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### **7.1.1 GENDER SENSITISATION**

#### **❖ Facilities for Women on Campus**

- CCTV
- Girls Common room
- Sanitary napkin vending machine

#### **❖ 2019 - 2020**

- Annual Gender Sensitisation Workshop
- Red Dot Initiative
- Documentary DREDED MYTHS

#### **❖ 2018 - 2019**

- Navigating the Social Media in a Responsible Manner

#### **❖ 2017 - 2018**

- Gender and Policy- Panel Discussion
- Q2P- Film screening and Panel Discussion
- AICUF Social Outreach Initiative

#### **❖ 2016 - 2017**

- Appointment of lady security guard
- Dieting: Fad & Fallacy
- Annual Gender Sensitisation Programme
- AICUF- UJALI Week
- Security Support from Azad Maidan Police Station



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❖ **2015 - 2016**

- Liberative or Oppressive- LGBT Rights
- Academic component on understanding Gender
- Security in CST/Metro Subway

❖ **MoU (SXCM and Red Dot)**

❖ **Purchase Bills & Ledger Entries**



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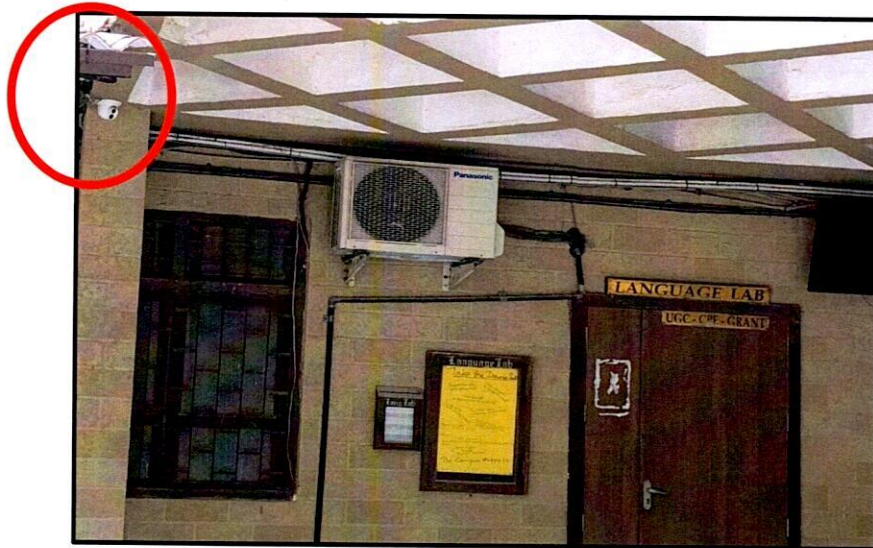
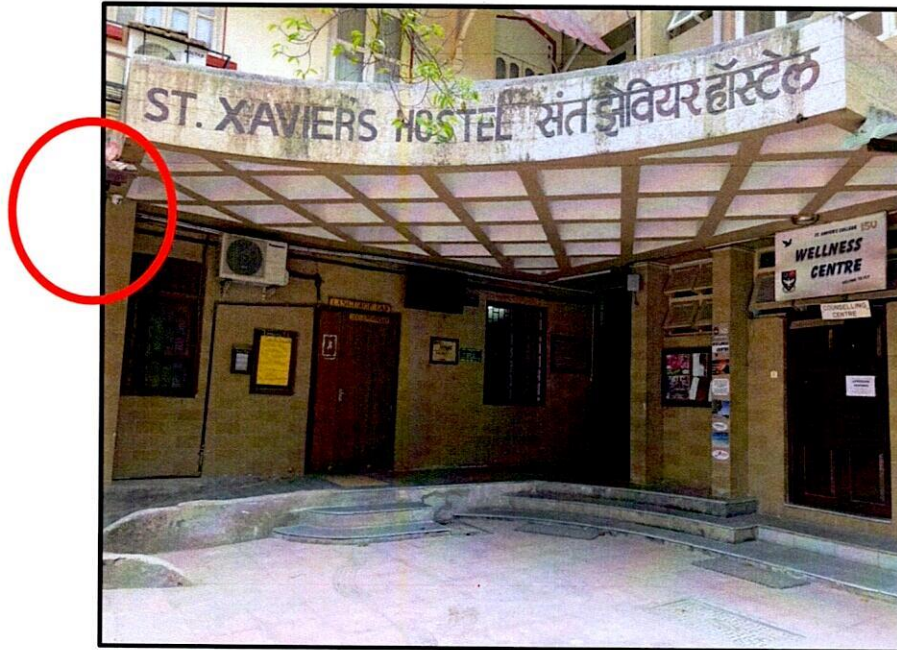
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# **FACILITIES FOR WOMEN ON CAMPUS**



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### CCTV



CCTV surveillance on SXC campus: Camera facing the Girls Common Room (encircled in Red)

Latitude	18° 56' 36.50" N
Longitude	72° 49' 55.07" E



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### Girls' Common Room (GCR)



Girls Common Room on SXC campus

Latitude	18° 56' 36.16" N
Longitude	72° 49' 55.71" E



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### Sanitary Napkin Vending Machine




Sanitary napkin vending machine in girls washroom-main block

Vendiman Snacking Solutions Pvt Ltd. (HLL Lifecare Ltd) installed the machine with a tie up with Happy Days Company who provided sanitary napkins for the machine. However since first machine ceased to function, on June 4, 2018 St Xavier's College reinstalled new sanitary napkin vending machine from SM Eng and Trading and sanitary napkins provided by Myna Mahila Foundation. This initiative was taken up by SIP and they are in charge of refilling the machine on a non-profit basis.

Latitude	18° 56' 36.10" N
Longitude	72° 49' 53.25" E



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**2019 - 2020**



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## Annual Self Defense Workshop 2020

Women's Development Cell, St. Xavier's College, Mumbai  
presents....

### Workshop on Self Defense

On 13th February 2020 at 3 pm  
Venue: Fell Gymkhana

Resource person: Sensai Mrs. Heena Majethia  
ASSOCIATION OF SHOTOKAN KARATE

OPEN TO ALL SENIOR COLLEGE GIRLS

Hurry..limited seats

Register at the SIP office.  
Registration Fee: Rs. 100/- only.

*Heena*  
3/11/2020

FIGHT IT BACK!!!

Workshop on Self Defense organized by WDC: Flyer  
February 13, 2020.

The WDC has been organizing Self Defense workshop annually for students of SXC. The aim is to inculcate confidence and prepare students to face challenges in real life. This workshop is open for male students as well considering the aspect of gender equality on the campus.



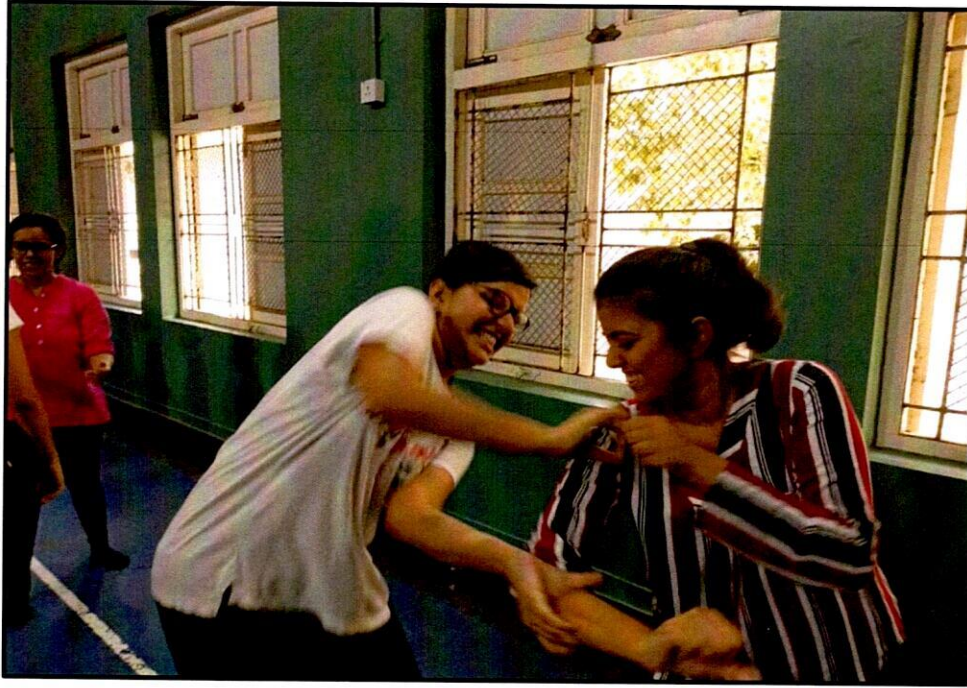
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Student participants in demonstration of self-defense in the workshop,  
February 13,2020.



