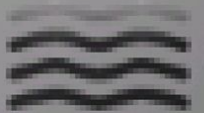




Sree Narayana Guru College of Commerce ,Lokhande Marg

Mumbai  
Maharashtra  
India



28°C  
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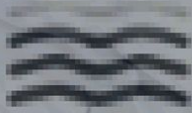
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Sree Narayana Guru College of Commerce ,Lokhande Marg

Mumbai  
Maharashtra  
India



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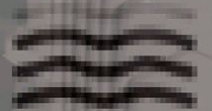
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Sree Narayana Guru College of Commerce ,Lokhande Marg

Mumbai  
Maharashtra  
India



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2022-10-22(Sat) 09:04(am)





# SREE NARAYANA GURU COLLEGE OF COMMERCE

RE-ACCREDITED BY NAAC (GRADE 'B'-CGPA 2.45) [2019-2024]  
(PERMANENTLY AFFILIATED TO UNIVERSITY OF MUMBAI & RECOGNISED BY UGC-u/s 2(f)&12B)  
MANAGED BY SREE NARAYANA MANDIRA SAMITI (REGD.)

P.L. LOKHANDE MARG, CHEMBUR, MUMBAI, MAHARASHTRA, INDIA. PIN CODE - 400 089 Tel. 022-25263131 / 25263132 | 25263122 E-mail - sngcollege86@yahoo.co.in / sngcollegeprincipal@gmail.com

## GENDER POLICY OF THE INSTITUTION

### OBJECTIVES

- Gender policy is framed by the institution to have a conducive environment for the students of all genders appreciating and respecting the other genders.
- Establishing an environment of equal opportunity for everyone irrespective of the gender they belong to.
- Establishing guidelines in the institution to safeguard the rights of all genders and to take action in case of any grievances that may occur.

### POLICY

- The institution is an equal opportunity employer wherein no bias or differences are shown in appointment, recruitment, compensation etc. of both teaching and non-teaching staff belonging to any gender.
- Any incidents of sexual harassment verbal, physical or emotional will be dealt with zero tolerance.
- Students and staff will be sensitized on gender-based issues by organizing workshops, talks and interaction with experts under the leadership of Women's Development Cell and National Service Scheme of the College.
- College shall take necessary steps to avoid any gender-based differentiation in use of college premises like canteen, sports ground, library etc.
- Specific infrastructure facilities shall be provided in the campus for women to have safe environment for rest and academic purposes.
- All academic evaluations should be unbiased against gender and any such issues should be reported to grievance redressal cell and necessary corrective actions should be taken.
- Female students should be accompanied by female staff during Industrial visits, Camps etc. to ensure their safety.
- Any grievances would be dealt appropriately by various committees.

**Principal**

Sree Narayana Guru  
College Of Commerce  
P.L. Lokhande Marg,  
Chembur, Mumbai -400 089.



Estd: 1963

# SREE NARAYANA MANDIRA SAMITI

(Regd. Under Societies Reg. Act 1860 and Bombay Public Trust Act 1950)

Admn. Off : Sree Narayana Nagar,  
P.L. Lokhande Marg, Chembur, Mumbai-89.

Tel: 25255337 / 25256104 / 25256037  
Fax: 25255347

E-mail: mumbaisnms@gmail.com  
Website: www.snms.co.in

Duplicate copy:

SNMS/640/2016

8<sup>th</sup> August, 2016

M/s.Mission Security Services  
11/B, Ratnadeep Co-op. Society  
Gala No.9, Kurvey Nagar  
Kanjur Marg (E), Mumbai – 400 042  
Tel: 65177205

Sub: Acceptance letter to provide security services at Sree Narayana Educational Complex, Chembur, Mumbai.

Dear Sir,

With reference to your quotation dated 12.7.2016 for security personnel on contract basis, we are happy to inform you that the management has accepted the proposal and offering this letter to start security services at our Sree Narayana Educational Complex, Chembur, Mumbai with effect from 1<sup>st</sup> September, 2016.

The agreement and other terms and conditions will be followed.

You are requested to sign and send the duplicate copy as token of acceptance.

