



प्रधानमंत्री कॉलेज ऑफ एक्सीलेंस
शासकीय हमीदिया महाविद्यालय, भोपाल म.प्र.



Website : <https://govhamidiacollege.com/> Ph.-Fax No. 0755-2660447,2660081 Email – heghaacbho@mp.gov.in

7.1.1 Measures initiated by the Institution for the promotion of gender equity


PRINCIPAL
Govt. Hamidia Arts & Commerce
College, Bhopal

**The Recommendations of The UGC
Committee on
Women Safety and Security:**

The UGC is committed to the goal of developing a safe, secure and violence free environment in all the educational institutions across the country. It has been reviewing the safety of the campus communities especially women from time to time and issuing guidelines for the same. In this regard, the UGC again setup a committee in 2022 and tasked it with reviewing and updating the safety guidelines for implementation.

On a general note, the committee observed that there is a strong need to challenge the culture of silence that perpetuate the acts of violence against women, be it within the campus or outside. The committee, however, was cognizant of the prevailing norms and practices of masculinities in the functioning of educational institutions that posed a real hurdle in the effective implementation of policies meant to combat sexual harassment and gender based violence in higher educational institutions (HEIs). It was therefore, imperative that HEIs emerged out of the denial mode and acknowledged the prevalence of sexual harassment on campuses and thereafter, implemented the UGC guidelines as a multi-dimensional redressal mechanism. Gender sensitisation of each and every individual on the campus including the vice chancellor, registrar, the principal, the administrative officers, all the teaching and non- teaching staff, students, research scholars, all service providers and workers (permanent, temporary and contractual) will pave the way for making our campuses safe and secure for women.

Guidelines for basic facilities & amenities for secure environment for women on campuses and Women Cell (for sensitization, policy implementation, monitoring and grievance redressal) in higher educational institutions

1. Students should be provided with a handbook at the time of admission that would contain detailed information about rules and regulations regarding proper conduct and behaviour expected of them. It should list the helpline numbers of ICC members, student counsellors, anti-ragging cell, proctor office, medical emergencies, health centre, canteen, and other university authorities to be approached in case of need.
2. Professional counseling services should be available on the campus to address the psychological and emotional concerns of the students.
3. Safety of women is a paramount concern for all. The higher education choices are, quite often, limited by perceptions of risk involved in going „outside“ the home for higher education. Therefore, efforts by the college/university administration to make their campuses better equipped and safer for women would strengthen women’s participation in institutions of higher learning. Infrastructural improvement measures, therefore, would act as a strong component in creating a women friendly campus.
4. The HEIs should ensure easy access to basic sanitation and hygiene facilities for women such as clean, well maintained and fully functioning separate restrooms equipped with 24 hours tap water supply, soap, covered dustbins, sanitary pad disposal bins and vending machines in all

https://www.ugc.gov.in/pdfnews/6110248_CURRICULUM-FRAMEWORK-ENVIRONMENT-FOR-WOMEN-WOMEN-CELL.pdf


7.1.1 ANNUAL GENDER SENSITIZATION ACTION PLAN

2023-24

- **Workshops and Seminars:**
 - Conduct workshops on gender equality, sensitivity, and inclusivity for students, faculty, and staff.
 - Invite experts and activists to deliver talks on gender issues, rights, and challenges.
- **Awareness Campaigns:**
 - Organize awareness drives on campus, promoting gender equality through posters, street plays, and interactive sessions.
 - Observe significant days like International Women’s Day, Transgender Day to highlight gender-related issues.
- **Curriculum Integration:**
 - Introduce modules or topics on gender studies, equality, and human rights in the curriculum.
 - Promote research and projects on gender-related themes to encourage academic exploration.
- **Support Systems:**
 - Strengthen the Internal Complaints Committee (ICC) and ensure effective grievance redressal mechanisms.
 - Establish gender resource centres to provide counselling and support for gender-related concerns.
- **Skill Development and Empowerment:**
 - Organize self-defense workshops, leadership training, and career development programs, especially for female and marginalized students.
- **Inclusivity in Campus Life:**
 - Ensure gender-neutral facilities such as washrooms and accommodations on campus.
 - Promote equal representation of genders in leadership roles, events, and extracurricular activities.
- **Regular Surveys and Feedback:**
 - Conduct periodic surveys to understand gender-related challenges faced by students and staff and improve initiatives accordingly.
- **Media and Film Screenings:**
 - Host screenings of films and documentaries addressing gender issues, followed by group discussions to foster understanding.
- **Community Engagement:**
 - Extend gender sensitization programs to local communities and schools, promoting inclusivity beyond the campus.

Action plan is as follows:

- ① Women Empowerment week (1st - 8th March)
- ② Organizing the necessary as well as important meeting
- ③ Essay writing competition
- ④ extempore competition
- ⑤ street play competition
- ⑥ Pledge for women equality


DR. APURITA SHARMA
PROFESSOR & HEAD
DEPT. OF ENGLISH
GOVT. HAMIDIA & C COLLEGE
BHOPAL

Gender Sensitization Policy



Govt. Hamidia Arts and Commerce College, Bhopal



Gender Sensitization Policy

Objective:

- To establish an environment fostering gender equality, challenging stereotypes, and eradicating discrimination.
- To enhance awareness and comprehension of gender-related issues within the college community.
- To promote inclusivity, respect, and equal opportunities for individuals, irrespective of gender.
- To sensitize and educate employees and stakeholders on gender-related matters for a more inclusive institution.
- To monitor and evaluate the implementation of the Gender Sensitization Policy.

Preamble: Govt. Hamidia Arts & Commerce College is dedicated to creating an inclusive and diverse educational community that values and respects the unique experiences, perspectives, and identities of all its members. As part of this commitment, we endorse the principles of gender equality, non-discrimination, and respect for all individuals, irrespective of their gender identity and expression.

Policy Statement:

Gender Equality: Our college is committed to fostering an environment that actively promotes gender equality and works to eliminate gender-based discrimination, stereotypes, and bias.

Prevention of Harassment and Discrimination: We unequivocally reject any form of gender-based harassment or discrimination, whether sexual, verbal, non-verbal, or any other form. All students, faculty, and staff have the right to work and study in an environment free from harassment and discrimination.

Gender Sensitization Training: The institute will provide mandatory gender sensitization training for all members of the college community to raise awareness about gender-related issues, promote respect, and encourage gender sensitivity.

Support Services: The college will provide comprehensive support services and resources for individuals who have experienced gender-based harassment or discrimination, including counselling and legal support.

Gender-Neutral Facilities: Efforts will be made to provide gender-neutral facilities, including restrooms and housing, to accommodate the diverse needs of all students and staff.

Inclusive Curricula and Awareness: The institution will integrate gender-related topics into curricula to foster awareness and understanding of gender issues. Additionally, awareness campaigns, workshops, and events will be organized to promote gender sensitization.

Representation and Leadership: The college actively encourages gender diversity and equal representation in leadership roles and decision-making bodies.

Monitoring, Reporting, and Compliance: The college administration will ensure the effective implementation of this policy, establish clear and confidential reporting mechanisms for incidents of harassment or discrimination, and periodically review it to align with evolving gender sensitization best practices and legal requirements.

The institute is committed to providing an inclusive, respectful, and safe environment for all its members, irrespective of their gender identity. This gender sensitization policy reflects our dedication to fostering a culture of gender equality, mutual respect, and awareness of gender-related issues.