SXC-WDC members, students and training team.



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## Gender Sensitisation Workshop for Non-Teaching Staff

कार्यस्थळी होणारा  
लैंगिक छळ

College काॅम्पस लिंगभाव समान बनवणे  
गरजेचे

- शिक्षण सोबत संस्कार महत्वाचे आहेत
- College मुलांना नोकरीच्या जगासाठी तयार करते
- सध्या diversity खूप महत्वाची आहे
- Diversity आणि inclusion चा पाया college च्या आयुष्यात रोवला जाणे गरजेचे आहे
- UGC सुद्धा आता यावर भर देते आहे
- या साठी सर्वांनी सतर्क राहण्याची गरज आहे
- युवा मुलांमध्ये हक्कांची जाणीव आहे

Gender Sensitization for non-teaching staff – Resource Person: Ms. Renuka Mukadam, Feb



Workshop on Gender Sensitisation for Non-Teaching staff members of  
SXC, February 7, 2020.



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### **SXC in collaboration with Red Dot Initiative**

St. Xavier's College and Red Dot Foundation signed an agreement in the academic year 2019-20 for conducting the Safe Campus programme. The primary objective of Red Dot Foundation, in partnership with the Government of Canada, was to create safe campuses in twenty colleges in Maharashtra, India, through awareness workshops, training of youth leaders and sensitizing faculty and administration on legislation and safety measures.

A team of five students selected to attend the three-day training workshop from 21<sup>st</sup> to 23<sup>rd</sup> November 2019 at India Bulls Tower, Parel. They were made aware of the different types of issues related to gender that may come up in an academic space and introduced to measures to address the same. Important laws like POSH and POCSO were explained to them as well. The team actively and effectively conducted seven audits in the college campus - on 'Cyber security' and 'Safety while travelling'.



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## Cybersecurity and US



Student participants in the activity Cybersecurity and US,  
January 31, 2020.




Student participants doing presentation in Cybersecurity and US,  
collaboration with Red Dot Initiative.

A brief session on Cyber Safety was conducted in which the TYBA Literature students were informed about dangers related to social media and how they can be safe. Digital Risk Assessment survey was conducted on cyber safety to check how safe the students were. A social media handle named @safecampus\_sxc\_ was created on Instagram to publicize the activities on gender sensitization to be conducted in the college campus.



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## Gender Sensitisation Workshop




Gender Sensitisation workshop for SXC Faculty in collaboration with Red Dot Initiative, January 31, 2020.

The CEO of Red Dot foundation, Ms. Elsa conducted a two- hour session discussing and addressing key differences regarding sex and gender that the modern teaching fraternity should be aware of. A few concerns were raised that both staff and students may encounter in their daily lives. A practical approach to those problems was discussed. She also identified social stereotyping as an important cause of the problems relating to sex and gender roles that individuals are expected to abide by rather than being allowed to make an informed choice based on their preferences.



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## Red Dot Initiative and SXC



Fr. Rector Dr. Keith Dsouza along with senior faculty members, student participants and Red Dot officials at the final event, February 22, 2020.

“Goonj Buland Awazon Ki”, a play enacted by the students of SXC marked the final event as part of the collaboration with Red Dot Initiative. The street play was very powerful and certainly left an indelible impression on the audience. Fr. Keith addressed the audience talking about the need for programs such as Safe Campus and its usefulness to students and society at large. The Youth Leaders shared their experiences and learning from the program. Ms. Marissa Borges presented her experiences based on the interaction with SXC which she said has been good despite few challenges of evaluations and examinations in college. In all, the final event was well received by the staff and student members of SXC.



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## Annual Gender Sensitisation Workshop



On 14<sup>th</sup> August 2019, as a part of Special Course the students of FYBA had a talk with Pragya Khanna a lawyer by profession. She addressed the students on gender sensitization and how one can deal with such a situation. She started with questions that made students introspect on the concept of gender. The students learnt about use of certain words which might hurt or make a person uncomfortable in a particular situation. They were made aware that social media has contributed to this problem in the form of cyber bullying, stalking and also trolling.



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## **Documentary on Menstrual Taboos: DREEDED MYTHS**

The quest to address various kinds of taboo that involve gender culminated in a documentary made by first year Arts students.

Name of the documentary: DREEDED MYTHS

Class: FYBA

No. of Students: 10

No. of Teachers: 01

Introduction: The students aimed to explore taboos around menstruation and the reasons behind it. Right from understanding the religious influence, discomfort expressing the fact of menstruation to the use of sanitary napkins are some of the key areas that were considered for the documentary.

Objectives:

To understand the experiences of women during menstrual period across diverse age and background.


To learn about the socio-cultural aspects and women's hygiene.

To measure access towards sanitary napkins in rural/urban areas.

To explore the understanding of male gender towards female health and hygiene.



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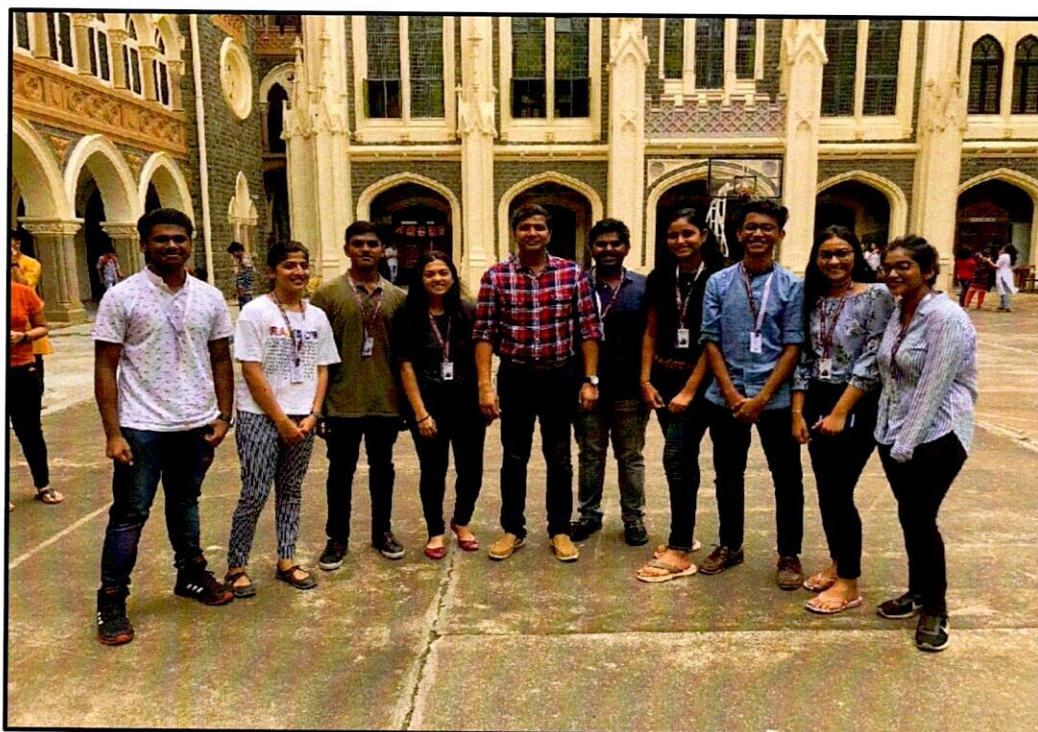




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#### Methodology:

The students used Interview-personal and telephonic as primary data collection method. And largely secondary data- online published articles and journals to build their content. The students spoke to different set of people- commoners, medical practitioners and volunteers from Myna Mahila Foundation who work towards empowerment and health of women.



