



Women Development Cell (WDC)

(Statutory Committee as per Section 97, Maharashtra Public Universities Act, 2016)

Women Development Cell (WDC) – As a Statutory Committee

The **Women Development Cell (WDC)** is a **statutory committee** established in accordance with the **Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH Act)**, and guidelines issued by **UGC/AICTE**, to promote gender equality, ensure women's safety, and address issues related to women's welfare within an institution.

Statutory Basis:

- **POSH Act, 2013:** Mandates the formation of an **Internal Complaints Committee (ICC)** at workplaces and educational institutions to handle sexual harassment complaints.
- **UGC Regulations, 2015:** Requires all higher educational institutions to establish a **Women's Grievance Redressal Cell**.
- **AICTE & NAAC Guidelines:** Encourage institutions to form a **Women Development Cell** to ensure gender sensitization and women's welfare.

In many institutions, **WDC either functions as or in conjunction with the ICC**, giving it a **statutory role**.

Objectives of the Statutory WDC:

- Prevent and address cases of sexual harassment and gender-based violence.
 - Promote gender sensitization through training, workshops, and campaigns.
 - Ensure a safe, equitable, and respectful environment for all genders.
 - Provide support and redressal mechanisms for women's issues.
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Composition (As per POSH Act / UGC Guidelines):

- **Presiding Officer:** Senior woman faculty (Head of WDC)
 - **Faculty Members:** At least 2 committed to women's issues
 - **Non-Teaching Staff Member**
 - **Student Representatives** (in educational institutions)
 - **External Member:** From NGO or legal background, familiar with women's rights
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Functions of WDC (Statutory Role):

- Conduct inquiries into complaints of sexual harassment.
 - Submit annual reports to the appropriate authority.
 - Create awareness and conduct sensitization programs.
 - Recommend institutional policies for gender equity and women's safety.
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Rules and Regulations:

- Follow **POSH Act, 2013** procedures for complaints and inquiry.
 - Ensure **confidentiality and fair process** in all proceedings.
 - Regularly organize **gender sensitization and legal awareness programs**.
 - Submit periodic reports to institutional authorities and governing bodies.
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Date-08/01/2025

NOTICE

The meeting of the **Women Development Committee** will be held on **16th January 2025**

at 1:30 PM in the office of the Principal to discuss the following agenda items:

AGENDA

1. **Workshop on Self-Belief and Menstruation Hygiene**
2. **Workshop on Empowering Women Through Self Defence Techniques and Strategies for Personal Safety**
3. **Mind Toughness to Accept Challenges**
4. **Guest Lecture on Digital Harassment**

Secretary



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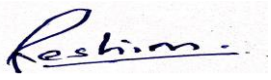

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Circulate to :- Women Development Committee Members

Sr.No	Name	Designation	Acknowledgement (sign/email/etc)
1	Mrs. Mayuri Lokhande	Senior woman faculty	
2	Mrs. Poonam Rakshankar	Faculty Member	
3	Mrs. Aditi Malankar	Faculty Member	
4	Miss Nikita Reshim	Non -Teaching Staff Member	
5	Miss. Shrusti Parmar	Student Representatives	



The Minutes Of The Meeting Of The Women Development Committee

The Minutes of the meeting of the Women Development Committee, held on 16th January 2025 at 1:30 PM in the Principal's Office.

Following Members were present:

<i>Sr.No.</i>	<i>Name</i>	<i>Designation</i>
1	Mrs. Mayuri Lokhande	Senior woman faculty
2	Mrs. Poonam Rakshankar	Faculty Member
3	Mrs. Aditi Malankar	Faculty Member
4	Miss Nikita Reshim	Non -Teaching Staff Member
5	Miss. Shruti Parmar	Student Representatives

Agenda and Resolutions:

1. Workshop on Self-Belief and Menstruation Hygiene

- Resolution: Empower participants with knowledge and strategies to build self-belief and maintain menstrual hygiene. The guest lecture will focus on eliminating fear and embracing success.

2. Workshop on Empowering Women Through Self Defence Techniques and Strategies for Personal Safety

- Resolution: Equip women with practical self-defence techniques and strategies to enhance their personal safety and confidence.



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3. Mind Toughness to Accept Challenges

- Resolution: Develop mental resilience and toughness to face and overcome challenges in various aspects of life.

4. Guest Lecture on Digital Harassment

- Resolution: Raise awareness about digital harassment, its impact, and provide strategies to protect oneself online.

With all agenda items discussed and no further points raised, the meeting was formally concluded with a vote of thanks.