(Dr. Pushplata Chouksey)
Principal

Incorporating Gender sensitization topics in curriculum

Incorporating Gender sensitization topics in curriculum refer to the incorporation of content and learning objectives aimed at raising awareness, understanding, and empathy regarding gender issues. These topics are integrated into various educational levels, from under graduation and post-graduation level through higher education, and across diverse subjects such as sociology, literature, psychology, commerce and even in economics . Some key aspects:

1. **Understanding Gender:** Curricula include content that introduces students to the concept of gender as a social construct distinct from biological sex. This involves explaining how societal norms, expectations, and roles influence perceptions of masculinity, femininity, and gender diversity.
2. **Gender Stereotypes and Bias:** Students learn to recognize and critically analyze gender stereotypes perpetuated by media, culture, and societal norms. They explore how these stereotypes contribute to inequality, prejudice, and discrimination based on gender identity or expression.
3. **Gender Equality and Equity:** Curricula emphasize the principles of gender equality and equity, teaching students about the importance of ensuring equal rights, opportunities, and treatment for people of all genders. This includes discussions on addressing systemic barriers that perpetuate gender-based disparities in areas such as education, employment, and healthcare.
4. **Gender-Based Violence:** Students are educated about the prevalence and impact of gender-based violence, including domestic violence, sexual harassment, and human trafficking. They learn about the root causes of such violence and explore strategies for prevention, intervention, and supporting survivors.
5. **Intersectionality:** Curricula integrate discussions on intersectionality, acknowledging that individuals' experiences of gender are shaped by intersecting factors such as race, ethnicity, class, sexuality, disability, and other identities. This intersectional approach helps students understand the complexities of gender inequality and the importance of addressing multiple forms of discrimination simultaneously.
6. **Role Models and Contributions:** Students learn about historical and contemporary figures who have challenged gender norms, contributed to gender equality movements, and made significant achievements across diverse fields regardless of gender. This includes highlighting the contributions of women, LGBTQ+ individuals, and gender non-conforming people to society.
7. **Empathy and Respect:** Curricula foster empathy, respect, and inclusivity by encouraging students to consider diverse perspectives and experiences related to gender. Through interactive activities, discussions, and reflective exercises, students

develop interpersonal skills for communicating respectfully and effectively across gender differences.

8. **Active Citizenship and Advocacy:** Students are empowered to become active citizens and advocates for gender justice by learning about their rights, responsibilities, and opportunities to create positive change within their communities and beyond. This may involve engaging in service-learning projects, participating in awareness campaigns, or joining student-led initiatives focused on gender equity.

Overall, gender sensitization topics in curricula aim to cultivate critical thinking, empathy, and a commitment to social justice among students, equipping them with the knowledge and skills needed to challenge gender inequality and contribute to building more inclusive and equitable societies.

Women faculty members contribute e-content for student access

<https://govhamidiacollege.com/video-link/>

Hamidia College's UG and PG syllabi promote gender equality and women empowerment. Subjects like History, Sociology, Psychology, English, and Hindi include gender-specific content. Topics cover women's roles in the National Freedom Movement, nation-building, tribal society, and literature, fostering gender sensitivity and awareness of women's contributions.

Class/Paper	Subject		Content
B.A. III Year	Economics	Gender	Economic development & Gender Equality women
B.A.	English	Gender	Poems of Kamala Das and Sarojini Naidu , Henrik Ibsen' "A Doll's house" Virginia Woolf's "Mrs. Dalloway" Thomas Hardy's "Tess of the D'Urbervilles" Simon De Beauvoir's "The Second Sex"
M.A.III Year (Paper)	Political Science	Gender	Women Status – Property Rights, reform Legislation and Political Participation, Tradition and modernity
B.A.II Year (Paper I)	History	Gender	Role of Rani Dugavati, Jijabai, Chandbibi in History
B.A.III Year (Paper I)		Gender	Role of Women in freedom struggle –Laxmi Bai, Avanti Bai, Jhalkari Bai
B.A.III Year (Paper II)	Sociology		Upliftment of women
B.A.I Year (Paper II)			Gender Inequality
M.A.II Sem (Paper IV)	Sociology		Gender and Family
M.A.III Sem (Paper III)			Women empowerment Women and Government Policies
M.A.III Sem (Paper IV)			Crime against women Crime and women
M.A.IV Sem (Paper IV)		Gender	Women and child labour
Project work		Project work Gender	Women upliftment centers

Gender inclusive holistic education in NEP

The National Education Policy 2020 envisages an inclusive and structural change in the educational system. It focuses on 'Equitable and Inclusive Education' which reverberates the idea that no child should be left behind in terms of educational opportunity because of their background and socio-cultural identities. It has taken into account the concerns of the Socio-Economically Disadvantaged Groups (SEDGs) which includes female and transgender individuals, Scheduled Castes, Scheduled Tribes, OBCs, minorities and other categories.

Under the auspices of the Department of History, Govt. Hamidia Arts and Commerce College, a discussion on the topic "**The Depiction of the Transgender Community** in Hindi Films and Television: Myth and Reality" was organized on March 15, 2024, at 12:30 PM.

The event featured Ms. Sanjana Singh Rajput, a renowned social activist, Trans Icon of the Madhya Pradesh State Election Commission, and the first transgender government official of Madhya Pradesh, as the keynote speaker. Ms. Rajput highlighted that films and television significantly influence society and therefore hold the responsibility of portraying content thoughtfully and responsibly. She emphasized that many films have perpetuated misconceptions about the transgender community by showing only one-sided narratives, neglecting the achievements of transgender individuals excelling in various fields globally.

She advocated for showcasing the community's contributions to society and stressed the importance of addressing the identity crisis faced by transgender people, which lies at the root of many of their challenges. "We don't need sympathy; we need opportunities and acceptance," she stated passionately, urging society to embrace inclusivity.

The event was headed by the college principal, Dr. Pushplata Chouksey, the Head of the Department of History, Dr. Rachna Mishra, and faculty members including Dr. Anil Dubey and Dr. Ajay Ghosh, along with students from various departments. The session was conducted by Shivam Sharma.

Special congratulations and thanks were extended to Dr. Rachna Mishra, the History Department, faculty members, and students for organizing this insightful discussion on an overlooked yet significant aspect of society. Such meaningful dialogues are vital for fostering awareness and inspiring positive change.

Outcome of the Activity:

1. Enhanced Awareness and Sensitivity:

- Students and faculty gained a deeper understanding of the challenges and achievements of the transgender community, particularly in addressing misconceptions perpetuated by media.

2. Promoted Inclusivity:

- The event fostered a culture of acceptance, urging participants to reflect on the importance of providing opportunities and embracing the transgender community as an integral part of society.

3. Encouraged Positive Dialogue:

- Open discussions on sensitive societal issues encouraged participants to think critically about representation, identity, and inclusivity in their spheres of influence.

4. Advocacy for Change:

- Highlighting the need for fair representation in media and the elimination of stereotypes inspired attendees to advocate for more inclusive and responsible portrayals.

5. Empowered Students:

- The interaction with a prominent figure like Ms. Sanjana Singh Rajput motivated students to take active roles in promoting social harmony and addressing societal challenges.





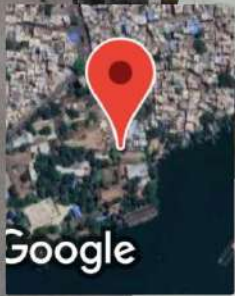
Bhopal, Madhya Pradesh, India

H. No.20 Masjid Hasan Bagh Hathikhana, near New Hamidia college, Budhwara, Bhopal, Madhya Pradesh 462001, India

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Long 77.405165°

15/03/24 01:00 PM GMT +05:30



Bhopal, Madhya Pradesh, India

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15/03/24 01:03 PM GMT +05:30



GPS Map Camera



Bhopal, Madhya Pradesh, India

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Long 77.405052°

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Mahila Vikas Samiti.

Mahila Utpidan Nirodhak Samiti
Mahila Manobal Vikas
Mahila Sabhaktikaran
Samiti.