Student participants of DREEDDED MYTHS with Dr. Avkash Jadhav, faculty incharge.

#### Outcome:

The students learnt about taboos around menstruation and hygiene. It was observed that many women follow restrictions during menstrual cycle as social pressure and expressed their desire to change if they were given a chance. The students got to know about the socio-cultural nuances that exist around women's health and sexuality.

The students learnt about interview skills and maintain neutrality in sensitive issues. The documentary helped in raising awareness about such taboos and build an objective perspective about such things among the young audience.



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**Student participants of the documentary**

**DREDED MYTHS**

Name	UID no.	Roll no.
Isha Shetty (C)	191073	82
Manasi Hegde	191064	33
Savio Joe	191496	75
Anvi Agarwal	191106	02
Yohan Jacob	191257	94
Philip Dawny Philip	191417	64
Ankita Baheti	191131	09
Saurav Cyriac	191368	74
Radhika Dikay	191136	21
Khushi Parmar	191129	61


**Student Reflections:**

**Isha Shetty, 191073**

Working on this topic was a one of a kind experience for me. I always found myself irritated and annoyed at the fact that there were so many restrictions imposed on me during my menstrual days. I remember an instance when my family wanted to visit an Ayappa temple and I was in middle of my menses cycle, they couldn't leave me alone and go, so they decided to take me along and make me wait outside the temple. My mother was highly against it, but my grandmother was just adamant on not letting me in and so we succumbed, for the sake of her beliefs and emotions. This is exactly what happens everywhere. We just accept these hundred meaningless norms that our ancestors have developed around menstruation without even understanding that we don't need them anymore. We have come



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**2018 - 2019**



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**National Seminar organized by WDC**

ST. XAVIER'S COLLEGE (AUTONOMOUS), MUMBAI

WOMEN DEVELOPMENT CELL  
UNDER THE AEGIS OF NATIONAL COMMISSION FOR WOMEN

A NATIONAL SEMINAR

**NAVIGATING THE SOCIAL MEDIA  
IN A RESPONSIBLE MANNER**


Date: 26<sup>th</sup> FEBRUARY 2019    Time: 9am - 4pm    Venue: COLLEGE HALL

Sponsored By NATIONAL COMMISSION FOR WOMEN (NEW DELHI)

Screenshot of the banner- National Seminar organized by WDC, February 26, 2019.



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## List of Speakers of National Seminar

### St. Xavier's College (Autonomous) Mumbai

#### WOMENS DEVELOPMENT CELL (WDC)

Announces A Seminar on 26<sup>th</sup> Feb 2019 9am to 4 pm


SPONSORED By

NATIONAL COMMISSION OF WOMEN (NEW DELHI)

S. No	Name	Designation	Organization Name
1.	Dr. Kersi Chavda	Psychiatrist	Hinduja Hospital
2.	Mr. Sachin Dedhia	Ethical Hacker	Skynet
3.	Mr. Avez Sayed	Chief Risk Officer	SBI General Insurance
4.	Dr. Avinash Desousa	Psychiatrist	Desousa Foundation
5.	Ms. Srilata Srikant	Psychologist	Prafulta
6.	Mr. Lalt Popli	Head of Technology and Information	ICICI
7.	Ms. Sonali Patankar	Social Worker	Ahaan Foundation
8.	Dr. Noellene Fialho	Counselor	Nirmala Niketan
9.	Mr. Tushar Ajinkya	Advocate	Private Practice
10.	Dr. Ruchi Chaturvedi	Associate Professor	Jai Hind College



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## Navigating The Social Media In A Responsible Way



Principal Dr. Shinde, SXC, VP Arts, VP Junior College, chief guests at the inaugural ceremony of National Seminar, and below keynote address by Dr. Chawda.



Audience at the National Seminar



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*Dr. Shinde*  
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Title: NAVIGATING THE SOCIAL MEDIA IN A RESPONSIBLE MANNER.

Day: Tuesday

Date: February 26,2019

Venue: College Hall, SXC

With The Support of National Commission For Women, NCW, New Delhi.

Background:


The world today is witnessing a technological boom. Its impact is felt in daily rigors and pace of people's lives. Social media with its many advantages has changed our society. This metamorphosis is especially observed in interpersonal relationships and communication. Our offline lives and online lives run parallel or sometimes people are leading dual lives.

Objectives:

1. To create awareness among students about the dangers on the web and introduce internet safety.
2. To sensitize them not to become victims unknowingly.
3. To ensure they do not indulge in unsafe behavior, endangering personal life and the life of others.
4. To provide clear agency for help if problem were to occur.



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Methodology:

- a) Talk by various Experts
- b) Audio Visual presentation
- c) Discussion
- d) Question Answer Session




Dr. Noelene Fialho giving a audio visual presentation to students on Cyber Bullying and its perils.

Observations: The seminar gave a holistic understanding about different forms of cyber-crimes and menace of social media. It covered many practical measures that can be taken in case of harassment/exploitation online. The students presence made it lively and engaging with their questions to the various panelists.



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**2017 - 2018**



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## Gender and Policy- Panel Discussion




Background: Women's ability to make effective choices and transform those choices into desirable outcomes is crucial for gender equality and women's empowerment. Debate surrounding the criminalisation of Triple Talaq, have shown us how society and politics intersect in the domain of public policy. A panel discussion on February 9,2018 was organized to discuss the role of gender and policy.

Panel members:

- 1) Padmini Swaminathan- Visiting Professor, Council for Social Development, Hyderabad.
- 2) Lakshmi Lingam- Professor, Centre for the Study of Contemporary Culture, TISS, Mumbai.
- 3) Moderator – Prof. Awanish Kumar, Department of Public Policy, St. Xavier's College (Autonomous), Mumbai.



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### Panel discussion- Q2P




Supriya Jan, initiator Q2P, Ishmeet Nagpal, activist and a bureaucrat Ayush Prasad at a panel discussion organized by department of Public Policy,

The department of Public Policy, SXC in collaboration with Idiog Consultancy services hosted a documentary screening of Q2P by Paromita Vohra. Followed by the screening was a panel discussion involving the state of clean and free access to toilets for women in India. The discussion was interactive as it involved the aspect of gender, the sensitivity around the topic of urination and a simple metabolic function that surfaces through various campaigns on February 3, 2018.



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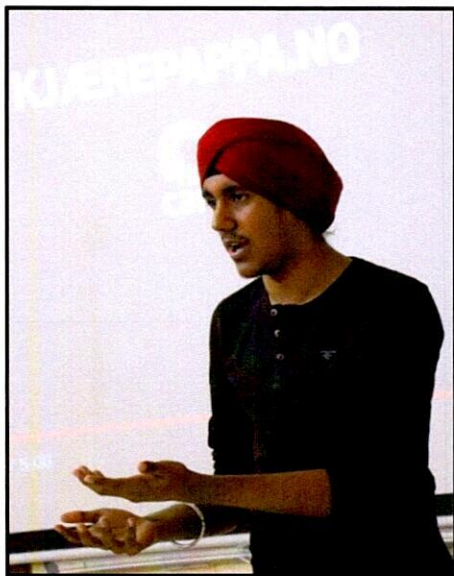
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## UJALI 2017

ALL INDIA CATHOLIC UNIVERSITY FEDERATION (AICUF)

The AICUF of SXC is actively involved in addressing gender based issues. One of the flagship events 'Ujali 2017' was about Unfolding Feminism.

