



**Nirmala Memorial Foundation College of Commerce and Science
(Autonomous)**

Kandivali (E), Mumbai-400101

**Re-accredited by NAAC with B++ Grade & ISO 9001:2015 Certified
Recognized under Section 2(f) & 12(B) of the UGC Act, 1956**

ACADEMIC YEARS

2023-24, 2024-25 & 2025-26

GENDER AUDIT REPORT

PRESENTED BY

**WOMEN DEVELOPMENT CELL
OF NIRMALA MEMORIAL FOUNDATION COLLEGE
OF COMMERCE AND SCIENCE
(AUTONOMOUS)**



**Nirmala Memorial Foundation College of Commerce and Science
(Autonomous)
Kandivali (E), Mumbai-400101
Re-accredited by NAAC with B++ Grade & ISO 9001:2015 Certified
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**Women Development Cell
in association with
Internal Quality Assurance Cell**

Presents

GENDER AUDIT REPORT SUMMARY

2023-24, 2024-25 & 2025-26

INDEX

Sr. No.	Headings	Page No.
1.	Preface	
2.	Acknowledgement	
3.	Gender Policy	
4.	Gender Sensitization Plan	
5.	Objectives Of Gender Audit	
6.	Introduction	
7.	Vision and Mission	
8.	Quality Policy	
9.	Executive Summary	
10.	Gender Sensitization Activities in the Institute	
11.	WDC Activities	
12.	DLLE Activities	
13.	Sport Committee Activities	
14.	NSS Activities	
15.	Cultural Committee Activities	
16.	Women Participation in Research	
17.	Anti-Ragging and Students' Grievance Redressal Cell	
18.	Data Analysis	
19.	Gender-Wise Student Enrolment and Staff Details	
20.	Gender Awareness Survey Analysis	
21.	Salient Findings	
22.	Suggestions	
23.	Conclusion	
24.	Format of Questionnaire	
25.	Checklist, Remarks, Suggestion by External Gender Auditors	

PREFACE

Gender is not merely a biological distinction; it encompasses the roles, expectations, and responsibilities that society assigns to individuals based on their sex. These roles are largely shaped by cultural practices, traditions, and social norms rather than by innate differences. In this context, gender equality refers to a state where all individuals, irrespective of their gender, are provided equal rights, responsibilities, and opportunities. It emphasizes that while men and women may differ biologically, such differences should not define their capabilities or restrict their choices.

Gender equality is not confined to being a concern solely for women; it is a collective responsibility that requires the participation and commitment of all genders. Although legal frameworks and institutional policies may promote equality, true transformation lies in addressing the deep-rooted biases, stereotypes, and preconceived notions that persist within society. Therefore, achieving equality requires not only equal treatment but also equitable measures that recognize diverse needs and provide appropriate support to ensure fairness and inclusion.

Despite significant progress over the years, gender disparities continue to exist in various spheres of life. Such inequalities hinder individual potential, impede institutional growth, and restrict overall societal development. Promoting gender equality contributes to building a more inclusive, safe, and progressive environment. It also plays a crucial role in reducing gender-based discrimination and violence, thereby fostering a culture of respect, dignity, and mutual understanding.

In this regard, a gender audit serves as an important institutional mechanism to assess and promote gender sensitivity and inclusivity. It is a systematic process that evaluates policies, practices, infrastructure, and the overall environment of an institution through a gender perspective. The present Gender Audit of the college has been undertaken with the objective of identifying strengths, gaps, and opportunities for creating a more gender-equitable campus.

The audit process involved the selection of key areas for assessment, orientation of participants, development of structured checklists, on-site observations, and documentation of findings. The insights gained through this process have been compiled and presented along with recommendations for improvement. The findings of this audit aim to assist the college administration in implementing informed and meaningful measures to enhance gender inclusivity and ensure a safe and supportive environment for all stakeholders.

This document is a step forward in the institution's commitment to uphold the principles of equality, equity, and inclusiveness, thereby contributing to holistic educational and social development.