Dr. APRAJITA SHARMA

(24/2/2025)

DR. APRAJITA SHARMA
PROFESSOR & HEAD
DEPT. OF ENGLISH
GOVT. HAMIDIA A&C COLLEGE
BHOPAL

Notice

महिला उच्चीकृत नियोजक कुक्कोठ महिला
मनोवला सभल महिला लशकिलकरण लभिलि की
एक आरुषक बंधक दिनांक 01.03.2024 की
कई क्रांके 4-5 मी दोपहर 12.00 बजे
आपोजित की जपेजी। सभिलि की लसी लवल
आरुषक एव की उपलिलत रई।

1. डा. रानी गुला
2. डा. नीरजा आरुका
3. डा. अर्पणा रौत
4. श्री फावल ललिलद



2

Minutes of meeting related to
the activity.

आज दिनांक 1.3.2024 की रात 11-5 के महिला
अभियंता निदेशक लॉक की बैठक (अंश 2)

सर्वप्रथम के दिन (अंश 2) परिते किए गए।

1. दिनांक 1/3 के 8/3/24 तक महिला अभियंता
अभियंता द्वारा जापान लॉक निदेशक (अंश 2)
आयोजित किए जाएंगे।

(i) सुझाव राखें

(ii) निदेशक लेखन



Report and outcome.

गढ़ाबति में NISSE कार्यक्रम के
साथ महिला भोलावल विकास के
लेखा धान में डा.0 अपरशक्ति
शर्मा ने अपना व्याख्यान दिया
एवं महिला शिक्षा, जागृति एवं
समग्र विकास की ओर अग्रसर
होने का आह्वान किया।

1. Dr. A. Sharma
2. Mrs. Asha Devi
3. Dr. Neeraj Shrivastava N. Shrivastava
- 4.
5. Jyoti Chelvi

Lecture on Women Empowerment
in Rusa Hall.





दि 02.03.22 को महिला विद्यालय
में नृत्य नाटक की प्रस्तुति की
गई। उक्त प्रस्तुति महिला मनोव्यक्त
विकास के अंतर्गत हुई जिसमें
उच्च शिक्षा के महत्व पर जोर
दिया गया।

इस कार्यक्रम में डा० नीरवा
भारद्वज, डा० नरवरिया, डा० गौड़
डा० शर्मा एवं प्राचार्य डा० कुष्पलता
जोकर ने अपने विचार व्यक्त किए
अस्त्रिय लज।

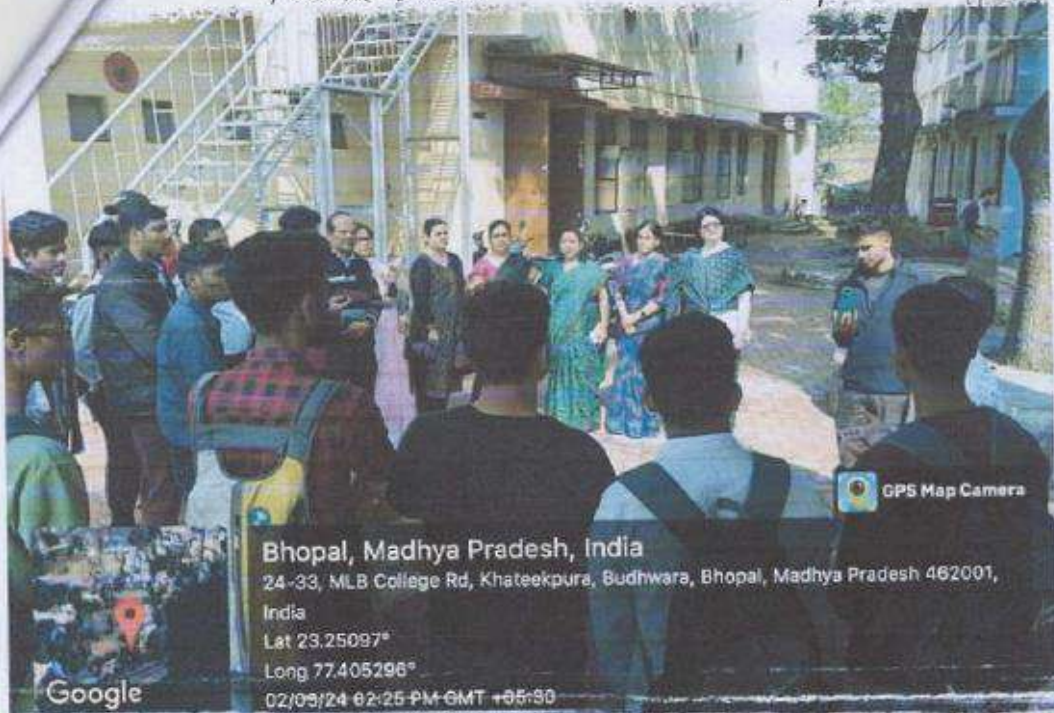
1. Dr. ANRASHITA SHARMA
2. Dr. Neejya Bhandwaj
3. Dr. Neejya Bhandwaj
4. Dr. Neejya Bhandwaj
5. Dr. Neejya Bhandwaj
6. Dr. Neejya Bhandwaj

N. Bhandwaj

Dr. Neejya Bhandwaj

Dr. Neejya Bhandwaj

NOKKAD - NATAK / Photographs.



"SHIKSHA PAR JOR"

दि ०२.०३.२४ को महिला
सशक्तिकरण समिति द्वारा दि
०२.०३.२४ को शपथ दिलाई
गई कि वह महिलाओं को सदैव
सहयोग करेंगे। प्राचार्य महोदय ने शपथ दिलाई
शपथ समारोह में समस्त विभागों
से पुरुष / महिला प्राध्यापकों ने
हिस्सेदारी की। छात्रों का उत्साह
देखने योग्य था।

1. Dr. APRAGITA SHARMA
2. Mrs. Shipany Chauhan
3. Dr. Neeraj Bhuradwaj
- 4.
5. Farooq Khalid
- 6.

N. Bhanu

Farooq



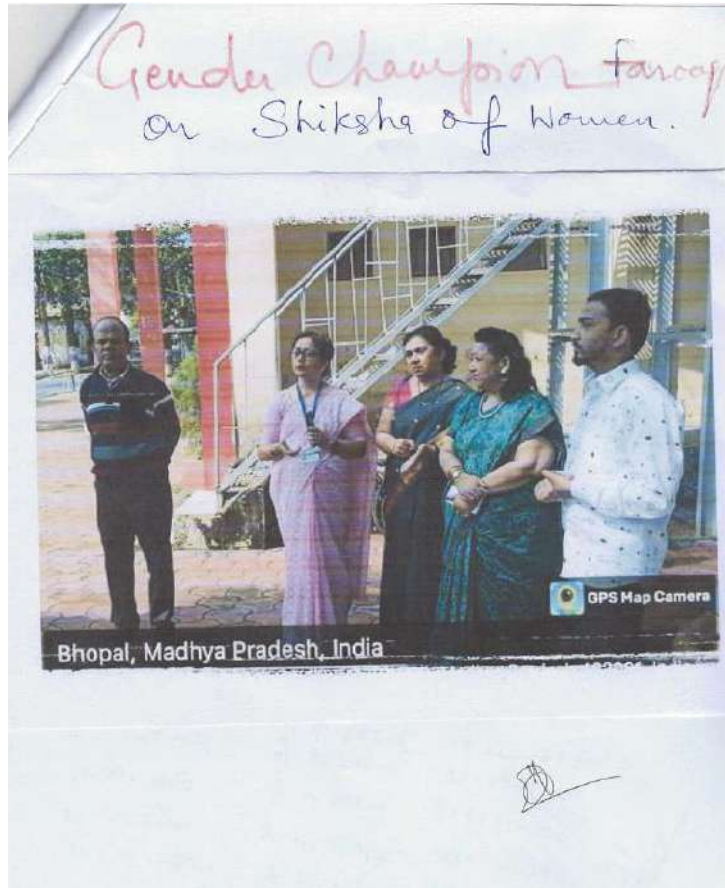
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उपस्थित व्यक्तियों की सूची
Signature & feedback

क्र.	नाम	कक्षा	सं. क्र.
1-	प्रेमिका शर्मा	ए.ए. स्त्रीय सेव	7879187899
2-	मीरा श्रीवास्तव	ए.ए. स्त्रीय सेव	9685498628
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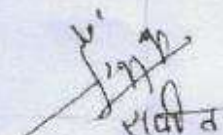
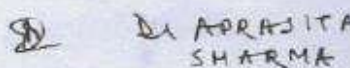
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Gout. Hamidia Arts & Commerce
College
Bhopal.