A three day event unfurled as an opportunity to share ideas about feminism.



Mr. Simar Singh addressing the students, Nov 13, 2017 and next image is the screening of Glimpses of Shades of Womanhood.

The videos chosen for the screening were informative, each showing different "shades" of a woman. It described the life of devadasi women, the life of a girl who later won the title of Miss India, the life of a girl whose father wants to see fire and not tears in his daughter's eyes every time she is faced with difficulties. The event concluded by a poem recitation penned by Mr. Singh.



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## Day 2: UJALI 2017 - Mental & Physical Strength



Ujali- Day 2, Nov, 15 2017 was a combination of psychological and physiological aspects of self-defence which cleared the modest perspective of people about self-defence requiring only physical strength. The speaker for day two was Fr.Roy Pereira.



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### Day 3: UJALI 2017




The third day of Ujali- Nov 16. 2017 began with play (musical) named 'Mask0' and a debate.

The musical started off the session with a bang. This performance was very well put together in a theatrical manner which won the hearts of the Xavierites present there. The play was about the life of a girls who grows from conforming to the norms of the society to being a critical thinker and taking her own life decisions.

The debate on the umbrella topic of feminism was thrilling to watch as relative points were strategically articulated. It also saw a good participation from the AICUF participants as it was a spontaneous debate.



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7\_1\_1\_GenderSensitisation2015-2020

  
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**ST. XAVIER'S COLLEGE**

**(AUTONOMOUS)**

**5, Mahapalika Marg, Mumbai - 400 001,  
INDIA.**

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**2016 - 2017**



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### Gender Sensitisation Workshop by WDC




Ms. Trisha Shetty from 'SHE SAYS' felicitated by WDC staff members of SXC

This session provided information beyond just mere sensitization. They were educated about what constituted as sexual harassment, sections of the IPC the laws that exist for protection, how to lodge an FIR and were provided an app that allowed them to immediate access to police, hospital psychologist in any area if they were in trouble.



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**Gender Sensitisation lectures across all the classes conducted by  
Prof. Ruby Pavri, HOD Psychology department, SXC**

#### GENDER SENSITIZATION


An initiative by the WDC of St. Xavier's College (Autonomous), Mumbai

- ▶ Do we really need such a session?
  - ▶ Rampant social injustice
  - ▶ The 'mind set' reinforced by statements made by individuals in positions of authority
  - ▶ Our session aims at *an awareness of gender role socialization that will give us the capacity and courage to challenge gender stereotypes and move towards healthy interaction between males and females, based on mutual respect and social support*
  
- ▶ **GENDER ROLE SOCIALIZATION**
  - ▶ Sex : biological aspects of being male or female
  - ▶ Gender : psychosocial aspects of being masculine or feminine
  - ▶ Gender role: learnt from the society, refers to expectations regarding conduct by males and females (examples...?)
  - ▶ Socialization: the process of turning a raw human organism into a social being (agents of socialization...?)
  
- ▶ **THE MALE ROLE**
  - ▶ Achievement
  - ▶ Aggression
  - ▶ Sexuality
  - ▶ Autonomy
  - ▶ Stoicism

**Masculinity** is validated by individual physical strength, aggressiveness and an emotional inexpressiveness in the traditional male role.



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### Screenshot of PPT used in the Session

**GENDER SENSITIZATION**

An initiative by  
The Women's Development Cell  
St. Xavier's College (Autonomous), Mumbai

**Do we really need such a session?**

- Rampant social injustice
- The 'mind set' reinforced by statements made by individuals in positions of authority
- Our session aims at *an awareness of gender role socialization that will give us the capacity and courage to challenge gender stereotypes and move towards healthy interaction between males and females, based on mutual respect and social support*

**GENDER ROLE SOCIALIZATION**

- **Sex** : biological aspects of being male or female
- **Gender** : psychosocial aspects of being masculine or feminine
- **Gender role** : learnt from the society, refers to expectations regarding conduct by males and females (examples...?)
- **Socialization** :the process of turning a raw human organism into a social being (agents of socialization...?)

**THE MALE ROLE**

- Achievement
- Aggression
- Sexuality
- Autonomy
- Stoicism

Masculinity is validated by individual physical strength, aggressiveness an emotional inexpressiveness in the traditional male role.

**Potential problems for males**

- Changing expectations in the 'modern' world can create **confusion** about the role
- **Pressure** to succeed and perceived failure
- The emotional realm tends to be **repressed**
- **Sexual problems** (performance anxiety, dysfunction, homophobia, aggression, promiscuity etc)

**THE FEMALE ROLE**

- The marriage mandate (incomplete without a mate)
- The motherhood mandate (child centered)
- Work outside the home (is conditional to managing the home and family as well)
- Nurturing the family (usually includes being taken for granted / bossed over by the brother, husband, son and others)





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## Potential problems for females

- Diminished career aspirations
- Juggling multiple roles
- Ambivalence about sexuality (negative sexual socialization experiences)
- Aggression and violence against women

## GENDER STEREOTYPES

- These are widely held beliefs about males' and females' abilities, personality traits and social behaviour
- Based on findings from research on college students, what follows is a typical list of traditional gender stereotypes....

## "MASCULINE"

Active	Independent	Out spoken
Aggressive	Leadership qualities	Persistent
Adventurous	Likes math & science	Self confident
Ambitious	Makes decisions easily	Skilled in business
Competitive	Mechanical aptitude	Stands up under pressure
Dominant	Not easily influenced	Takes a stand

These stereotypes reflect the qualities of INSTRUMENTALITY (an orientation towards action and accomplishment)  
Men thus learn a language of status and independence

## "FEMININE"

Aware of others' feelings	Enjoys art & music	Kind
Considerate	Excitable in a crisis	Likes children
Creative	Expresses tender feelings	Neat
Cries easily	Feelings hurt easily	Needs approval
Devotes self to others	Gentle	Tactful
Emotional	Home oriented	Understanding

These stereotypes reflect the qualities of EXPRESSIVENESS (an orientation towards emotion and relationships)  
Women thus learn a language of connection and intimacy

## LET'S FLIP THE LABELS AROUND

Take a moment to challenge the traditional gender stereotypes and consider the possibility of either gender possessing the 'typical' traits.

Gender definitely determines a significant portion of our personality but it does not have to be restrictive.

## "FEMALE CHARACTERISTICS"

Active	Independent	Out spoken
Aggressive	Leadership qualities	Persistent
Adventurous	Likes math & science	Self confident
Ambitious	Makes decisions easily	Skilled in business
Competitive	Mechanical aptitude	Stands up under pressure
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WHY NOT ... ?





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**"MALE CHARACTERISTICS"**

Aware of others' feelings	Enjoys art & music	Kind
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Devotes self to others	Gentle	Tactful
Emotional	Home oriented	Understanding

WHY NOT...?

**Stereotypes can be dangerous...**

Here is a glimpse at some of the 'sexual stereotypes' governing our attitudes & behaviour

- Women from specific groups, occupations, communities labeled as promiscuous
- Woman's style of dress is perceived as a sexual invitation
- Men are predators (they have to 'score' with as many women as possible), women are controllers (its their responsibility to 'draw the line')

**More sexual stereotypes....**

- Men have a stronger sex drive and have no control once they are aroused
- 'Friendly' cues misinterpreted as 'flirting'
- Token resistance expected from females (the 'no' means 'yes' myth) is the rationale that makes men cross the line from seduction into coercion
- Others?... Women objectified etc...