Thanking you,

Yours faithfully,

M.I.DAMODARAN  
CHAIRMAN

Mr Ravi Gausan  
Mob - 9833791205

#### EDUCATIONAL INSTITUTIONS

- Sree Narayana Guru High School (English & Marathi Medium)
- Kumaranasan Pre-Primary School & Kan Kids Nursery
- Sree Narayana Guru College of Education (B.Ed./D.Ed.)
- Sree Narayana Guru College of Commerce, Science/Management

- Sree Narayana Guru Central School
- Sree Narayana Guru College of Law
- Sree Narayana Guru Auditorium
- International Centre for Sree Narayana Guru Studies

#### GURU CENTRES

- Goregaon
- Thane
- Sakinaka
- Ulhasnagar
- Kharghar
- Bhandup
- Dombivli
- Vashi
- Kurla
- Kalamoli
- Kalyan
- Vasai
- Airoli
- Mira Road
- CBD Belapur

#### AYURVEDA DISPENSARIES

- Anushakti Nagar
- Tarapur
- Ambarnath
- Powai
- Virar
- Tarapur



Girl's Common Room



 GPS Map Camera

Mumbai, Maharashtra, India



98195 99851

*Ms. Rashmi Joshi*  
**Gender Equality Activist**

4, B/141, Yoganand Society, Vazira Naka, Borivali (W), Mumbai - 400 092.  
Email : rashmijoshi72@rediffmail.com

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# **GENDER AUDIT**

of

**Sree Narayana Guru College of Commerce,  
Chembur Mumbai**

**For the year. 2022-2023**

**Conducted By MS. RASHMI JOSHI**

**Gender Equality Activist**

*Gender Equality is a Human Right and is vital for a Peaceful, Prosperous World.*



*Ms. Rashmi Joshi*  
**Gender Equality Activist**

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**Sree Narayana Guru College of Commerce**  
**P.L Lokhande Marg,**  
**Chembur West, Mumbai, Maharashtra 400089**

**Establishment year of the College: 1986**

**About the College:**

The Sree Narayana Mandira Samiti, an educational and charitable trust founded the institution in the year 1986. It is located on P.L. Lokhande Marg, Chembur (west), on approximately 5 acres of lush land with two multistorey buildings. It is close to the Chembur railway station and monorail, and a number of BEST buses frequently travel this route, serving passengers from various locations. The college was established primarily to assist the local student population, who would not have had access to higher education otherwise. However, today, admissions are sought after by residents of Thane city, Navi Mumbai, and Mumbai itself. The College is a Malayalam Linguistic Minority that is permanently affiliated to the University of Mumbai, recognised by the UGC under Sections 2(f) and 12B of the UGC Act, and has received three accreditations from the National Assessment and Accreditation Council (NAAC) of India.

The college has a reputation for upholding high academic standards, conducting lectures on a regular basis, and maintaining strong discipline. It also encourages cultural and athletic endeavours with the goal of helping the students develop their whole personalities. The college places a high value on equipping its students with soft skills in order to increase their employability. To this end, it routinely hosts seminars, conferences, and

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workshops at the national level. Additionally, it hosts an annual intercollegiate competition in sports and cultural events called "Oasis."

### Vision

- Quality education to all irrespective of caste, creed, socio-economic status and uplift the poor and downtrodden.
- Enhancing the personality by fostering moral and ethical values and to produce dynamic and able minded youth.

**Mission** Empowerment through Higher Education to all strata of Society.

PROGRAMMES TAUGHT AND TOTAL STRENGTH OF STUDENTS.

### Bachelor of Commerce

Sr.No.	Programme Name	Programme Code
1.	B.Com Commerce	2C00146
2.	BMS (Bachelor in Management Studies)	2M00156
3.	BAF (Bachelor in Accounting and Finance)	2C00456
4.	BBI (Bachelor in Banking and Insurance)	2C00346
5.	BFM (Bachelor in Financial Management)	2C00926

### Bachelor of Science

Sr.No.	Programme Name	Programme Code
1.	BSc IT (Bachelor of Science in Information Technology)	1S00256
2.	BSc DS (Bachelor of Science in Data Science)	1S02815