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Date-10/10/2024

NOTICE

The meeting of the **Women Development Committee** will be held on **17th October 2024**

at 1:30 PM in the office of the Principal to discuss the following agenda items:

AGENDA

- 1. Support for Female Students and Staff**
- 2. Career Development and Skill Enhancement for Women**
- 3. Planning College Events for Women's Day and Related Celebrations**
- 4. Review of Infrastructure and Facilities for Women**
- 5. Any Other Business**

Secretary



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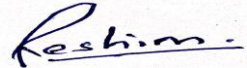

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4	Miss Nikita Reshim	Non -Teaching Staff Member
5	Miss. Shrusti Parmar	Student Representatives

Agenda and Resolutions:

1. **Support for Female Students and Staff** – Establishing help desks and counselling services to provide assistance in academic, professional, and personal challenges.
2. **Career Development and Skill Enhancement for Women** – Planning networking events, entrepreneurship training, and workshops for career guidance.
3. **Planning College Events for Women's Day and Related Celebrations** – Organizing special events, competitions, and lectures to celebrate women's achievements and contributions.



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4. **Review of Infrastructure and Facilities for Women** – Evaluating the availability of restrooms, common areas, safety measures, and overall campus environment for women.
5. **Any Other Business** – Open discussion for additional concerns or suggestions from committee members.

As no matter left to discuss upon, the meeting ended with vote of thanks.



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Date-11/07/2024

NOTICE

The meeting of the **Women Development Committee** will be held on **20th July 2024 at**

1:30 PM in the office of the Principal to discuss the following agenda items:

AGENDA

1. Introduction and Welcome
2. Discussion on Women Empowerment Programs
3. Implementation of Anti-Harassment Measures
4. Awareness Campaigns on Women's Safety
5. Organizing Health and Wellness Seminars
6. Gender Sensitization Workshops
7. Participation in women leadership initiatives.

Secretary



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5	Miss. Shruti Parmar	Student Representatives

Agenda and Resolutions:

- 1. Introduction and Welcome** – A warm welcome by the chairperson, introduction of attendees, and a brief overview of the meeting's purpose.
- 2. Discussion on Women Empowerment Programs** – Plans to introduce mentorship programs, leadership training, and initiatives to support female students and faculty.
- 3. Implementation of Anti-Harassment Measures** – Review of policies and mechanisms to address harassment complaints. Suggestions for improving awareness and reporting procedures.
- 4. Awareness Campaigns on Women's Safety** – Planning self-defence workshops and awareness drives on campus and online.
- 5. Organizing Health and Wellness Seminars** – Arranging sessions on physical and mental health, nutrition, and well-being for female students and staff.



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6. **Gender Sensitization Workshops** – Conducting discussions and training programs to promote gender equality and inclusion on campus.

7. **Participation in Women Leadership Initiatives** – Encouraging women's participation in leadership roles within student bodies and faculty committees.

As no matter left to discuss upon, the meeting ended with vote of thanks.



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Date-08/01/2024

NOTICE

The meeting of the **Women Development Committee** will be held on **16th January 2024**

at 1:30 PM in the office of the Principal to discuss the following agenda items:

AGENDA

1. **Encouraging Women in Leadership Roles**
2. **Promoting Financial Literacy and Independence**
3. **Enhancing Awareness of Health and Wellness**

Secretary



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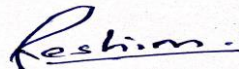

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Agenda and Resolutions:

1. Encouraging Women in Leadership Roles

- Members discussed strategies to enhance female representation in leadership.
- Resolution: Leadership training sessions, mentorship programs, and networking opportunities will be provided to support women aspiring for leadership positions.

2. Promoting Financial Literacy and Independence

- The importance of financial education for women was emphasized.
- Resolution: Workshops on financial planning, investment strategies, and entrepreneurship will be organized to help women manage finances effectively.



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3. Enhancing Awareness of Health and Wellness

- Discussions focused on common health concerns affecting women.
- Resolution: Regular health check-ups, expert sessions on mental wellness, and guidance on nutrition and fitness will be made available.

With all agenda items discussed and no further points raised, the meeting was formally concluded with a vote of thanks .

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Date-12/10/2023

NOTICE

The meeting of the **Women Development Committee** will be held on **20th October 2023**

at 1:30 PM in the office of the Principal to discuss the following agenda items:

AGENDA

1. Panel Discussion on Gender Equality and Women's Leadership
2. Workshop on Stress Management and Emotional Well-Being
3. Session on Career Advancement and Skill Development for Women
4. Awareness Program on Legal Rights and Protection Against Workplace Harassment

Secretary



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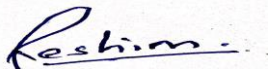

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Agenda and Resolutions:

1. Panel Discussion on Gender Equality and Women's Leadership

- **Resolution:** A panel of experienced professionals and educators will be invited to discuss strategies for promoting gender equality and leadership opportunities for women. The session will include interactive Q&A and case studies highlighting successful women leaders.