**TOWARDS EFFECTIVE INTERACTION**

- Transcend gender roles as a way of organizing perceptions of oneself and others (androgyny?)
- Understand and respect each other without having to be superior to or better than the other (positive regard?)
- Use appropriate self-disclosure to communicate feelings, expectations & opinions (assertiveness?)
- Learn to listen, without interruption to each other (empathy?)

**TOWARDS EFFECTIVE INTERACTION**

- Use appropriate eye contact when you communicate with the opposite sex
- Be sensitive to the individual's personal space
- Note that harassment is defined by what is perceived as offensive
- Handle rejection in a mature manner
- Do not be afraid to ask for help when you need it

The hottest corners of hell are reserved for those who, in times of crisis, maintain neutrality!

**A final word of wisdom...**

- There will always be several significant people in society who will tell you what you should/should not be doing because you are a male/female... you can never really please them all!
- Instead, learn to be true to yourself ... do not be constrained by narrow minded people's expectations for your gender.
- What follows is a tribute to Bill Watterson, the author of the cartoon strip 'Calvin and Hobbes'... let's hope it inspires some of you.





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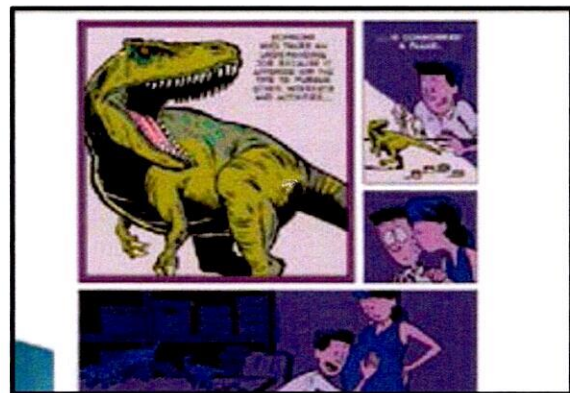
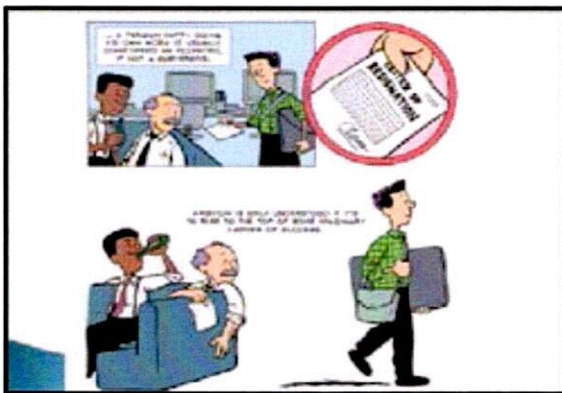
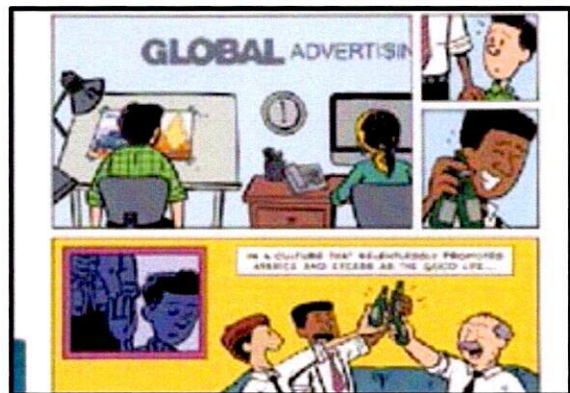
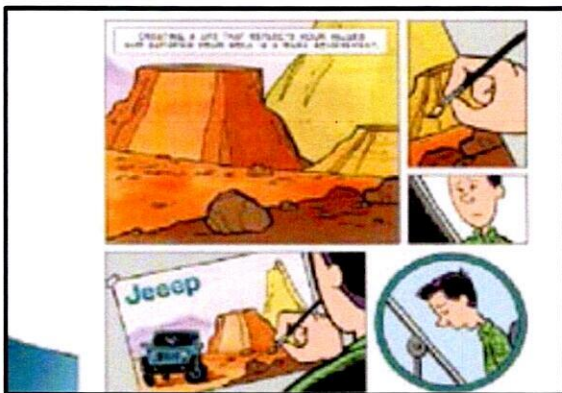
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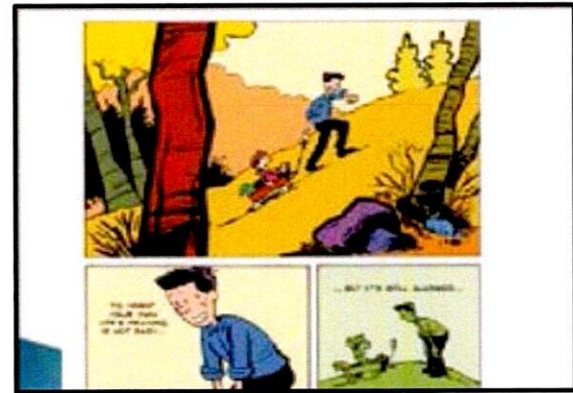
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*Alind*  
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## Fwd: gender sensitization

Ruby Pavri <ruby.pavri@xaviers.edu>  
To: Akshara Pathak- Jadhav <akshara.jadhav@xaviers.edu>

Sun, Jan 24, 2021 at 8:27 PM

Hi Akshara... I am still looking for info about the gender sensitization lectures we did 2015-16...  
This is the handout we used and my initial email to Linda June 2016 so this was for 2016-17.

----- Forwarded message -----

From: **Ruby Pavri** <ruby.pavri@xaviers.edu>  
Date: Thu, 23 Jun 2016 at 11:58  
Subject: gender sensitization  
To: Linda Dhakul <linda.dhakul@xaviers.edu>

Dear Linda,

Here is the content that I had covered for gender sensitization across different classes. The overall objective being that we are effective and respectful in our interactions with each other, especially with members of the opposite sex. Am attaching the PPT as well as the handout.


If we go ahead with this, we will need to work out the series of lectures and venues at a time that I am free. I would suggest that a WDC member use the first five minutes to explain the functioning of WDC.


Ruby

--  
Ms. Ruby Pavri  
Head  
Department of Psychology  
St. Xavier's College (Autonomous), Mumbai  
Phone: +91 98203 85483

--  
Ms. Ruby Pavri  
Head  
Department of Psychology  
St. Xavier's College (Autonomous), Mumbai  
Phone: +91 98203 85483


### 2 attachments

 gender sensitization.pptx  
4716K

 gender sensitization handout.docx  
17K



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**UJALI 2016**

**December 7-December 10 2016**



The theme for UJALI Week this year was #RiseToRaise. Geared towards empowering women to raise their voices against all atrocities and injustices which are afflicting them in our society today.

Dec 7, 2016 : In collaboration with Prerana, AICUF Maharashtra organized a walk for freedom through the streets of Kamathipura red light area on behalf of all females enslaved in the vicious sex slavery and trafficking network across the country.



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## UJALI 2016

Dec 8, 2016 : Thirty AICUF volunteers partnered with the sex workers for the workshop on 'Self-Defence' organised to empower women physically and psychologically.

Dec 10,2016: A panel discussion on 'Importance of NO' and Consent. The legal and moral aspects were highlighted from a feminist perspective. This was followed by a flash mob near Goregaon station, Mumbai which showcased the whole empowerment thrust and theme of UJALI through an innovative approach using song and dance.



Panel discussion- participants SXC faculty members-



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**2015 - 2016**



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## **RELIGIONS: Liberative or Oppressive for LGBT**

The SXC aims for a healthy, inclusive atmosphere on its campus. Activities organized by various associations on campus extend their support in building this atmosphere. The DIRS, Department of Inter-Religious Studies, SXC conducted a session on RELIGIONS: Liberative or Oppressive for LGBT.