### Bachelor of Arts

Sr.No.	Programme Name	Programme Code
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1.	BA Economics (Bachelor of Arts in Economics)	3A00145
2.	BAMMC	4000156

### Master of Commerce

Sr.No.	Programme Name	Programme Code
1.	M.Com (Master of Commerce in Advanced Accountancy)	2C00534
2.	M.Com (Master of Commerce in Business Management)	2C00534
3.	M.Com (Master of Commerce in Banking and Finance)	2C00534

### TOTAL STRENGTH OF STUDENTS (2022-23)

Gender	Number of Students
Male	1038
Female	937

#### **\*NEED FOR GENDER AUDIT\***

- To find out gender balance in the institution.
- To take active steps in curbing gender related issues.
- To promote gender equality.
- To provide equal opportunities to both the genders.
- To tackle problems of sexual harassment through timely redressal of the complaint.
- 

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### \*GENDER SENSITIVE FEATURES OF THE COLLEGE\*

A. Programs /Activities conducted for Gender Related Issues:

NSS Unit and Women's Development Cell had organized the following programs for gender related issues: -

Date	Name of the event	Participants in number	
		Male	Female
1 <sup>st</sup> August – 2022 to 6 <sup>th</sup> August – 2022	WDC peer leaders have attended youth for change program which is a form of students' collaboration where students from colleges across Mumbai participated in large numbers. This is more of a leadership capacity training to the peer leaders. It was a one-day program on 30 <sup>th</sup> July, 2022 at Portuguese church, Dadar.	02	02
6 <sup>th</sup> August, 2022	Workshop on Women Rights in the Constitution conducted by WDC along with IQAC a session by lady advocate from Bombay high court on 6 <sup>th</sup> August, 2022.	25	45
2 <sup>nd</sup> to 4 <sup>th</sup> November, 2022	WDC peer leaders have attended 2 days training session at Nashik which is organized by Akshara NGO.	02	02

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12 <sup>th</sup> November, 2022	Women Development Cell had organized Poster making competition on 12th November, 2022 at 9:00am. The theme of the competition was 'combat women ailments.	4	12
8 <sup>th</sup> January, 2023	WDC Peer leaders 21 students attended workshop on "Are we really equal" at Patuck Gala college Auditorium. They participated on the spot in several segments of games/ events.	07	14
8th March, 2023	WDC in association with BAMMC and staff welfare conducted movie screening "Thappad" on occasion of International Women's Day.	04	24
04-08-2022	Session on Street Harassment by Action Aid Foundation	10	28
23-11-2022 to 29-11-2022	Street play practice on HIV & AIDS	05	05
02-12-2022	HIV-AIDS Rally on the Occasion of world HIV AIDS day	02	06
7/12/2022 to 10/12/2022	Activity on gender equality in association with Just play ( NGO)	03	08
13//12/2022 to 15/12/2022	Activity on gender equality in association with Just play ( NGO)	03	08
16-12-2022	Street play on HIV and AIDS	02	09
17-12-2022	Activity on gender equality in association with Just play ( NGO)	10	17
12-01-2023	Poster making competition on Gender Equality	05	10
22-02-2023	Akshara NGO Hosted event on Gender equality "Y Talks the art of action" with collaboration of NSS.	10	12

### B. Achievement of Women in the College

1. Priti Gupta, TYBMS got the opportunity to represent Mumbai University at the National integration Camp held at Rajasthan.
2. Academic toppers across various courses are primarily girl students.

### C. Other Facilities Entrance: -Three Main building entrances.

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Staircase:03

Study Room:01

Safety Measures: Female Security and CCTV

Re-addressal of gender issues: ICC and Grievances Redressal Mechanism

Common Room: 02

Washrooms :14

Sanitary Napkins Vending Machine: 02

*\*Curricular Aspects of Gender Equality\**

Gender Related Cross Cutting Issues in Course Curriculum

Foundation Courses in the first-year courses in Commerce and Arts.

Women Related issues in Course Curriculum/Subject: -

In the subject of Foundation Course, we discuss topics related to gender inequality and violence against women.

Also, we teach them remedies to overcome them.

Gender Equality

a. Number of teaching and non-teaching staff in the college.