ACKNOWLEDGEMENT

We would like to express our heartfelt gratitude to all those who contributed to the successful completion of the Gender Audit of Nirmala Memorial Foundation College of Commerce and Science (Autonomous).

This comprehensive effort would not have been possible without the unwavering support and co-operation of numerous individuals and groups. We would like to acknowledge the guidance and encouragement provided by the Honorable Chairman of Nirmala Memorial Foundation, Mr. Dennis Desai, Director Mrs. Aruna Desai, Secretary Mrs. Dhara Desai, Academic Director Mrs. Sylvia Fernandes, I/C Principal Dr. Swiddle D'Cunha and Vice-Principal Dr. Poonam Kakkad, whose expertise and insights greatly enriched the audit process. Their thoughtful feedback and suggestions played a vital role in shaping the direction of this project.

We extend our sincere thanks to the college administration, faculty members, non-teaching staff, and students for their valuable insights, time, and co-operation during the data collection and assessment phases of the audit. Your willingness to engage in meaningful conversations and provide essential information was integral to the quality of this study.

GENDER POLICY

- The institution is committed to creating an inclusive environment that ensures equal opportunities, rights, and participation for all genders in academic, co-curricular, and administrative activities.
- The college strictly prohibits any form of discrimination based on gender in admissions, evaluation, recruitment, promotions, and access to resources.
- The institution enforces a strict policy against sexual harassment, aligned with legal frameworks. A formal grievance redressal mechanism (Internal Complaints Committee) shall be active, confidential, and accessible.
- The Women Development Cell will regularly organize workshops, seminars, and campaigns to promote awareness on gender issues, women's rights, legal provisions, and gender sensitivity.
- The policy emphasizes the empowerment of women students and staff through leadership programs, entrepreneurship training, career guidance, and skill development initiatives.
- The institution will provide counseling, mentoring, and support services to address academic, personal, and psychological challenges faced by women students and staff.
- The college will ensure a safe campus through proper infrastructure (CCTV, lighting, security), grievance mechanisms, and a culture of respect, dignity, and inclusivity for all.

GENDER SENSITIZATION PLAN

The Gender Sensitization Plan of the Women Development Cell aims to foster an inclusive, respectful, and equitable campus environment by promoting awareness and understanding of gender issues among students and staff.

Activities Planned:

- Gender Sensitization Workshops and Seminars
- Guest Lectures on Women's Rights and Sexual Harassment
- Sessions on Female Health and Hygiene like PCOS and Cancer Affecting Women
- Seminars for Awareness on Cyberbullying and POSH
- Workshops on Self-Defense
- Panel Discussions on Gender Issues
- Talks for Female Empowerment

Role of College Women Development Cell:

In accordance with the rules and regulations laid down by the authorities, the College Women's Development Cell performs its duties and responsibilities. There are two thrust areas:

1. Counseling female students & staff about prevention & reporting of any incidents of sexual harassment and
2. Organizing various programmes and activities that promote gender affirmation and equality.

Counseling of female students is done on an individual and group basis. The staff is sensitized to the issues of sexual harassment and gender disparities.

Various gender affirming development activities are organized by the College Women's Development Cell, often in association with other groups and associations.

OBJECTIVES OF GENDER AUDIT

- To uncover disparities in gender representation, opportunities, and outcomes
- To gauge the integration of gender perspectives across all policies and initiatives
- To analyze how effectively gender-related policies are put into practice
- To track and quantify advancements made in achieving gender equality
- To hold stakeholders responsible for addressing identified gender gaps
- To shape future strategies, policies, and actions with gender-sensitive insights
- To share successful approaches and areas requiring improvement

- To provide a factual basis for advocating gender-responsive changes
- To identify skills and knowledge gaps, and target capacity-building efforts
- To ensure adherence to gender equality laws and regulations

INTRODUCTION

Nirmala Memorial Foundation College of Commerce and Science (Autonomous), a flourishing institution affiliated to the University of Mumbai made its humble genesis in 2003, through the enlightened vision and guidance of the Founder, Late Mr. Thakorbhai Desai.