The noted transgender activist Laxmi Tripathi was interviewed by Dr. Pranoti Chirmuley on the topic. Laxmi Tripathi expressed her views and interpretation on religious scriptures keeping the audience enthused.



The DIRS magazine release and interactive session with Laxmi Tripathi in SXC, February 15, 2016.



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## **Nutrition & Healthy Diets for Women**

A lecture by Ms. Rujuta Diwekar, eminent nutritionist and fitness expert, was organised on 14<sup>th</sup> Sept. 2015, in collaboration with the Women's Development Cell. Over 150 student and staff participants attended the lecture from colleges across Mumbai. Ms Diwekar spoke about 'Fads and Fallacies of Dieting' and 'Indian Food Wisdom'. She stressed on the importance of eating healthy, home-cooked nutritious meals cooked in the traditional manner, avoiding convenience foods and junk foods, and on exercising regularly and leading an active lifestyle.



Ms. Rujuta Diwekar in the session at SXC.



Participants attending the session by Ms. Rujuta Diwekar.



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DEPARTMENT OF SCIENCE AND BIOCHEMISTRY  
& THE WOMEN'S DEVELOPMENT CELL,  
ST. XAVIER'S COLLEGE (AUTONOMOUS), MUMBAI

DIET  
SIZE ZERO  
GYM  
STAMINA  
ORGANIC FOOD  
**CONFUSED?**

COME LISTEN INTERACT

ST. XAVIER'S COLLEGE, MUMBAI  
14TH SEPTEMBER 2015  
2.30PM  
XIMR SEMINAR ROOM

**RUJUTA DIWEKAR**

FADS AND FALLACIES  
OF DIETING

INDIAN FOOD WISDOM

DIET PLAN

REGISTRATION FREE!!!!!!  
PRE REGISTER WITH YOUR  
NAME, CLASS  
AND COLLEGE DETAILS AT  
[xaviers.lsc@gmail.com](mailto:xaviers.lsc@gmail.com)  
BY 10TH SEPT 2015

Flyer for FADS AND FALLACIES OF DIETING  
& INDIAN FOOD WISDOM



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**MoU**

**Red Dot, September 30, 2019**



महाराष्ट्र MAHARASHTRA

2019

VR 336596



जिल्हा कोषागार कार्यालय, ठाणे  
18 SEP 2019  
मुद्रांक प्रमुख लिपीक / लिपीक

Agreement Between

RED DOT FOUNDATION

And

St. Xavier's College (Autonomous), Mumbai  
400 001.

Agreement No.:	Date :	Time Frame: 1 September 2019 to 28 Feb. 2020

**Project : Safe College Campus**

**Task:**

In partnership with the Government of Canada, Red Dot Foundation is creating safe campuses in twenty colleges in Maharashtra, India, through awareness workshops, training of youth leaders, and sensitising faculty and administration on legislation and safety measures.

RED DOT FOUNDATION as Resource Organisation	as Implementation Partner Organisation
Address: 7 Sea View, Four Bungalows, Andheri West, Mumbai 400 053.	Address:
Mobile : 9834610293 or 9867644975	Mobile :
Point of Contact:	Point of Contact:
Designation:	Designation :
E-Mail :	E-Mail:

This agreement shall commence on 1<sup>st</sup> September 2019 and shall expire on the satisfactory completion of the tasks described in this Agreement, but not later than 1<sup>st</sup> March 2020, unless sooner terminated under the terms of this Agreement.

### Project details

In partnership with the Canadian government, Red Dot Foundation (RDF) Global proposes to partner with your esteemed college to create a safe campus culture and to reduce the risk of sexual violence on campuses. Five students from each college (total 100) will be selected and trained in a leadership course. After this training, each student will conduct a series of activities on their college campuses, including awareness programs and audits of locations on and off campus for increased safety. They will also review and evaluate internal policies and remedial mechanisms and build confidence in their peers to address sexual violence whenever it is experienced or witnessed. The youth will further go on to be ambassadors and active citizens in taking up civic projects as part of the RDF alumni network. Faculty and administration will also be sensitized through workshops, particularly on the Prevention of Sexual Harassment (POSH) Act and the Protection of Children from Sexual Offenses (POCSO) Act.

#### 1. Scope of Work

RED DOT FOUNDATION and St. Xavier's College will produce following deliverables during contract period as mentioned in the Deliverables section.

#### 2. Deliverables

The Project timeline, activities and outputs to be delivered against the tasks (scope of work) are summarized below along with the timelines:

#### 3. Time Schedule

The time period for the assignment is from 1<sup>st</sup> September 2019 to 28<sup>th</sup> Feb 2020. The assignment is to be completed by 1<sup>st</sup> March 2020 and specific tasks are to be completed as per the timeline. Further extension beyond the project period will not be granted.



4. There is no payment for Red Dot Foundation's services.

5. St. Xavier's College will have no objection to RED DOT FOUNDATION documenting the entire engagement including taking pictures and promoting the partnership on social media. Due credit will be given to St. Xavier's College.

6. Conduct of Work

St. Xavier's College and RED DOT FOUNDATION shall act as a single entity and the agreement will be signed with the nodal person identified working in the ways specified. Any disagreements in the interpretation or performance requirements of the agreement will be resolved mutually.

7. Confidentiality

St. Xavier's College shall not, unless authorised by RED DOT FOUNDATION, reveal to any person/s or organization/s, any of the confidential operational processes or dealings or information concerning the organisation's business, finances, transactions or affairs or those of any of its subsidiaries or partner organizations which may come to St. Xavier's College knowledge during the period with RED DOT FOUNDATION. St. Xavier's College shall keep with complete secrecy all confidential information entrusted to her and shall not use or attempt to use any such information in any manner which may injure or cause loss, either directly or indirectly, in the present or in the future, to the organisation. This restriction shall continue to apply after the termination of the contract agreement without limit of time but shall cease to apply to information or knowledge which may come into the public domain. The above confidentiality requirement includes those discoveries or inventions or processes or improvements in procedures / design made or discovered by St. Xavier's College while they are in contract with RED DOT FOUNDATION and shall also include all items falling under the broad category of intellectual property of the organization. These shall be the absolute property of the organisation or of its subsidiary or any other individual/s and/or organisation/s that may be nominated by the employing RED DOT FOUNDATION for specific purposes. All materials developed will be absolute property of RED DOT FOUNDATION.

Deliverables of RDF	Details	Deliverables of Partner College	Date
Activity 1	Workshops for college faculty and administration on Prevention of Sexual Harassment (POSH) Act and Protection of Children from Sexual Offences (POCSO) Act.	Scheduling of sessions  Ensuring 100% attendance	October 2019 – January 2020

