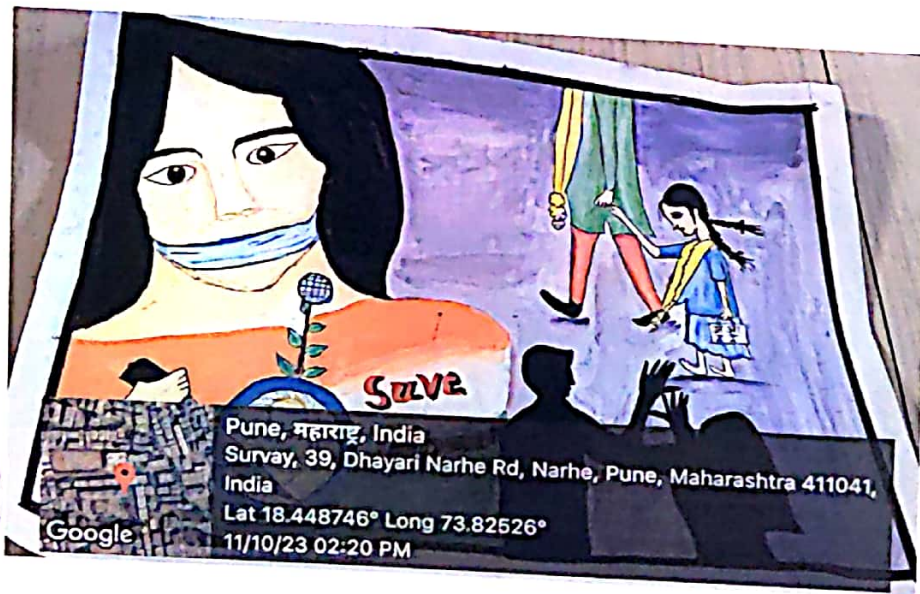
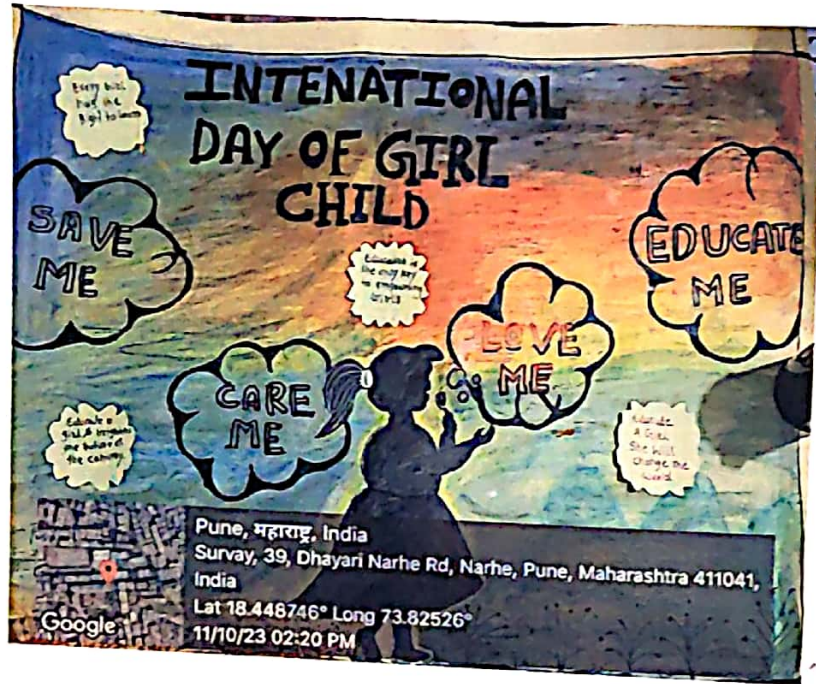
1. Promoting gender equality and addressing the barriers that prevent girls from achieving their full potential, such as discrimination, lack of education, and limited access to healthcare.
2. **Highlighting Issues Facing Girls** such as child marriage, gender-based violence, malnutrition, and limited access to education and resources.





3. Promoting Education for Girls: Encouraging equal access to quality education for girls, which is key to improving their lives and the development of communities and nations.