2. Workshop on Stress Management and Emotional Well-Being

- **Resolution:** Certified mental health professionals will conduct a workshop focusing on stress-relief techniques, mindfulness exercises, and practical strategies to enhance emotional well-being. Regular well-being initiatives will be introduced to support students



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and professionals in managing stress effectively.

3. Session on Career Advancement and Skill Development for Women

- **Resolution:** Industry experts will lead discussions on career progression, skill-building, and networking strategies tailored for women in various fields. The institution will organize mentorship programs to guide women in their professional growth and help them develop essential career-related competencies.

4. Awareness Program on Legal Rights and Protection Against Workplace Harassment

- **Resolution:** A legal expert specializing in workplace laws will conduct an awareness program educating participants on their rights, preventive measures, and legal recourse for workplace harassment. A confidential support helpline will be established to assist individuals facing such issues.

As no matter left to discuss upon, the meeting ended with vote of thanks.

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Date-01/07/2023

NOTICE

The meeting of the **Women Development Committee** will be held on **08th July 2023** at **1:30 PM** in the office of the Principal to discuss the following agenda items:

AGENDA

- 1. Seminar on Building Confidence and Awareness of Menstrual Health**
- 2. Training Session on Women's Empowerment Through Self Defence Techniques and Personal Safety Tactics**
- 3. Developing Mental Resilience to Overcome Obstacles**
- 4. Expert Talk on Online Safety and Preventing Digital Exploitation**

Secretary



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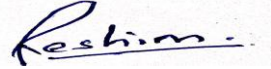

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Following Members were present:

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2	Mrs. Poonam Rakshankar	Faculty Member
3	Mrs. Aditi Malankar	Faculty Member
4	Miss Nikita Reshim	Non -Teaching Staff Member
5	Miss. Shruti Parmar	Student Representatives

Agenda and Resolutions:

1. Seminar on Building Confidence and Awareness of Menstrual Health

- The importance of self-belief and menstrual hygiene awareness was discussed.
- Resolution: The institution will organize an interactive workshop with healthcare professionals to educate students on menstrual health and hygiene practices.

2. Training Session on Women's Empowerment Through Self-Defense and Personal Safety Tactics



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- Members highlighted the need for self-defense training to enhance personal safety for women.
- Resolution: Certified trainers will conduct periodic self-defense workshops, equipping participants with effective strategies to safeguard themselves in various situations.

3. Developing Mental Resilience to Overcome Obstacles

- The committee emphasized the significance of mental toughness in handling challenges.
- Resolution: A motivational session will be arranged with experts to help students build resilience, confidence, and problem-solving skills.

4. Expert Talk on Online Safety and Preventing Digital Exploitation

- Concerns regarding increasing cases of digital harassment were reviewed.
- Resolution: A guest lecture with cybersecurity professionals will be scheduled to educate students about online safety, data protection, and measures to prevent digital harassment.

With all agenda items discussed and no further points raised, the meeting was formally concluded with a vote of thanks .

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Date-10/01/2023

NOTICE

The meeting of the **Women Development Committee** will be held on **18th January 2023**

at 1:30 PM in the office of the Principal to discuss the following agenda items:

AGENDA

- 1. Strengthening Support Systems for Women Facing Challenges**
- 2. Raising Awareness on Legal Rights and Women's Protection Laws**
- 3. Encouraging Participation in Social Initiatives and Community Outreach**

Secretary



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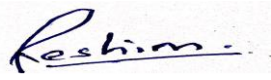

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4	Miss Nikita Reshim	Non -Teaching Staff Member
5	Miss. Shruti Parmar	Student Representatives

Agenda and Resolutions:

1. Strengthening Support Systems for Women Facing Challenges

- Emotional and social well-being concerns were addressed.
- Resolution: A counselling team will be set up, and peer mentorship programs will be initiated to provide support for women facing personal or professional challenges.

2. Raising Awareness on Legal Rights and Women's Protection Laws

- The necessity of legal awareness sessions was highlighted.
- Resolution: Guest lectures by legal experts will be organized to inform women about their



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rights, protection laws, and ways to seek legal assistance.

3. Encouraging Participation in Social Initiatives and Community Outreach

- The committee reviewed opportunities for social engagement.
- Resolution: Women will be encouraged to volunteer for social causes, community welfare programs, and advocacy campaigns promoting gender equality.