Being NAAC Accredited with B++ Grade with 2.85 Score (in the Second cycle) with effect from 2024 and ISO 9001:2015 Certified, the institution offers Two Post-Graduate and Seven Under-Graduate Programs in subjects of Commerce, Science and Arts. It also has a recognized research center in the faculty of Commerce, subject Business Policy and Administration. Although being a minority college, the college caters to the needs of academic support of all students with diverse backgrounds.

As an institution its purpose is to impart quality education to students of all creeds in general and the Gujarati Linguistic Minority in particular. The college strives to develop the intellectual powers of students and all concerned, continuously and consistently through methods that are participative, interactive and facilitative in a measurable manner.

The college offers a number of traditional and self-financing undergraduate and post graduate courses that are affiliated to University of Mumbai, imparting education to about 3,194 students who reside in and around this fast-growing suburb.

VISION

“To engage, inspire and empower youth minds through excellent education, opportunities which are responsive to the needs of society.”

MISSION

- To engage learners through holistic education which inspires critical thinking, innovation and research
- To develop leadership skills of learners by fostering their confidence, motivation and facilitating emotional, interpersonal and social skills
- To collaborate with industries for equipping learners with industry relevant knowledge, skills and attitudes
- To sensitize learners towards social inclusions, human rights and gender and environmental issues

QUALITY POLICY

We, at Nirmala Memorial Foundation College of Commerce and Science (Autonomous), are committed to disseminating Quality Education to the students of our college and catering to the changing and challenging needs of society and industry.

This shall be achieved through:

- Embracing contemporary educational trends in the field of Finance, Commerce, Management, Arts and Science
- Creating proactive learning culture among staff and students
- Professional development of students by imbibing strong ethical values
- Continual improvement in Operational Processes with the help of ISO 9001:2015 Standard

EXECUTIVE SUMMARY

The Women's Development Cell of Nirmala Memorial Foundation College of Commerce and Science (Autonomous) undertook a Gender Audit to assess the presence of any significant gender-based discrimination or biases within the college campus. This initiative was carried out in alignment with the vision of the Management which recognized the need to foster a bias-free and inclusive environment for all. To that end, it was deemed essential to clearly articulate and implement a gender mainstreaming policy.

The Gender Audit was conducted to understand whether the college provides a fair, safe, and inclusive environment for all genders. It was based on the idea that there may be a gap between what gender equality should ideally look like and what students and staff actually experience on campus. Therefore, the audit aimed to identify such gaps and encourage practices that promote equality and inclusivity.

A key focus of the audit was to understand the attitudes and perceptions of faculty and staff towards students of all genders, ensuring that the campus remains a supportive space for everyone. The audit followed the concept of gender mainstreaming, which means considering the needs and perspectives of all genders while planning policies and activities in the institution.

To carry out the audit, both existing policies and actual experiences were examined. Institutional documents, rules, and practices were reviewed to assess how well gender inclusivity is maintained. A total of 16 activities were conducted by the Women Development Cell during the audit period, and

the related documents were carefully reviewed as part of the assessment. In addition, initial discussions and feedback helped identify possible issues related to gender bias or discrimination.

Primary data was collected through a student survey using Google Forms. The survey included questions on safety, equal opportunities, awareness programs, hygiene, and overall well-being. It aimed to understand whether students of all genders feel respected, supported, and treated equally on campus. The responses helped in providing a clear picture of the current situation and identifying areas for improvement.

Overall, the gender audit serves as a self-evaluation tool for the institution to regularly assess and strengthen its efforts towards creating a gender-sensitive and inclusive environment.