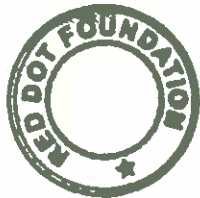
	<p>Topics covered:</p> <ul style="list-style-type: none"> <li>i) Understanding gender sensitivity and unconscious biases,</li> <li>ii) Understanding sexual harassment, abuse and various legislation like POSH, Indian Penal Code (IPC), POCSO, and</li> <li>iii) Ensuring the right policies are in effect and that redressal mechanism are functioning and effective.</li> </ul>		
Activity 2	<p>Workshop for 100 youth leaders (five students selected from each selected college) over three days.</p> <p>Topics covered:</p> <ul style="list-style-type: none"> <li>i) Understanding gender sensitivity and unconscious biases,</li> <li>ii) Understanding sexual harassment, abuse and relevant legislation like POSH, IPC, POCSO,</li> <li>iii) Creating a project plan for the campus ambassadors (CA) program for selected colleges,</li> <li>iv) Use of social media to advocate for change,</li> <li>v) Listening with empathy,</li> <li>vi) Presentation and communications skills including op-ed writing, and</li> <li>vii) Use of the Safe-city App for audits and collection of crowdsourced data.</li> </ul>	<p>Identify 5 Students</p> <p>Co-ordinate the workshops</p> <p>Ensure 100% participation</p>	<p>October 2019- January 2020</p>
Activity 3	<p>Project implementation in 20 selected college campuses.</p> <p>Activities include:</p> <ul style="list-style-type: none"> <li>i) Conduct three peer workshops on their</li> </ul>	<p>Permissions for workshops / events / audits</p> <p>Assistance for</p>	<p>October 2019 – February 2020</p>

	ii) college campus, Conduct an audit of their college policies and infrastructure, and iii) Conduct an audit of the nearest bus stop and railway station.	workshops / events / audits / promotional activities  Facilitation of audit activities	
Activity 4	Advocacy i) Write a blog post/social media creation, ii) Host an event for larger awareness on findings from their workshops and audits.	Promotion of blogs / social media  Support for events / publication of findings etc.	September 2019 – February 2020
Activity 5	Issuance of certificates to Youth Leaders	Felicitation of Youth Leaders	March 2020

For and on behalf of  
Red Dot Foundation

*Muruges*

Signature and Stamp



For and on behalf of  
*St. Xavier's College, Mumbai*

*Shinde*  
30.09.2019

Signature and Stamp

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# **PURCHASE BILLS & LEDGER ENTRIES**

- **CCTV**
- **Sanitary Napkin Vending Machine**
- **Female Security Guard**

# St. Xavier's Sr. College Non Salaries

St.Xaviers College

5th Mahapalika Marg,Dhobhi Talav

Mumbai-01


## Payment Register

1-Apr-2018 to 31-Mar-2020

Page 1

Date	Particulars	Vch Type	Vch No.	Debit Amount	Credit Amount
13-7-2018	<b>Teknor</b>	<b>Payment</b>	BP-21	<b>8,520.00</b>	
	Agst Ref 155	7,080.00 Dr			
	Agst Ref 156	1,440.00 Dr			
	<b>A/c No 465010100003322 Axis Bank</b>				<b>8,520.00</b>
	<i>*481767 being Bill Paid towards Teknor for Web Camera and Computer Accessorries</i>				
8-4-2019	<b>Teknor</b>	<b>Payment</b>	BP-32	<b>5,635.00</b>	
	New Ref 0539	5,635.00 Dr			
	<b>1555 : Corp. Non Salary A/c</b>				<b>5,635.00</b>
	<i>*835854 being Bill paid towards teknor for buy cable for Camera Of VC lab</i>				
29-1-2020	<b>Teknor</b>	<b>Payment</b>	BP-131	<b>13,889.00</b>	
	Agst Ref 117	12,508.00 Dr			
	Agst Ref 93	885.00 Dr			
	Agst Ref 144	496.00 Dr			
	<b>1555 : Corp. Non Salary A/c</b>				<b>13,889.00</b>
	<i>*870387 Being Bill paid towards Teknor for buyLogitech Optical Mouse, Kyeboard, Printer-18,HDMI to VGA, Cable for Camera Cable Tie for Statistic Dept</i>				
29-1-2020	<b>Teknor</b>	<b>Payment</b>	BP-132	<b>15,700.00</b>	
	Agst Ref 121	15,700.00 Dr			
	<b>1555 : Corp. Non Salary A/c</b>				<b>15,700.00</b>
	<i>*870384 Being Bill paid towards Teknor for buy 4TB Seagate Sata HDD for Backup for CCTV Camera</i>				
18-2-2020	<b>Teknor</b>	<b>Payment</b>	BP-74	<b>13,865.00</b>	
	Agst Ref 19-20/Jan/119	1,534.00 Dr			
	Agst Ref 19-20/Jan/108	1,298.00 Dr			
	Agst Ref 19-20/Jan/118	531.00 Dr			
	Agst Ref 19-20/Jan/131	2,596.00 Dr			
	Agst Ref 19-20/Jan/142	2,596.00 Dr			
	Agst Ref 19-20/Jan/211	5,310.00 Dr			
	<b>1555 : Corp. Non Salary A/c</b>				<b>13,865.00</b>
	<i>*876232 Being Bill paid towards Teknor for buy Kyeboard &amp; Mouse for Stock &amp; Staffroom, Quickheal Total Security Software, Buy Cable CCTV Camera, Logistich Kyeboard Quckheal for Stafroom &amp; XKC</i>				
<b>Total:</b>				<b>57,609.00</b>	



  
PRINCIPAL  
ST. XAVIER'S COLLEGE  
(AUTONOMOUS)  
MUMBAI - 400 001.

# St. Xavier's Sr. College Non Salaries

St.Xaviers College  
5th Mahapalika Marg,Dhobhi Talav  
Mumbai-01

## Payment Register

1-Apr-2014 to 31-Mar-2018

Page 1

Date	Particulars	Vch Type	Vch No.	Debit Amount	Credit Amount
16-1-2015	<b>Vigilis</b> Agst Ref VIG/2015/150113-1 <b>1555 - UTI Bank</b> \$258560 Being Paid to Vigilis towards New 2 CCTV Camera (Canteen)	Payment 37,037.00 Dr	BP-47	37,037.00	37,037.00
12-2-2015	<b>Vigilis</b> Agst Ref VIG/2015/150120-1 <b>1555 : Corp. Non Salary A/c</b> \$317393 Being Paid to Vigilis towards New 2 CCTV Camera (Canteen)	Payment 13,400.00 Dr	BP-42	13,400.00	13,400.00
9-7-2016	<b>Teknor</b> Agst Ref 1167 <b>1555 - UTI Bank</b> \$279219 Being bill paid for 8 port switch,qty 1 for camera installed General office	Payment 8,750.00 Dr	BP-27	8,750.00	8,750.00
6-10-2016	<b>Domotics Infotech India PVT LTD</b> Agst Ref 028 Agst Ref 030 Agst Ref 050 Agst Ref 51 <b>1555 : Corp. Non Salary A/c</b> *373883 being paid towards New 2MP II CCTV Camera with kit for college	Payment 46,969.00 Dr 11,394.00 Dr 42,188.00 Dr 4,484.00 Dr	BP-6	1,05,035.00	1,05,035.00
25-4-2017	<b>Domotics Infotech India PVT LTD</b> Agst Ref 013 Agst Ref 014 Agst Ref 017 Agst Ref 024 Agst Ref 025 Agst Ref Diipl/1718/16 <b>1555 : Corp. Non Salary A/c</b> <b>TDS ON EXP.</b> \$062278 Being bill paid for New Camera with wires etc	Payment 2,40,904.00 Dr 1,30,698.00 Dr 23,214.00 Dr 93,013.00 Dr 25,963.00 Dr 41,428.00 Dr	BP-113	5,55,220.00	5,54,701.00 519.00
<b>Total:</b>				<b>7,19,442.00</b>	



*Shinde*

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ST. XAVIER'S COLLEGE  
(AUTONOMOUS)  
MUMBAI - 400 001.

# St. Xavier's Sr. College Non Salaries

St.Xaviers College  
5th Mahapalika Marg,Dhobhi Talav  
Mumbai-01

## Payment Register

1-Apr-2014 to 31-Mar-2018

Page 1

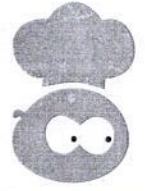
Date	Particulars	Vch Type	Vch No.	Debit Amount	Credit Amount
2-2-2016	Student Council Alc 1555 : Corp. Non Salary A/c <i>\$345360 Being paid to Vendiman snacking solutions pvt ltd,bill no-VNM/MU/01/16 /1872,SANITARY nAPKINS</i>	Payment	BP-33	4,860.00	4,860.00
Total:				4,860.00	



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PRINCIPAL  
ST. XAVIER'S COLLEGE  
(AUTONOMOUS)  
MUMBAI - 400 001.