	MALE	FEMALE
TEACHING STAFF	09	23
NON-TEACHING STAFF	11	03

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### b. Students' Ratio -2022-23(M-Male, F-Female, T-Transgender)

S.N O	CATEGOR Y	GENERAL			EWS			SC			ST			OBC			TOTA L		
		M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T
1	REGULAR	914	812	0	7	0	0	90	91	0	8	5	0	26	29	0	1038	937	0

### c. Pass Percentage Of Students

(2022-23)

Program Name	Number of students appeared in the final year examination	Number of students passed in final year examination	Pass Percentage
TYBCOM	193	128	66.32
TYBAF	117	96	82.05
TYBMS	108	94	87.04
TYBBI	52	33	63.46
TYBSCIT	43	37	86.05
TYBMM	24	11	45.83
TYBFM	17	16	94.12
M.COM (A/C)	32	29	90.63
M.COM (BM)	17	16	94.12
M.COM (BF)	16	15	93.75

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d. Number of teachers provided with financial support to attend conferences/workshops and towards membership fee of professional bodies.

Male: 06

Female: 15

e. Number of teachers recognized as PhD.

Male: 04

Female: 04

f. Number of teachers recognized as PhD guides.

Male: NIL

Female: NIL

Number of teachers who have published research papers in the journals notified on UGC website.

Male :05

Female: 13

g. Number of teachers who have published books and chapters in edited volumes Male:03

Female:04

h. Number of students benefitted by scholarships and free-ships provided by government as well as besides government schemes: -

**Government Scholarship**

Sr.No	Scholarship	No's
1.	Government of India Post-Matric Scholarship	108
2.	Post Matric Scholarship to OBC Students	10
3.	Post Matric Scholarship to VJNT Students	03
4.	Post-Matric Tuition Fee and Examination Fee (Free ship)	06

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5.	Rajarshi Chhatrapati Shahu Maharaj Shikshan Shulkh Shishyavrutti Scheme	03
6.	State Government Open Merit Scholarship	01
7.	Tuition Fee & Exam Fee for Tribal Students ( Freeship)	01
8.	Tuition Fees and Examination Fees to VJNT Students	01
	<b>TOTAL</b>	<b>133</b>

**Non-Government Scholarship**

<b>Sr.No</b>	<b>Scholarship</b>	<b>No's</b>
1.	Sheth Bhojraj Hassomal Charitable Trust Merit Scholarship	38
2.	ANGC Scholarship	33
3.	Student Aid Fund Scholarship	24
4.	Management Scholarship	831
	<b>TOTAL</b>	<b>926</b>

Women's Development Cell

List of members of Women's Development Cell

**Ms. Rishita Shukla**

**Dr. Sumi Nijith**

Internal Complaints Committee (ICC)

List of members of ICC

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Sr.No.	Name of the member
1.	<b>Ms.Nahid Shaikh</b>
2.	<b>Ms.Poonam Mujawar</b>
3.	<b>Mr. Toheed Khan - Student Representative</b>
4.	<b>Mr. Ravi Halwai - Student Representative</b>
5.	<b>Ms. Aayesha Shaikh - Student Representative</b>

### BEST PRACTICES ABOUT GENDER SENSITIVITY

#### Best Practice 1

##### Fair Opportunities to all.

The institution promotes equal opportunities to all the students irrespective of their gender in all the curricular and extracurricular activities. We have an environment that fosters the holistic growth and development of all the students. There is complete transparency in the admission process by following all the norms and regulation of the affiliating university. We have a strong mentoring system to help and guide the students emotionally and academically. We implement teaching strategies that accommodate diverse learning styles and backgrounds, fostering a supportive and inclusive learning environment.

#### Best Practice 2

##### Protective and pleasant environment in the institution.

The institution prioritizes the safety of the students and proactively initiates actions for the same. Our National Service Scheme (NSS) units and Women Development Cell have organized several seminars for disseminating information regarding various gender related issues in the society. There is 24/7 CCTV surveillance in the campus and experienced and trained male and female security guards for ensuring the safety of the students in the campus. Separate washrooms are there on each floor wherein the housekeeping staff ensures that the hygiene is maintained. The ladies' washroom is equipped with a sanitary dispersal machine for use by the students. With pride, we say that many of the girl students of this area are getting educated due to the mere presence of this institution. We take great pride in celebrating the accomplishments of our students, recognizing their invaluable contributions to our college's success.