2-3-24.

Women empowerment cell
celebrating week for
Women Power 1 to 8 March
2024.

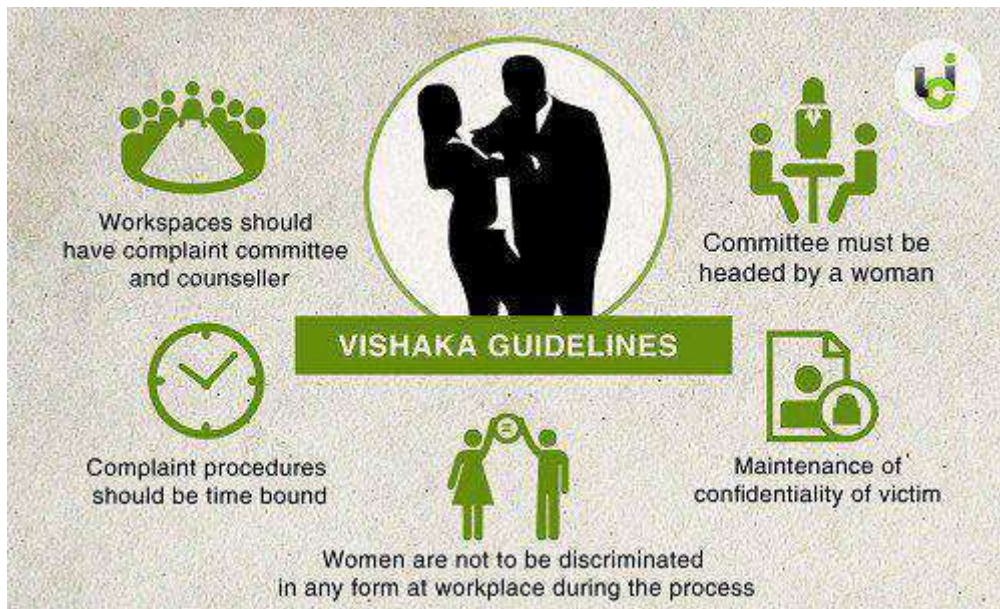
Students Present. Teachers

- | | | |
|---------------------------|---|--|
| 1. Farooz Khalid |  |  |
| 2. _____ | _____ | |
| 3. ARUN | _____ | <u>Nishanbargi</u> |
| 4. गुरुन सुर्वर | _____ | <u>Aspava kaur</u> |
| 5. पद्मेश्वर कापडे | _____ | |
| 6. आशीष विश्वकर्मा | _____ | |
| 7. रॉयशा गुप्ता | _____ | |
| 8. पिनाक साहू | _____ | |
| 9. मोहित चौबे | _____ | |
| 10. Rohit Singh | _____ | |
| 11. Umesh Kumar Prajapati | _____ | _____ |



Vishakha Guidelines

The **Vishakha Guidelines**, established by the Supreme Court of India in 1997, provide a framework to prevent and address sexual harassment at the workplace and educational institutions. These guidelines are essential to ensure a safe and respectful environment, particularly in colleges like Govt. Hamidia Arts and Commerce College, where students are at a formative stage of their personal and professional growth. Raising awareness about the Vishakha Guidelines empowers students to understand their rights, recognize inappropriate behavior, and take informed actions to safeguard themselves and others. Conducting activities such as workshops, seminars, and interactive sessions helps instill confidence, promotes gender sensitivity, and creates a culture of respect and equality on campus, ultimately contributing to a supportive and inclusive educational environment.



**IMPORTANT NOTICE FOR ALL REGULAR AND PRIVATE
STUDENTS**

Attendance is Compulsory as internal marks depend on participation in Departmental activities.

We are pleased to announce a panel discussion on 04 March 2024 at 12:00 pm on the "**Vishakha Guidelines & Creating a positive psychological environment for women in Workplace**" aimed at creating awareness and fostering dialogue on preventing and addressing workplace harassment.

For Panel Discussion Preparation, You must Read about following:

1. Are you aware about Vishakha Guidelines?
2. What are the Problems/challenges Faced by women in Workplace?
3. What is its impact on mental health?
4. Being a Male member, what you can contribute for mutual respect of a lady at workplace.
5. What is the outlook of a society and family towards working women?
6. Any famous case study about woman facing challenges in their workplace.
7. Being an integral member of society, what would you suggest to make a working environment more comfortable and safer place?

The panel discussion is open to any other aspect or concern related to the topic for discussion. Students are free to voice their opinions ...we expect and welcome a spirited discussion on the burning issue...as mentioned attendance is compulsory for all...


HOD, Psychology.

To
THE PRINCIPAL


Date: 27/02/24

G.V.T. HANALDIA ARTS & COMMERCE COLLEGE, BHOPAL (M.P.)

SUBJECT: REQUEST FOR RUSA SEMINAR HALL

RESPECTED MADAM,
I KINDLY REQUEST YOU TO GRANT US PERMI-
SSION TO USE THE RUSA SEMINAR HALL ON 04TH MARCH/2024
AT 12:00 PM. FOR A PANEL DISCUSSION ON "VISHAKHA GUIDELI-
NES AND CREATING A POSITIVE PSYCHOLOGICAL ENVIRONMENT FOR
WOMEN IN WORK PLACES". THE PANEL DISCUSSION IS BEING
DONE TO COMMEMORATE INTERNATIONAL WOMEN WEEK. THE
DISCUSSION AIMS AT CREATING A THINKING GENERATION OF
MEN AWARE OF THE CHALLENGES FACED BY WOMEN IN WORK
PLACE, ITS PSYCHOLOGICAL IMPACT AND WOULD INVITE SUGGESTION
FROM THE PARTICIPANTS TO FURTHER IMPROVE THE WORKING CONDITIO-
NS

Permitted
28/2/24
OFFICE
G.V.T. HANALDIA ARTS & COMMERCE COLLEGE, BHOPAL (M.P.)

Gratefully

27/02/24
Dr. SHAHIN GHANI
HOD, PSYCHOLOGY

Questions for Panel Discussion


1. How aware is society about Vishakha Guidelines.
2. Can you throw light on supreme court verdict and why it is called as vishakha.
3. Would you like to share Problems/ Challenges about working condition of women in your specific workplaces.
4. Would you like to share any case study about women facing challenges in their workplace.
5. Do you think Women face prejudice, Discrimination and stereotypes at workplace and home.
6. What is the impact of these challenges on women's mental health, wellbeing and quality of life.
7. Despite maintaining a work-life balance, do the stressors of workplace, have a carry over effect on personal life, environment and society.
8. Are we still having glass ceiling effect in our system.
9. Are problems faced by working women is restricted to particular socioeconomic strata or they are well spread in all socioeconomic strata.
10. Can cultural values and morals have an effect on specific challenges in workplace for women
11. Is caste discrimination also prevalent like gender discrimination for women at workplace
12. What you feel is the outlook of society/families towards working women
13. Being a male and integral member of society, how can you contribute for women equality at workplace and mental health.

पैनल चर्चा के लिए प्रश्न

1. विशाखा गाइडलाइन्स को लेकर समाज कितना जागरूक है.
2. क्या आप सर्वोच्च न्यायालय के फैसले पर प्रकाश डाल सकते हैं और इसे विशाखा क्यों कहा जाता है। 3.