4. PHOTOGRAPHS:



*Ugale*  
Event Coordinator

*Shub*  
SSAB Coordinator

*F*  
Director





PUN CODE: IMMP015570 DTE CODE: MB6195 AISHE CODE: C-50909

*International - pay of girl child*

11/10/2023

ZM2325045	VISHAL BHARAT GHODAKE	P
ZM2325046	SAKSHI SUHAS GHOLAP	A
ZM2325047	GIRI VAIBHAVI DIPAK	P
ZM2325048	SAKSHI RAJESH GOLE	P
ZM2325049	GOPCHADE ROHIT GJNVANTRAO	P
ZM2325050	HONKALSE SAKSHI	P
ZM2325051	INGALE SANDESH SUNIL	P
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ZM2325089	MORE TEJAS SANJAY	P
ZM2325090	MUJUMALE TUSHAR GOVIND	P
ZM2325091	MULANI ROJIN RAHIM	P
ZM2325092	MULANI WAJID RAHIM	P
ZM2325093	NAGARGOJE ASHOK ARJUN	A





**ATTENDANCE FOR 2023-2024**

EVENT NAME:

DATE:

Roll Number	Student Name	Attendance
ZM2325001	ADSUL SHRADDHA SANDIP	A
ZM2325002	ANDURE DNYANESHWAR SANJAY	P
ZM2325003	AUSARE OMKAR REVANNATH	P
ZM2325004	BAGADE CHHAKULI GAUTAM	P
ZM2325005	BAMANE PRATHAMESH SUDHAKAR	P
ZM2325006	BANDAL PRACHI SUNIL	P
ZM2325007	BANSODE TUSHAR SANTOSH	P
ZM2325008	SAKSHI MAHENDRA BARGE	P
ZM2325009	BEDRE MANJUSHA BABURAO	P
ZM2325010	VRUNDA SANTOSH BHAMBURE	P
ZM2325011	BHANDEKAR NISHANT KAILASH	P
ZM2325012	BHONDE ABHAY RAMESH	P
ZM2325013	BHOSALE UMESH RAJENDRA	A
ZM2325014	BIRHAMANE VAIBHAVI RAJENDRA	P
ZM2325015	BITALE PRATIKSHA DNYANDEV	P
ZM2325016	BODKE VINAYAK RAJESH	P
ZM2325017	BOMBALE AKASH SHAMKANT	P
ZM2325018	BURAD VISHAKHA ARVIND	P
ZM2325019	MUKTA GORAKSHA CHASKAR	P
ZM2325020	CHAUDHARI BHAVIN MADHAV	P
ZM2325021	CHAUDHARI GIRISH BHANUDAS	P
ZM2325022	CHAVAN AMAR RAVINDRA	P
ZM2325023	CHAVAN GOVINDA RAMLU	P
ZM2325024	CHAVAN NIKITA RAMESH	P
ZM2325025	CHOUGULE RUTUJA SANTOSH	P
ZM2325026	SAKSHI JAYWANT CHOUGULE	P
ZM2325027	DABHADE SAGAR SURESH	P
ZM2325028	DAS RINKU PRATAP	P
ZM2325029	DESHMANE SAMRUDDHI SUNIL	P
ZM2325030	DESHMUKH SAMRUDDHI DINKARRAO	P
ZM2325031	DESHMUKH TANVI SUDHIRRAO	A
ZM2325032	DHAKNE ABHISHEK BHASKAR	P
ZM2325033	DHAWARE PRUTHAVIRAJ POPAT	P
ZM2325034	DHEBE DATTATRAY RAMA	P
ZM2325035	DHOMKAR SWARAJ SANGRAM	P
ZM2325036	DONODE KAJAL JAGDISH	P
ZM2325037	PRANITA DALIT DUMANE	P
ZM2325038	GATKAR PRATIKSHA MOHAN	P
ZM2325039	GAVADE DHIRAJ SUNIL	P
ZM2325040	GAVALI GOURISHRADDHA BHARAT	P
ZM2325041	GAVALWAD ABHINANDAN MARIBA	P
ZM2325042	NIKITA RAJENDRA GAWADE	P
ZM2325043	GAWADE SHUBHAM DATTATRAY	P
ZM2325044	GHANGALE SHREYASH SHARAD	A





Date: 02/01/2024.

## Notice

**Subject: Celebration of Savitribai Phule Jayanti**

We are pleased to inform all students and staff that college will be celebrating the **Savitribai Phule Jayanti** on **03/01/2024** to honor the life and contributions of the great social reformer, educator, and poet, Savitribai Phule.