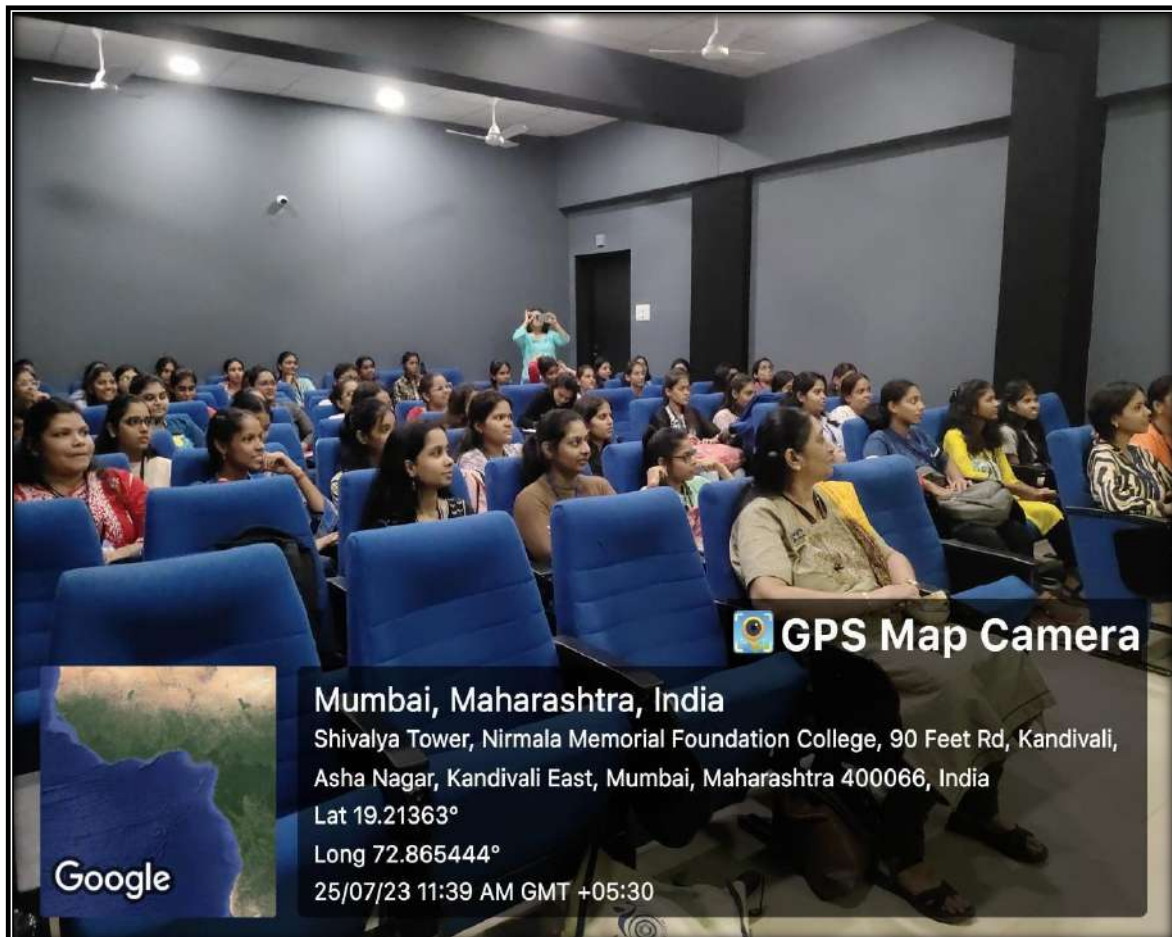
GENDER SENSITIZATION ACTIVITIES

ACADEMIC YEAR 2023 – 24

"The Female Journey: Exploring Health, Hygiene and Empowerment"

The seminar on "The Female Journey: Exploring Health, Hygiene and Empowerment" organized by the Women Development Cell in collaboration with the Inner Wheel Club of Bombay, Kandivli, proved to be an insightful and empowering event for the 68 girl students in attendance. Taking place on Tuesday, July 25, 2023, at 11.30 a.m., the seminar aimed at creating awareness and imparting essential knowledge on personal health, hygiene practices, common health issues, and menstrual hygiene management.