क्या आप अपने विशिष्ट कार्यस्थलों में महिलाओं की कामकाजी स्थिति के बारे में समस्याएं/चुनौतियां साझा करना चाहेंगे।

4. क्या आप अपने कार्यस्थल में चुनौतियों का सामना करने वाली महिलाओं के बारे में कोई केस स्टडी साझा करना चाहेंगे? 5. क्या आपको लगता है कि महिलाओं को कार्यस्थल और घर पर पूर्वाग्रह, भेदभाव और रुढ़िवादिता का सामना करना पड़ता है?
6. इन चुनौतियों का महिलाओं के मानसिक स्वास्थ्य, खुशहाली और जीवन की गुणवत्ता पर क्या प्रभाव पड़ता है?
7. कार्य-जीवन संतुलन बनाए रखने के बावजूद, कार्यस्थल के तनाव का व्यक्तिगत जीवन, पर्यावरण और समाज पर प्रभाव पड़ता है।
8. क्या हमारे सिस्टम में अभी भी ग्लास सीलिंग का प्रभाव है। 9. क्या कामकाजी महिलाओं द्वारा सामना की जाने वाली समस्याएँ विशेष सामाजिक-आर्थिक स्तर तक ही सीमित हैं या वे सभी सामाजिक-आर्थिक स्तरों में फैली हुई हैं।
10. क्या सांस्कृतिक मूल्य और नैतिकता महिलाओं के लिए कार्यस्थल में विशिष्ट चुनौतियों पर प्रभाव डाल सकते हैं?
11. क्या कार्यस्थल पर महिलाओं के लिए लैंगिक भेदभाव की तरह जातिगत भेदभाव भी प्रचलित है?
12. आप जो महसूस करते हैं वह कामकाजी महिलाओं के प्रति समाज/परिवार का दृष्टिकोण है
13. एक पुरुष और समाज का अभिन्न सदस्य होने के नाते, आप कार्यस्थल पर महिलाओं की समानता और मानसिक स्वास्थ्य के लिए कैसे योगदान दे सकते हैं?


HOD, Psychology

संख्या संकेत

ONEL DISCUSSION

04/03/24

VISHAKHA GUIDELINES & CREATING A POSITIVE PSYCHOLOGICAL ENVIRONMENT FOR WOMEN IN WORKPLACE

- | | | |
|--------------------------|--|----------------------|
| 1) Abhay Vishwakarma | BA - 3 rd | Abhay |
| 2) Aasiya Rignai | BA - 2 nd | Aasiya |
| 3) Anurag Panthi | BA - 2 nd | Anurag |
| 4) Radhika Kogte | BA - 2 nd | Radhika |
| 5) Tanvi Sharma | Ba 2 nd | Tanvi
4/3/24 |
| 6) Vijaykulkarni | Ba. 2 nd | Vijay
4/03/24 |
| 7) Ashish Vishwakarma | Ba 2 nd | Ashish
04/03/24 |
| 8) Abhishek Karmami | MA 4 th sem | Abhishek
04/03/24 |
| 9) SHIKHAR MAYWAD | MA 4 th sem | Shikhar
04/03/24 |
| 10) Deepesh Chouhan | Ba. 3 rd | Deepesh |
| 11) Mahendra Singh | MA I sem | Mahendra |
| 12) Kashi Ram Lovewanski | MA 1 st year | Kashi |
| 13) Prashant | MA 1 st year | Prashant |
| 14) Rahul Raikwar | MA 1 st sem | Rahul |
| 15) Dr. Sandeep Singh | MA 1 st year | Sandeep |
| 16) Gaurav Sonane | MA 2 nd year
2 nd sem | Gaurav |
| 17) Alok Kushwaha | MA - IV th sem (2 nd year) | Alok |
| 18) Harsh Kalyan | M.A. - 1 st sem | Harsh
04/03/24 |

18

× In call messages



Messages can only be seen during the call by people in the call



You 12:01 PM

We are about to start panel discussion.



sufi abdul tehseen 12:19 PM

Farooq kindly mute ur mic.



Gaurav Mhase 29 min

सर नमस्कार,
एक सवाल था, यदि किसी ऑफिस में विशाखा या
POSH कोमिती सही तरीके से कार्य नहीं करती है तो
कहाँ सम्पर्क करें ताकि यह कोमिती सही से काम कर
पाए।
बहुत शुक्रिया।



Gaurav Mhase 2 min

13 seconds



Report

Report on Panel Discussion In Hybrid Mode on "Vishakha Guidelines and Creating a Positive Psychological Environment for Women in the Workplace"

Under the aegis of the Internal Quality Assurance Cell (IQAC), the Department of Psychology commemorated International Women's Week by organizing a panel discussion on the aforementioned topic on March 4, 2024, at the RUSA Hall, commencing at 12:00 p.m. The program aimed to foster awareness regarding Vishakha guidelines and the myriad challenges encountered by women across diverse professional settings.

The panel comprised four distinguished experts representing various domains:

- Lieutenant Colonel Piyush Paul
- Police Officer Mr. Rajan Ahirwar
- Legal Expert Mr. Manohar Kumar Gaur
- Corporate Field Expert Mr. Girish Kisnani

Spanning two and a half hours, the panel discussion was attended by 17 students in offline attendance and additional 9 participants joining via Google Meet in an online capacity.

Key Outcomes:

The discourse facilitated a rich exchange of compelling thoughts and ideas, engaging the attending students. Noteworthy topics included:

- Analysis of the Mary Sue Effect.
- Discussion of Gender Pay Gap phenomena.
- Deliberation on Corporate Social Responsibility.
- Explication of channels for registering complaints under Vishakha guidelines and the consequent punitive measures.
- Emphasis on fostering an inclusive identity diffusion to promote gender equality.
- Exploration of the cultural and socioeconomic implications of women in the workplace.
- Discourse on prevalent prejudices and discriminatory practices.
- Debate surrounding the Glass Ceiling Effect.

The inclusion of case studies prompted diverse perspectives from the panelists, generating insightful discussions albeit with occasional disagreements. Furthermore, After the session, open forum was provided for students to actively participate, leading to a healthy exchange of ideas, queries, and recommendations among both the panelists and attendees. Favorable feedback was garnered from the audience, reflecting the session's effectiveness in stimulating meaningful dialogue and fostering awareness on pertinent issues surrounding women in the workplace.


H.O.D., Psychology

REPORT (OUTCOME)



A panel discussion in hybrid mode was conducted by the Dept. of Psychology on 4th March 2024 celebrating International Women Week.

The topic of the discussion was **"Vishakha Guidelines and creating a positive psychological environment for women in workplace"**.

The panelists included Lt. Col. Peeyush Paul, Police Officer Mr. Rajan Ahiwar, Legal expert Mr. Manohar Gaur and Corporate expert Mr. Girish Kishnani.

The session was found to be very enriching by students with a health debate and discussion culture being fostered in the dept. The discussion was followed by enthusiastic questions from the

STUDENTS
HOD, PSYCHOLOGY


REPORT (OUTCOME)

A panel discussion in hybrid mode was conducted by the Dept .of Psychology on 4th March 2024 celebrating International Women Week .

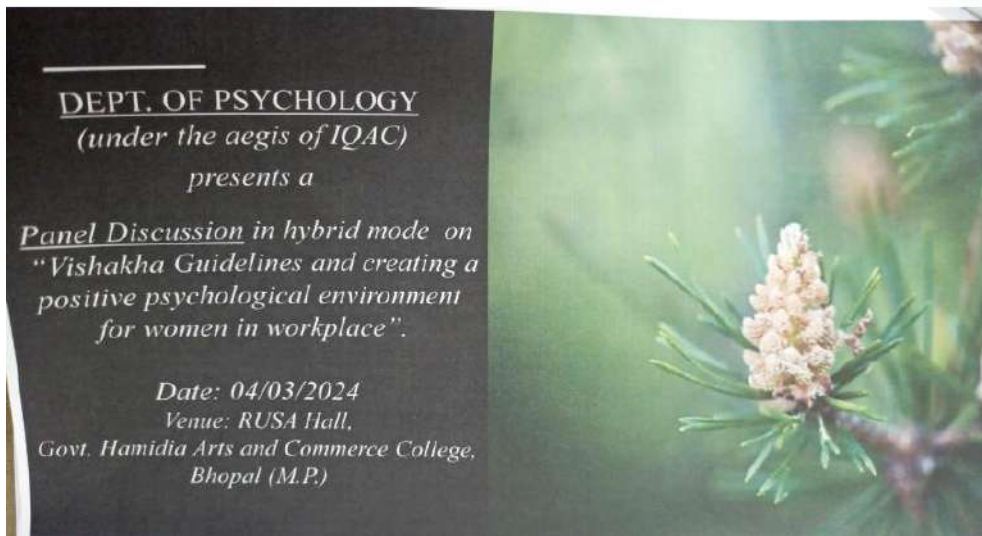
The topic of the discussion was " Vishakha Guidelines and creating a positive psychological environment for women in workplace" .