The event will take place at Seminar Hall starting from 3.00pm The celebration will include:

- **Tribute Ceremony**
- **Inaugural Speech on Savitribai Phule's Life and Work**
- **Interactive Discussions on Women's Empowerment and Education**

Let's come together to honor the vision of Savitribai Phule and her relentless efforts towards the empowerment of women and education.

Regards,

**SSAB Co-Ordinator**

**Director**



ZEAL EDUCATION SOCIETY'S  
**ZEAL INSTITUTE OF MANAGEMENT AND COMPUTER  
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File No:

Date: 15 / 01 /2024.

**ACADEMIC YEAR 2023-2024**

**1. EVENT DETAILS:**

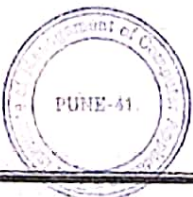
Day and Date	03/01/2024.
Event Level	Institute Level.
Event Category	Staff Session.
Event type	Extra Curriculum.
EventName	Savitri bai Phule Jayanti.
Event mode	Offline.
Venue	Conference Room

**2. EXECUTIVE SUMMARY:**

ZIMCA celebrated Savitribai Phule Jayanti on January 3, 2024, in honor of the legacy of Savitribai Phule, a trailblazer in women's education and social reform in India. The event was attended by notable guests, including faculty members , Shriram Ugale, Sachin Wadekar,Deepak shirke, Pratiksha Dongre ,Jaymala Katkar, who shared their insights and experiences related to gender equality and education, The event commenced with a ceremonial lamp-lighting, symbolizing the enlightenment that education brings. Shriram Ugale, delivered the inaugural speech, emphasizing Savitribai's revolutionary role in advocating for women's rights. Deepak Shirke : spoke about the importance of education for women and how it can transform society.

**3. OUTCOMES:**

1. The celebration raises awareness about the life and contributions of Savitribai Phule.
2. This fosters a deeper understanding of the importance of social reform in modern society. By honoring Savitribai Phule's efforts, the event inspires





ZEAL EDUCATION SOCIETY'S

# ZEAL INSTITUTE OF MANAGEMENT AND COMPUTER APPLICATION (ZIMCA)

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PUN CODE: IMMP015570

DTE CODE: MB6195

AISHE CODE: C-50909

## 4. PHOTOGRAPHS:



Event Coordinator

SSAB Coordinator

Director





ATTENDANCE FOR 2023-2024

EVENT NAME: Sairitribai Phule Jayanti

DATE: 03/01/2024

Roll Number	Student Name	Attendance
ZM2325001	ADSUL SHRADDHA SANDIP	P
ZM2325002	ANDURE DNYANESHWAR SANJAY	P
ZM2325003	AUSARE OMKAR REVANNATH	P
ZM2325004	BAGADE CHHAKULI GAUTAM	P
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ZM2325092	MULANI WAJID RAHIM	P
ZM2325093	NAGARGOJE ASHOK ARJUN	P





Date: 20/12/2023.

Notice

**Subject:** Raat Ragini Event for Women Staff Members

Dear All Staff Members,

We are pleased to announce that Lokmat has organized a special event, **Raat Ragini**, exclusively for our women staff members. This is an opportunity to celebrate the rich cultural traditions of India through soulful and enchanting performances of Ragini music, so in this regard an interactive session with lokmat representatives is arranged in conference at 1 pm today 20/12/2023.

  
Director.







Date: 27/ 12 /2023.

## ACADEMIC YEAR 2023-2024

### 1. EVENT DETAILS

Day and Date	Thursday 21 Dec 2023.
Event Level	Institute Level.
Event Category	Guest Session.
Event type	Extra Curriculum.
EventName	Raat- Ragini.
Event mode	Offline.
Venue	Conference Room
No. of Participants	Women Staff: 50

### 2. EXECUTIVE SUMMARY:

The leading newspaper Lokmat organized a night walk for women to address the fears they face regarding movement and freedom. This event, named "Raatrugini Night Walk," was not just a simple stroll but a rebellion against the restrictions imposed on women's mobility. They encouraged the women of ZIMCA to participate, and ZIMCA fully supports such initiatives. Staff members, including faculty members, Shriram Ugale, Sachin Wadekar, Deepak shirke, Pratiksha Dongre, Jaymala Katkar., Director of ZGMI Pandurang Patil, and Chairperson Uddhav Shid, welcomed the Lokmat representatives.