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### GENDER RELATED ACTIVITIES PHOTO-2022-23

#### GENDER AUDIT

#### PHOTOS OF ACTIVITIES

#### 1. Workshop of Women Rights in the constitution.



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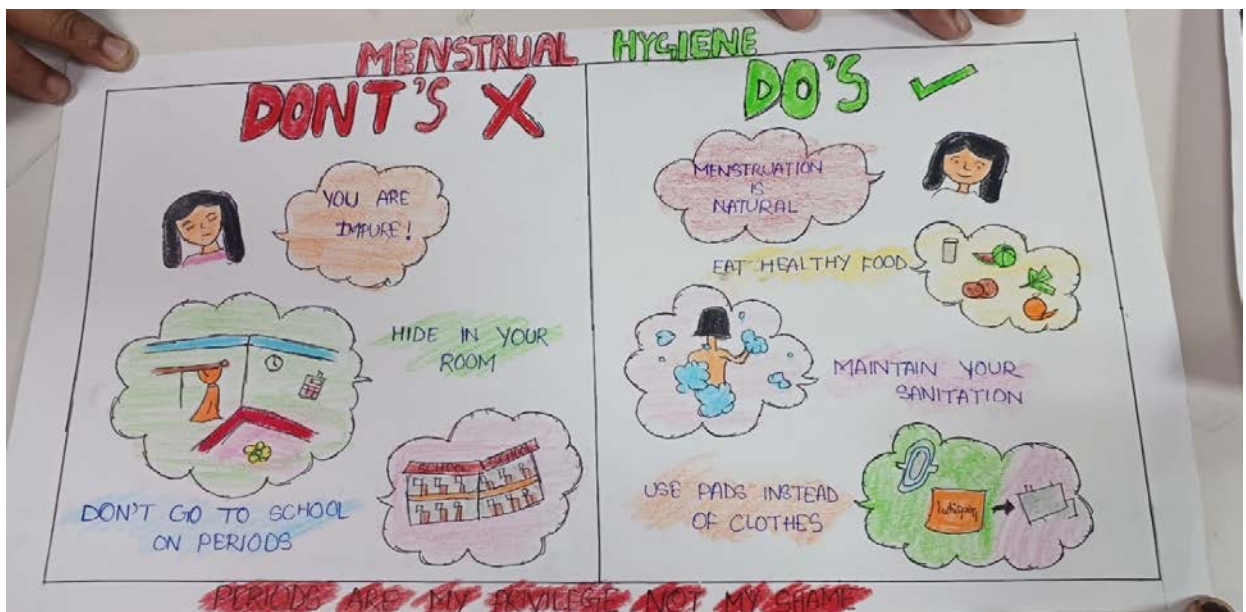


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### 2. Poster Making activity on the theme “Combat Women ailments”.