The panelists included Lt.Col. Peeyush Paul, Police Officer Mr. Rajan Ahirwar, Legal expert Mr. Manohar Gaur and Corporate expert Mr. Girish Kishnani.

The session was found to be very enriching by students with a health debate and discussion culture being fostered in the dept. The discussion was followed by enthusiastic questions from the audiences towards the panel which were answered to their satisfaction.


Dr. SHAHIN GHANI
HOD, PSYCHOLOGY

Geo-tagged Photos

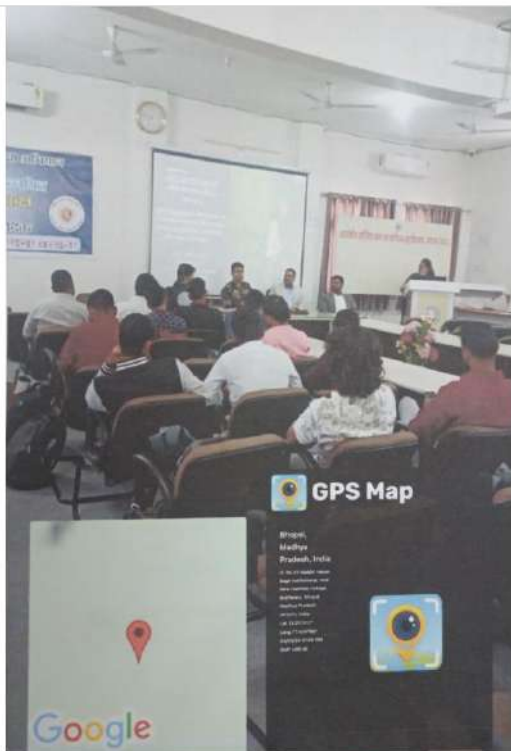




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Feedback

Govt Hamidia Arts and Commerce College, Bhopal
Department of Psychology
Feedback Form for Departmental Activities

Dear Students,

We value your feedback to continually improve our departmental activities. Please take a few moments to share your thoughts on the recent activity you participated in. Your responses are anonymous unless you choose to provide your name.

Activity Details: Panel Discussion in hybrid mode on 'Vishaka Guidelines'

Name of Activity: Vishaka Guidelines

Date: 04/03/24

Location: Bhopal Govt. Hamidia Art & Commerce College Bhopal

Feedback:

1. Overall Experience:

Excellent <input checked="" type="checkbox"/>	Good	Average	Below Average
---	------	---------	---------------

2. Relevance to Course/ Curriculum:

Highly Relevant <input checked="" type="checkbox"/>	Somewhat Relevant	Neutral	Not Relevant
---	-------------------	---------	--------------

3. Organization:

Very Well Organized <input checked="" type="checkbox"/>	Well Organized	Adequately Organized	Poorly Organized
---	----------------	----------------------	------------------

4. Quality of Content/ Presentation:

Very Informative/Engaging <input checked="" type="checkbox"/>	Informative/Engaging	Average	Uninspiring
---	----------------------	---------	-------------

5. Speaker(s) (if applicable):

Knowledgeable and Engaging <input checked="" type="checkbox"/>	Knowledgeable but Not Engaging	Average	Not Knowledgeable/Engaging
--	--------------------------------	---------	----------------------------

6. Opportunities for Improvement:

(Please provide specific suggestions or areas where you think we can improve.)

7. Additional Comments: good information about women
(Feel free to share any other thoughts or feedback.)

Optional Information (if you wish to provide):

Name:

Class and contact details:

Kashi Ram Lovewanshi

Class: - MA, 2nd sem. (Psychology)

Thank you for taking the time to complete this feedback form. Your input is valuable in shaping future activities within our department.


Signature of Student

Govt Hamidia Arts and Commerce College, Bhopal
Department of Psychology
Feedback Form for Departmental Activities

Dear Students,

We value your feedback to continually improve our departmental activities. Please take a few moments to share your thoughts on the recent activity you participated in. Your responses are anonymous unless you choose to provide your name.

Activity Details: *Panel Discussion about women Safety in workplace*
 Name of Activity:
 Date:
 Location: *Govt. A.C.C. Hamidia College Bhopal*
 Feedback: *-*

1. Overall Experience:

Excellent <input checked="" type="checkbox"/>	Good	Average	Below Average
---	------	---------	---------------

2. Relevance to Course/ Curriculum:

Highly Relevant <input checked="" type="checkbox"/>	Somewhat Relevant	Neutral	Not Relevant
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3. Organization:

Very Well Organized	Well Organized <input checked="" type="checkbox"/>	Adequately Organized	Poorly Organized
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4. Quality of Content/ Presentation:

Very Informative/Engaging <input checked="" type="checkbox"/>	Informative/Engaging	Average	Uninspiring
---	----------------------	---------	-------------

5. Speaker(s) (if applicable):

Knowledgeable and Engaging <input checked="" type="checkbox"/>	Knowledgeable but Not Engaging	Average	Not Knowledgeable/Engaging
--	--------------------------------	---------	----------------------------

6. Opportunities for Improvement: *-*
 (Please provide specific suggestions or areas where you think we can improve.)

7. Additional Comments: *we need more discussion like this*
 (Feel free to share any other thoughts or feedback.)

Optional Information (If you wish to provide):

Name:
 Class and contact details: *M.A 2nd year (Psychology) 7000093839*

Thank you for taking the time to complete this feedback form. Your input is valuable in shaping future activities within our department.

[Signature]
 Signature of Student

Govt Hamidia Arts and Commerce College, Bhopal
Department of Psychology
Feedback Form for Departmental Activities

Dear Students,

We value your feedback to continually improve our departmental activities. Please take a few moments to share your thoughts on the recent activity you participated in. Your responses are anonymous unless you choose to provide your name.

Activity Details: *Vishakha Guidelines and Creating positive psychological environment*

Name of Activity:

Date:

Location:

Feedback:

1. Overall Experience:

Excellent <input checked="" type="checkbox"/>	Good	Average	Below Average
---	------	---------	---------------

2. Relevance to Course/
Curriculum:

Highly Relevant <input checked="" type="checkbox"/>	Somewhat Relevant	Neutral	Not Relevant
---	-------------------	---------	--------------

3. Organization

Very Well Organized <input checked="" type="checkbox"/>	Well Organized	Adequately Organized	Poorly Organized
---	----------------	----------------------	------------------

4. Quality of Content/ Presentation:

Very Informative/Engaging <input checked="" type="checkbox"/>	Informative/Engaging	Average	Uninspiring
---	----------------------	---------	-------------

5. Speaker(s) (if applicable):

Knowledgeable and Engaging <input checked="" type="checkbox"/>	Knowledgeable but Not Engaging	Average	Not Knowledgeable/Engaging
--	--------------------------------	---------	----------------------------

6. Opportunities for Improvement:

(Please provide specific suggestions or areas where you think we can improve.)

Need to awareness for social environment

7. Additional Comments:

(Feel free to share any other thoughts or feedback.)

Very Good information.

Optional Information (If you wish to provide):

Name: *Rahul Raikwar*

Class and contact details:

MA (Psychology)

Thank you for taking the time to complete this feedback form. Your input is valuable in shaping future activities within our department.