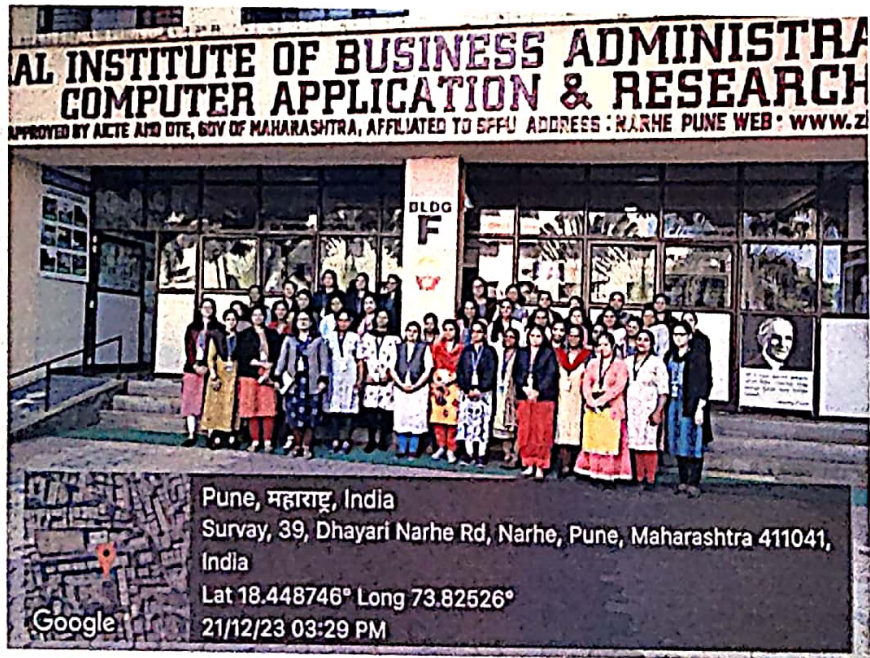
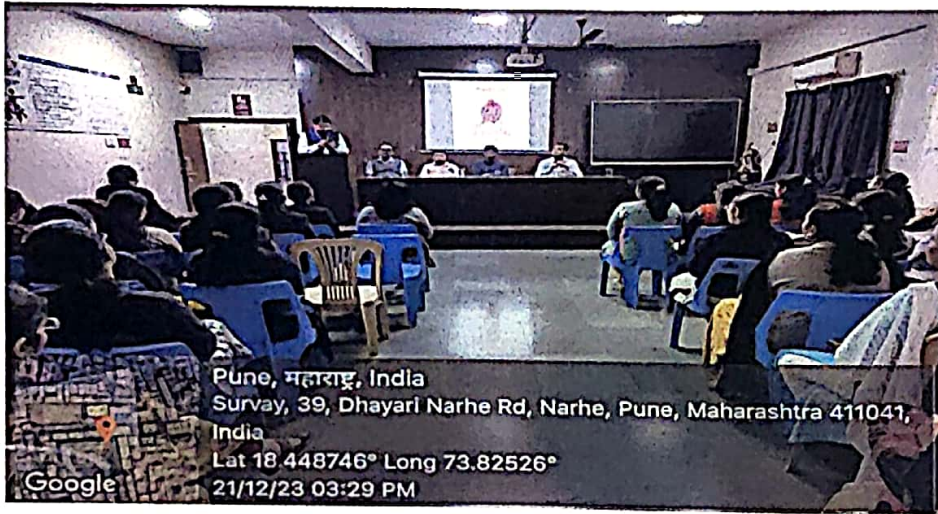
### 3. OBJECTIVES:

1. To empower women by fostering a sense of safety and confidence in navigating public spaces at night.
2. To raise awareness about safety issues women face and encourage discussions on overcoming fear and anxiety related to nighttime activities.
3. To strengthen community bonds among women by providing a supportive environment for shared experiences.





**4. PHOTOGRAPHS:**



*Ogale*  
**Event Coordinator**

*[Signature]*  
**SSAB Coordinator**

*[Signature]*  
**Director**