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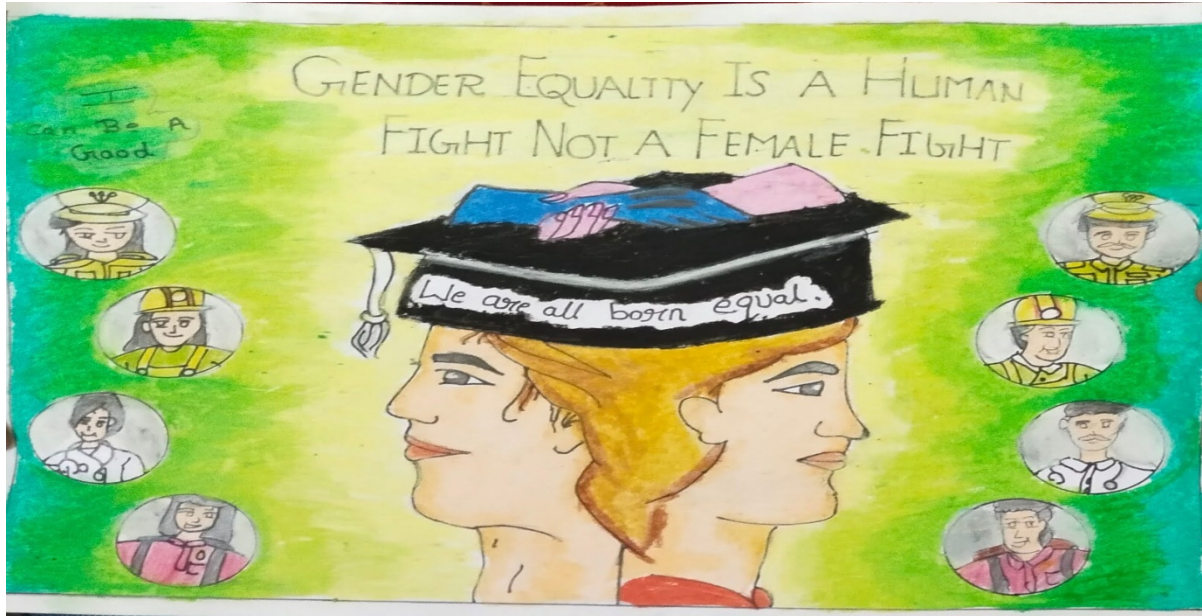
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### 3. Poster making on Gender Equality



I have conducted a study of various activities organized by Sree Narayan Guru College of Commerce, Chembur

during the period 2022 to 2023 in order to provide equal opportunities to its women students.

I appreciate the activities conducted by the college.

However, I suggest the following recommendations :

- Self Defense workshops.
- Prevention and Protection against sexual harassment
- Women related health issues
- Vocational courses suitable to women
- Laws enacted for the betterment of women
- Awareness on problems less discussed such as menstruation

RASHMI JOSHI


R. M. Joshi

Gender Equality Activist

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 GPS Map Camera

Mumbai, Maharashtra, India







# SREE NARAYANA GURU COLLEGE OF COMMERCE

(LINGUISTIC MINORITY INSTITUTION)

RE-ACCREDITED BY NAAC (GRADE-'B'-CGPA 2.45) [2019-2024]

AFFILIATED TO UNIVERSITY OF MUMBAI & RECOGNISED BY UGC-u/s 2(f)&12B

MANAGED BY SREE NARAYANA MANDIRA SAMITI (REGD.)

P. L. LOKHANDE MARG, CHEMBUR, MUMBAI - 400 089. ☎ 9326063380 / 9326083775 ✉ sngcollege86@yahoo.co.in / sngcollegeprincipal@gmail.com

## SREE NARAYANA GURU COLLEGE OF COMMERCE, CHEMBUR

Re-Accredited by NAAC (Grade 'B'-CGPA 2.45) [2019-2024]

(Permanently affiliated to University of Mumbai and recognized by UGC under Sections 2(f) and 12B of UGC Act P.L Lokhande Marg, Chembur (West), Mumbai-400089).

### COUNSELLING FOR THE ACADEMIC YEAR 2022-23

Our institution provides counselling facility for the students to understand the various problems faced by the students and to improve their mental health. This helps in creating a learning environment that facilitates the academic and social development of the students. The college has an on-call counsellor, Ms. Lakshmi Nair who helps in identifying the learning disabilities of the students and to provide support for them.

Apart from this our institution has initiated the process of mentoring in the college for the students to guide in their academic and non-academic matters. This mentoring system is akin to counselling wherein students approach the faculties and discuss their problems. Each faculty has been allotted a group of students for better coordination and guidance. The faculties are required to send the mentoring reports to the head of the institution.

The key aspects of this system are as follows:

- Mentors share their expertise, experiences, and wisdom with mentees. This can include technical knowledge, career advice, and life lessons.
- Mentors assist mentees in setting goals and creating a path toward achieving them. They provide constructive feedback and help identify areas for improvement.
- Mentors offer emotional support and encouragement, especially during challenging times. They boost confidence and provide motivation.
- Mentors serve as role models, demonstrating desirable behaviors, values, and attitudes that contribute to success.

Our students feel quite motivated by the approach followed in our institution.