Rahul
04/03/24
Signature of Student

Govt Hamidia Arts and Commerce College, Bhopal
 Department of Psychology
 Feedback Form for Departmental Activities

Dear Students,

We value your feedback to continually improve our departmental activities. Please take a few moments to share your thoughts on the recent activity you participated in. Your responses are anonymous unless you choose to provide your name.

Activity Details: Panel Discussion in hybrid mode on "Vishakha
 Name of Activity: Guidelines and creating a positive psychological envt.
 Date: 04/03/24 for women in workplace.
 Location: Govt. Hamidia Arts & Commerce College.
 Feedback:

1. Overall Experience:

Excellent <input checked="" type="checkbox"/>	Good	Average	Below Average
---	------	---------	---------------

2. Relevance to Course/ Curriculum:

Highly Relevant <input checked="" type="checkbox"/>	Somewhat Relevant	Neutral	Not Relevant
---	-------------------	---------	--------------

3. Organization

Very Well Organized <input checked="" type="checkbox"/>	Well Organized	Adequately Organized	Poorly Organized
---	----------------	----------------------	------------------

4. Quality of Content/ Presentation:

Very Informative/Engaging	Informative/Engaging <input checked="" type="checkbox"/>	Average	Uninspiring
---------------------------	--	---------	-------------

5. Speaker(s) (if applicable):

Knowledgeable and Engaging <input checked="" type="checkbox"/>	Knowledgeable but Not Engaging	Average	Not Knowledgeable/Engaging
--	--------------------------------	---------	----------------------------

6. Opportunities for Improvement:
 (Please provide specific suggestions or areas where you think we can improve.)

7. Additional Comments:
 (Feel free to share any other thoughts or feedback.)

Optional Information (if you wish to provide):

Name: Harsh Kalyan
 Class and contact details: M.A. Ist Sem. 9826736987

Thank you for taking the time to complete this feedback form. Your input is valuable in shaping future activities within our department.


 Signature of Student

Notice

कार्यालय प्राचार्य

शासकीय हमीदिया कला एवं वाणिज्य महाविद्यालय, भोपाल म.प्र.

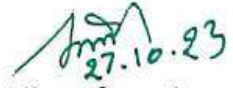


Website : <https://govhamidiacollege.com/> Ph.-Fax No. 0755-2660447,2660081 Email - heghaaccbho@mp.gov.in

भोपाल, दिनांक 27.10.2023


सूचना

समस्त विद्यार्थियों को सूचित किया जाता है कि अक्टूबर माह को मानसिक स्वास्थ्य जागरूकता के रूप में मनाया जाता है। इसी संदर्भ में मानसिक स्वास्थ्य जागरूकता के विभिन्न पक्षों पर स्लोगन लेखन कर मनोविज्ञान विभाग में 31.10.2023 तक जमा करें।


27.10.23
(डॉ. रजनी गुप्ता)
प्रभारी प्राचार्य

Attendance

ORGAN WRITING (MENTAL HEALTH AWARENESS)		31.10.2023
	Hanirajayam Desireolu	MA 3rd Sem
	Prathant Singh	— —
	Shikha Mawwad	— —
(4)	Akash Singh	MA 1st semester
(5)	Vipin Ghunawat	M.A. 1st Sem.
(6)	Aasiya Rizvi	BA - 2nd year.
(7)	KULDEEP KUSHWAH	M.A. II yr
(8)	Shamsha Khan	M.A IIYr
9)	Aman Tapathi	B.A III rd
10)	Anant Mishra	B.A III rd
11)	Devendra Singh	M.A III rd
12)	Gaurav Sonuse	M.A II nd Sem
13)	ANAND CHAUHAN	M.A III Sem.
14)	yashwant verma	MoA III Sem
15)	Akhay Vishwakarma	BA-3 rd
16)	Shubhank kushwakaha	- —
17)	Kushagra Guler	- —


 ON BEHALF OF
 HOD, PSYCHOLOGY
 MRS. SANGEETA SAXENA

Report

Mental Health Awareness Month (31.10.2023)

SLOGAN WRITING & MENTAL HEALTH AWARENESS RALLY

Mental Health Awareness Month is a critical initiative that aims to create awareness about the importance of mental health & promoting overall well-being. So we organized activities like slogan writing & mental health awareness rally in college to celebrate & contribute to this vital cause. Both U.G. & P.G. students participated in the activity. 17 students participated with a objective of following objectives:

- To educate & raise awareness among college students about significance of mental health.
- To reduce stigma and challenge stereotypes.
- To promote support, so that students can seek help for mental health issues.


Activities:

- 1.) Slogan writing - To create a concise, impactful and creative phrase that effectively communicates about mental health.
- 2.) Mental health awareness rally: students walked around college with their slogans, to promote mental health & destigmatize mental health issues among college students.

Outcome

Outcomes:

The mental health awareness month created a positive impact on our college students. Students of Psychology engaged in discussions with their peers to promote awareness of mental health. Objectives were achieved as other students got the opportunity to learn about mental health concept. So we increased awareness among students & reduced stigma about various stereotypes. Also students got to know when & how to seek help for mental health issues. Psychology students took the initiative to educate other students of various streams about the counseling services available within the Psychology department, in our college. Both Undergraduate & Post-graduate (Regular & Private) students were collaborated to promote mental health well being.


ON BEHALF OF
HOD, PSYCHOLOGY
MRS SANGEETA SAXENA

Geo-tagged Photos





Women Empowerment

Dept of Hindi

दिनांक: 5/3/2024

परिचर्चा
हिन्दी विभाग
महिला सशक्तिकरण

आज दिनांक 5/3/2024 को हिन्दी विभाग में 'महिला दिवस' के उपलक्ष्य में परिचर्चा का आयोजन किया गया।

जिसमें हिन्दी, संस्कृत एवं उर्दू विभाग के प्राध्यापक उपस्थित रहे।

उर्दू विभाग की अध्यक्ष डॉ. अर्जुमंद बानो मैडम ने कहा कि पहले महिलाएँ पर्दे में रखा करती थीं और तब प्रत्येक कार्य में पीछे रहती थीं। महिलाओं में बहुत काबलियत है उन्हें जब भी अवसर दिया जाए वे मर्दों के बराबर जाकर खड़ी हो सकती हैं। उन्होंने इस्मत चुगताई कर्तुलीन हैदर जैसी महिलाओं का उदाहरण भी प्रस्तुत किया। अब महिलाओं खुलकर बोलने की सहूलियत प्राप्त हुई। आज वे काफी प्रगतिशील हो गई हैं। प्रत्येक क्षेत्र में वे क्रियाशील हैं।

डॉ. सुधीर रंजन सिंह ने कहा - कि सभी लोगों को व्यूटीमिथ जैसी पुरस्कर्ता को पढ़ना चाहिये। उन्होंने सीमोन द बरुआ का उद्धरण किया। अनेक विषयों पर 'केस स्टडी' को पढ़ना व उन पर विचार करना चाहिये।

डॉ. शारदा सिंह विभागाध्यक्ष हिन्दी विभाग ने कहा कि महिलाएँ जहाँ कार्यरत हैं उन्हें वहीं आगे बढ़ना है।

सभी महिलाएँ सुझद हेंगी। महिलाओं में
- चारित्रिक सौंदर्य बनाए रखना होगा।

डॉ. शीला ठाकुर ने अपने विचार
व्यक्त करते हुए कहा कि - नारी को
उपभोग की वस्तु नहीं मानना चाहिये।
वे पुरुषों की तुलना में कहीं कमतर नहीं
हैं। अतः आज लोगों की सोच बदलने की आवश्यकता
है। जन साधारण में जागरूकता की आवश्यकता
है। कहीं-कहीं पद लिखकर नारी अपवाद भी
बनी है। महिलाओं अदम्य क्षमताएँ हैं।

