



Prahladrai Dalmia Lions College of Commerce & Economics

Sunder Nagar, S. V. Road, Malad (West), Mumbai – 400064.

ISO 9001:2015 Certified

Gender Equality and Gender-Sensitive Institutional Transformation

Our institute has always tried its best to integrate gender equality into the regular rules, procedures and practices so as to transform the institution into a gender sensitive institution that would eventual make a positive impact upon its overall culture.

The Internal Complaints Committee examines all matters related to women in the work place and makes suggestions and proposals to the institution regarding such matters. The committee arranges programs on awareness on harassment and discrimination at the workplace and at other times, as is deemed necessary. The committee admits complaints from Employees, Students and Residents. The committee follows relevant Acts, Rules, OM of Government of India and court orders, etc. as applicable from time to time. The committee institutes an Enquiry Committee as it deems fit to examine particular complaints. The committee makes recommendations on action to be taken on specific complaints. The committee report to the Principal.

The Prime role of **Women Development Cell (WDC)** of the College is to deal with cases of sexual harassment and moreover, implementation of the Women policy, in general to promote the well being of female student, teaching and non-teaching women staff of the college. The WDC cell aims to prevent sexual harassment and to promote general well-being of female students, teaching and non teaching women staff of the college. It also creates legal awareness on specific issues concerning girl students and women. The WDC cell also organizes various types of training programmers' and creates awareness about self-employment schemes for the encouragement of self-reliance among girl students and women.

Counselling: The College has continuously strived to address the contemporary issues by conducting lectures on human trafficking and Gender sensitization. The counsellor details as follows: Dr. Trupati Barccha Founder, Kurves and Smiles Clinic (B.H.M.S, D.N.Y.S. Certified in Psychological Counselling) Counselling Schedule: Every Thursday 11:00 a.m. to 12:30 p.m.

Common Room: A common room facility is made available to the girls so that they can relax in their free time. The washrooms are equipped with sanitary pad vending machine and sanitary disposable box.

E. Noronha

Emelia Noronh, IQAC Coordinator