BP  
Scans  
Feb  
/33



**VENDIMAN**  
it's snacking time

TAX INVOICE					
Invoice No. VNM/MU/01/16/1872			DATE : 21/01/2016		
To, ST. Xavier's College 5, Mahapailka Marg Mumbai - 400001 India			CST No. 27911019548C		
			TIN No. 27911019548V		
Kind Attn :			Email : info@vendiman.com		
Item No.	DESCRIPTION	Qty.	Rate	Per	Amount Rs. P.
B	SANITARY NAPKINS- HAPPY DAYS	5	972.00	Nos	4,860.00
	1 Case = 108 packs of 3's (Including Vat Tax)				
	Packing and forwarding				
	Round off				
	Total Invoice Amount				4,860.00
Amount in words :			Rs. Four thousand Eight hundred Sixty only		
<p><i>Already Paid</i></p>			<p>For Vendiman Snacking Solutions Pvt Ltd</p> <p><i>12/2</i></p> <p><i>Student council! All</i></p>		
<p>PLACE TO Mumbai SECTION E. &amp; O.E.</p>			<p>Authorised Official</p> <p><i>Deanna Ahmeida</i></p> <p><i>28/1/16 3:34pm</i></p> <p><i>Student Council / TY Lady Rep Women's Development Cell St-Xavier's College, Mumbai</i></p>		

*CORP  
1555  
#345360  
21/02/16*



VENDIMAN SNACKING SOLUTIONS PVT. LTD.

L4, 403, The Summit Business Bay, Off Hanuman Road, W.E Highway, Vile Parle (E), Mumbai - 400057.

Tel. No. : 022-26636400 • Email : info@vendiman.com • www.vendiman.com • CIN / LLPIN No : U52100MH2013PTC248911

Bangalore • Chennai • Cochin • Kolkata • Pune • Trivendrum




BP  
Deve  
E&E  
22



<b>TAX INVOICE</b>	
Invoice No. VNM/MU/11/15/1360	DATE : 30/11/2015
To, ST. Xavier's College 5, Mahapailka Marg Mumbai - 400001 India	CST No. 27911019548C
	TIN No. 27911019548V
	Email : info@vendiman.com

Item No.	DESCRIPTION	Qty.	Rate	Per	Amount	
					Rs.	P.
A	VENDIGO - Automated 2 selection Electronic	1	14,523.00	Nos	14,523.00	
	VAT @ 12.5%		12.50%		1,815	
	Delivery charges	1	1,000.00	per	1,000.00	
	Installation & Training charges	1	1,000.00	per	1,000.00	
B	SANITARY NAPKINS- HAPPY DAYS	5	926.00	Nos	4,630.00	
	1 Case = 108 packs of 3's					
	VAT @ 5%		5.00%		232	
	Packing and forwarding					
	Round off				0.12	
	<b>Total Invoice Amount</b>				<b>23,200.00</b>	

Amount in words : Rs. Twenty Three thousand Two hundred only

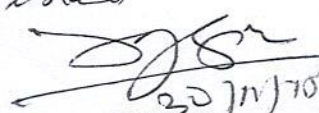
<p>For women Development cell</p>	<p>For Vendiman Snacking Solutions Pvt Ltd</p>  <p>Authorised Official</p>
SUBJECT TO Mumbai JURISDICTION	
E. & O.E.	

**Vendiman Snacking Solutions Pvt Ltd.**

403, The Summit Business Bay Off Hanuman Road, W.E Highway Vile Parle (E) Mumbai  
 400057 Email: info@vendiman.com. www. Vendiman.com  
 CIN/LLPIN No. : U52100MH2013PTC248911  
 Contact No. : 022-20860467, 022-26636400

1880  
107707  
2/12/15

For Vendiman Snacking Solutions Pvt. Ltd  
 Recd cheque no- 107707.  
 Furniture & Equipment

Seen and  
 Trusted  
  
 20/11/15  
 PRINCIPAL  
 ST. XAVIER'S COLLEGE  
 MUMBAI - 400 001.

# TIGER LABOUR AND MANAGEMENT SERVICES

R.no 5, Ground Floor, Mehta Nagar,  
Marol Vijay Nagar, Marol Maroshi Road,  
Andheri (East) Mumbai-59

Telephone:  
29251303

*EST*  
*March*  
*BP*  
*103/104*

Bill no: TLMS / Feb- 4 -2020

Date: 29.2.2020  
Month: Feb .2020

M/s **The Bombay St Xavier college Society**

Sr.no	Particulars	Amount
1	Facility Attendant	146889
	CGST @ 9%	13220
	SGST @ 9%	13220
	<b>Total</b>	<b>173329</b>
	GST NO 27ATZPD0070B1ZW	
	<b>TREASURER</b> <b>ST. XAVIER'S COLLEGE</b> <b>MUMBAI - 400 001.</b>	
		<i>corp</i> <i>13311</i> <i>A 865466</i> <i>M 865467</i> <i>11/3/20</i>
<b>Total</b>		<b>173329</b>

*der*  
*TDS 1%*  
*con 146889*  
*173329*  
*1470*  
*171859*

In One lakh Seventy three thousand Three Hundred and Twenty nine Rupees only  
Words

For TIGER LABOUR AND MANAGEMENT SERVICES-

*Kavna*  
Accountant.

This bill be settled in full within 3 days

*ay*  
*ST. XAVIER'S COLLEGE SOCIETY*  
*05 MAR 2020*  
*5/3/2020*



*Scumy Service charges*

*Shubh*  
PRINCIPAL  
ST. XAVIER'S COLLEGE  
(AUTONOMOUS)  
MUMBAI - 400 001.

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MASTER ROLL CUM WAGES REGISTER FOR THE MONTH OF FEBRUARY 2020 UNIT M/S. ST. XAVIER'S COLLEGE

Sr. No.	NAME	Designation	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	Total Days	Signature		
I	Bhawal Zende	slg	P	P	P	W	P	P	P	P	P	P	P	P	P	A	A	A	A	A	A	A	P	P	P	P	P	P	P	P	P	22	day	W/H/T	OT	Total	
													W													W											
	Shivshankar Tiwari	slg	P	P	P	W	PP	PP	PP	P	P	P	P	PP	PP	PP	P	P	PP	PP	PP	PP	PP	P	P	P	P	PP	P	P	29	5	-	11	-	48	
	Bharti Hatankar	slg	P	W	P	A	P	P	P	P	W	P	P	P	P	P	P	W	P	P	P	P	P	P	W	P	P	A	A	P	P	26	-	-	-	-	26
	Lateji Tiwari	slg	P	W	P	P	P	P	P	P	P	P	P	P	P	P	W	P	P	P	P	P	P	A	W	P	P	P	P	P	P	28	-	1	=	29	
II	Shaslikant Kadam	slg	P	P	P	P	W	A	P	P	A	P	P	P	P	P	PP	PP	P	P	P	P	P	P	P	P	P	PP	P	P	P	26	-4	-3	-33	-33	
	Narpat Singh	slg	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	PP	P	P	P	P	P	P	P	29	-4	-1	=	8	
III	Laxman Jha	slg	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	A	P	P	P	P	P	P	P	P	28	-4	--	--	8	
	Vidlawasari Dabey	slg	P	P	P	P	A	P	P	P	P	P	P	A	A	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	27	-5	-	-	8	
	Suresh Dhande	slg	-	-	-	A	P	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	01					

Prepared by

Checked by



*Hinde*  
 PRINCIPAL  
 ST. XAVIER'S COLLEGE  
 (AUTONOMOUS)  
 MUMBAI - 400 001.

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