डॉ. संगीता कोलावत ने कहा कि -
प्राचीन काल में नारी अत्यंत सशक्त थी।

मध्यकाल में वह उपभोग की वस्तु मान ली
गई। उसे चारदीवारी में कैद कर दिया
गया। राजाराम मोहन राय ने स्त्रियों की
स्थिति में सुधार का प्रयास किया। आज
महिलाएँ सभी क्षेत्रों में आगे बढ़ी हैं। परंतु,
पारिवारिक महिला की स्थिति आज भी दोयम
दर्जे की है। माँ को बच्चों को स्वयं संस्कारित
करना होगा।

डॉ. शबु वर्मा ने कहा कि माँ ही
अपने बच्चे को पूरी तरह से संस्कारित
कर सकती है, पहले की तरह ही अपने
पड़ोसी की रोक टोक का भ्रम नहीं मानना
चाहिये। नारी की अस्मिता पर जब भी चोट
पड़ी उसने काली व दुर्गा का अवतार लिया।
वे लोक-निंदा की परवाह भी नहीं करती।

डॉ. रानू निवारी ने कहा - महिला
का पढ़ा लिखा होने पर वे स्वयं निर्णय

लेने में सक्षम हुई है। उन्हें दूसरों के साथ-साथ खुदके स्वास्थ्य पर ध्यान देना है। यह उसे सशक्त बनाएगा। उसे आर्थिक रूप से सक्षम रहना होगा। उन्हें मानसिक रूप से दुरुस्त होना है।

अंत में डॉ. रचना नैलंग ने कहा कि हमें महिलाओं को सशक्त बनाने हेतु स्वयं प्रयासरत रहना होगा। महिला परिवार की धुरी है और उसके प्रयास ही घर परिवार, देश और समाज को आगे बढ़ाएंगे। उसकी साक्षरता ही समाज में परिवर्तन ला सकती है। शर्म आंखों में होती है वह लिंग विशेष से आवद्ध नहीं है समाज की आंखों में शर्म लेना चाहिये।

कार्यक्रम का समापन करते हुए सभी को डॉ. शारदा सिंह ने धन्यवाद ज्ञापित किया।

डॉ. शारदा सिंह
(विभागाध्यक्ष)

1. डॉ. अर्जुनमंद बानो
2. डॉ. सुधीर रंजन सिंह
3. डॉ. रचना नैलंग
4. डॉ. शीला ठाकुर
5. डॉ. संगीता कोलावत
6. डॉ. ऋतु वर्मा
7. डॉ. रानू तिवारी
8. डॉ. सीमा परवीन

Dr. Arjun
Dr. Sushir
Dr. Rana
Dr. Shilpa
Dr. Sangita
Dr. Ritu
Dr. Ranu
Dr. Seema

Financial Awareness amongst women Details and report of program,

The "Financial Awareness amongst women" program aimed to enhance financial literacy and empower women to manage their finances effectively. The initiative targeted women from diverse backgrounds and from college campus.

Objective of the program to increase financial literacy, improve financial management, boost confidence and promote economic empowerment.

Quiz competition also conducted.

Quiz Master - Dr. Rajendra Vijaywargiya

Co-ordinator - Dr. Rashmi Soni

Date - 7/03/24

Time - 2:00 pm

Venue - Rusa Hall,

शासकीय हमीदिया कला एवं वाणिज्य महाविद्यालय भोपाल



वाणिज्य विभाग द्वारा आयोजित
अंतर्राष्ट्रीय महिला दिवस के उपलक्ष्य में
“क्विवज प्रतियोगिता”

Topic - “Financial Awareness amongst Women”

दिनांक : 7.3.2024, समय : 02:00 PM, स्थान : रूसा हाल



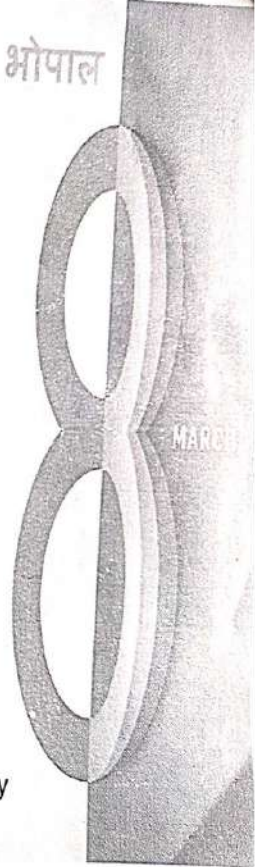
Dr. Rajendra Vijayvargiya
Convenor



Dr. Anil Shivani
H.O.D Commerce



Dr. Pushplata Chouksey
Principal



Financial awareness amongst women

Outcome of program,

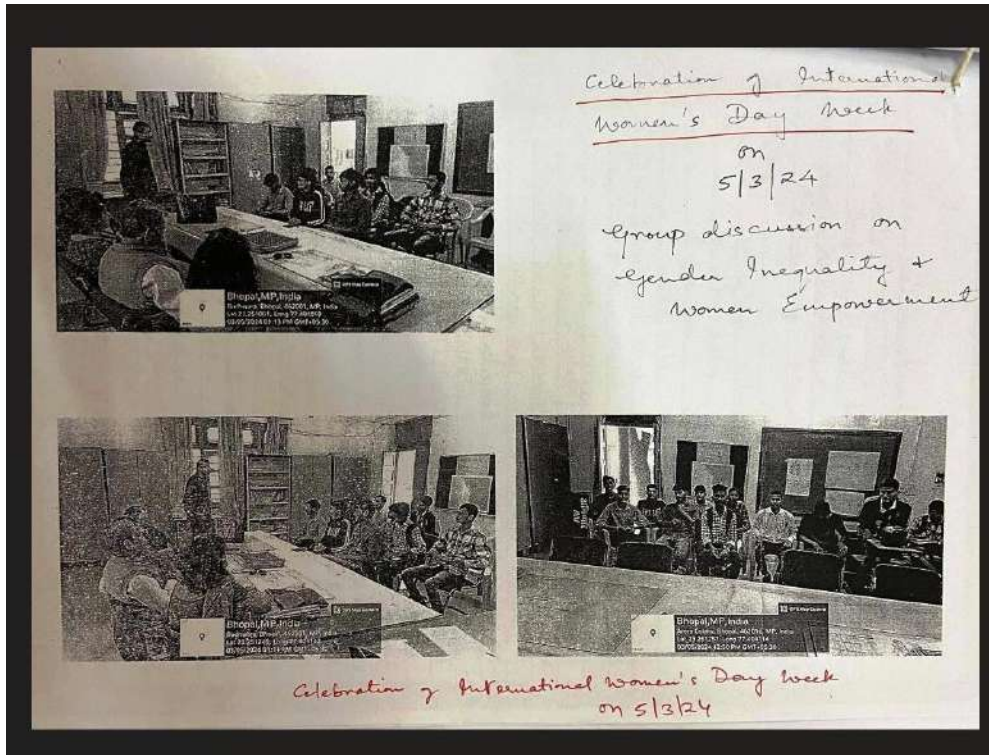
"The financial awareness amongst women" program has achieved several key outcomes.

- 1) Participants have developed a stronger understanding of financial concepts, including budgeting, saving, investing and managing debt.
- 2) The programme has boosted participants' confidence in making informed financial decisions and planning for their financial futures.
- 3) Women are better equipped to take control of their financial decisions - making, both personally and within their households.

NOTICE

सर्गे दलत्रे को सूचित किया जाता है कि International Women's day के उपलक्ष में एक समूह-वर्क का विभाग में 5 March 2024 को 12.30 आयोजित किया जा रहा है समूह वर्क का विषय - Gender Inequality + Women's Empowerment Group-discussion में भाग लेने वाले दलत्रे को CCE में अतिरिक्त क्रेडिट दिए जायेंगे

Pls. 2/24
H.O. Sociology



Shrey
PRINCIPAL
Govt. Hamidia Arts & Commerce
College, Bhopal