With all agenda items discussed and no further points raised, the meeting was formally concluded with a vote of thanks.



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Date-12/10/2022

NOTICE

The meeting of the **Women Development Committee** will be held on **20th October 2022**

at 1:30 PM in the office of the Principal to discuss the following agenda items:

AGENDA

- 1. Promoting Leadership Opportunities for Women.**
- 2. Enhancing Awareness of Health and Wellness**
- 3. Workshops on Financial Independence**
- 4. Preventing Gender-Based Discrimination and Harassment**

Secretary



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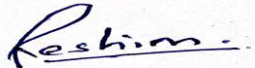

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Agenda and Resolutions:

1. Promoting Leadership Opportunities for Women

- Discussion on encouraging women to take up leadership positions in various domains.
- Resolution: Leadership development programs, mentorship initiatives, and networking events will be introduced to support women's growth.

2.Enhancing Awareness of Health and Wellness

- Members discussed the importance of educating women on physical and mental health.
- Resolution: Regular health awareness seminars will be conducted, covering topics such as menstrual health, stress management, and fitness routines.

3.Workshops on Financial Independence

- Focus on empowering women through financial literacy and economic independence.



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- Resolution: Financial planning workshops, entrepreneurship guidance, and investment advisory sessions will be organized to enhance financial awareness among women.

4.Preventing Gender-Based Discrimination and Harassment

- Addressing concerns related to gender discrimination and workplace harassment.
- Resolution: A dedicated grievance redressal system will be set up, along with awareness programs on women's rights and workplace safety.

The meeting concluded with a Vote of Thanks .



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Date-08/07/2022

NOTICE

The meeting of the **Women Development Committee** will be held on **16th July 2022** at **1:30 PM** in the office of the Principal to discuss the following agenda items:

AGENDA

- 1. Interactive Session on Self-Confidence and Menstrual Health Awareness**
- 2. Workshop on Strengthening Women's Safety and Self-Defense Techniques**
- 3. Seminar on Mental Strength for Tackling Life's Challenges**
- 4. Guest Lecture on Cybersecurity and Preventing Online Threats**

Secretary



New Heritage Education Trust's




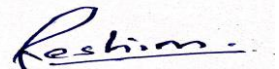

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Circulate to :- Women Development Committee Members

Sr.No.	Name	Designation	Acknowledgement (sign/email/etc)
1	Mrs. Mayuri Lokhande	Senior woman faculty	
2	Mrs. Poonam Rakshankar	Faculty Member	
3	Mrs. Aditi Malankar	Faculty Member	
4	Miss Nikita Reshim	Non -Teaching Staff Member	
5	Miss. Shruti Parmar	Student Representatives	



The Minutes Of The Meeting Of The Women Development Committee

The Minutes of the meeting of the Women Development Committee, held on 16th July 2022 at 1:30 PM in the Principal's Office.

Following Members were present:

Sr.No.	Name	Designation
1	Mrs. Mayuri Lokhande	Senior woman faculty
2	Mrs. Poonam Rakshankar	Faculty Member
3	Mrs. Aditi Malankar	Faculty Member
4	Miss Nikita Reshim	Non -Teaching Staff Member
5	Miss. Shruti Parmar	Student Representatives

Agenda and Resolutions:

1. Interactive Session on Self-Confidence and Menstrual Health Awareness

- The importance of self-esteem and menstrual health education was discussed.
- Resolution: A specialized workshop will be conducted by healthcare professionals to provide accurate information on menstrual health, self-care practices, and confidence-building techniques.

2. Workshop on Strengthening Women's Safety and Self-Defense Techniques

- Members emphasized the necessity of self-defense training to ensure women's personal safety.



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- Resolution: Expert trainers will organize hands-on self-defense sessions, teaching practical techniques and strategies to handle unsafe situations effectively

3. Seminar on Mental Strength for Tackling Life's Challenges

- The committee discussed ways to help students develop mental resilience and coping mechanisms for challenges.
- Resolution: A motivational seminar will be arranged with psychologists or life coaches to educate participants on stress management, emotional well-being, and strategies for overcoming obstacles.

4. Guest Lecture on Cybersecurity and Preventing Online Threats

- The increasing risks of digital harassment and cybersecurity concerns were reviewed.
- Resolution: A cybersecurity expert will deliver a lecture focused on online safety, preventing cyber threats, and protecting personal data, including strategies to identify and respond to digital harassment.

The meeting concluded with a Vote of Thanks by the Chairperson.

PRINCIPAL
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