Dr. Divyani Patel, a renowned gynaecologist and obstetrician with 18 years of experience, served as the resource person, providing valuable insights into women's health. The event not only addressed critical aspects of physical well-being but also fostered a sense of empowerment among the participants. The collaborative effort between the Women Development Cell and the Inner Wheel Club of Bombay showcased the commitment to women's well-being and education, aligning with the broader goals of the International Inner Wheel organisation in contributing to the betterment of society.



Empowering Women's Rights

The Women Development Cell organised a seminar titled “Empowering Women's Rights” on Thursday, 17th August, 2023 at 11:30 a.m. in the Mini Auditorium (Block No. 706). The aim of the seminar was to foster an inclusive environment that empowered all individuals to excel and contribute to society.

Advocate Minaxi L. Paniya, a practising Advocate of Bombay High Court with over 40 years of experience was the resource person for the event. Her experience working for an NGO and Legal Aid Centre that served destitute women prompted many enlightening conversations with the participants.

The speaker shared stories of her clients while also educating the students regarding the various circumstances, laws and sections under which a woman could file a lawsuit. The session covered topics like dowry, physical violence, mental harassment, streedhan, alimony and protection of women in matrimonial homes. A question-answer round was held at the end of the seminar where participants narrated their personal issues and scenarios and asked for guidance on taking the next step.

The Women's Rights Seminar yielded several significant outcomes. The seminar successfully raised awareness about the challenges and barriers women face in various aspects of society, including education, workplace and social norms. Attendees gained a deeper understanding of the importance of gender equality and the urgency of addressing these issues. The stories and experiences shared by the speaker and fellow attendees served as a source of inspiration to advocate for change and contribute to women's empowerment. Equipped with accurate information, participants are better prepared to counter misinformation and promote evidence-based solutions. A total of 80 students benefitted from the session.





Empowering Health through Personal Hygiene

The Women Development Cell in association with Inner Wheel Club of Bombay Kandivli organised a seminar titled “Empowering Health through Personal Hygiene” on Monday, 11th September, 2023 at 11:00 a.m. in Block No. 311. The aim of the seminar was to shed light on critical aspects of women's well-being and address the societal and individual factors that impact their health. It sought to promote awareness, education and practical solutions to encourage women in taking control of their health by promoting safe menstrual practices.

Inner Wheel Club of Bombay Kandivli is involved in helping underprivileged people and works in the areas of education, health, environment, orphanages, old age homes and arranges various awareness programmes in schools and colleges. The resource person, Dr. Vidya Patil, had 25 years of experience in the field of gynaecology and obstetrics.

The speaker began by explaining the female anatomy and the functions of each organ. She informed the students about what a healthy menstrual cycle should be like and the various health issues women face due to lack of proper knowledge or misconceptions related to hygiene. She also elaborated on the care one needs to take to avoid infections like UTI and the use of proper menstrual products. She discussed the causes of obesity among women and how it affects the menstrual cycles and future

pregnancies. Participants enthusiastically asked questions on the above topics and cleared their doubts.

The seminar gave several significant outcomes. Participants gained a deeper understanding of the female anatomy, menstrual health and reproductive well-being. It helped dispel myths and taboos surrounding women's health, particularly related to menstruation. Attendees learned practical tips for maintaining good hygiene and information on nutrition and dietary choices for different life stages empowered women to make healthier choices. A total of 130 students benefitted from the session.

“Gender Sensitisation”

The Women Development Cell of Nirmala Memorial Foundation College of Commerce and Science in association with the University of Mumbai organized a National Webinar on "Gender Sensitisation" on Tuesday, 12th March 2024 from 02.30 pm to 03.30 pm.

The following dignitaries were invited and they have shared valuable insights on the “Gender Sensitisation”:

Eminent Resource Person:

Dr. Bharat Khushalan

Working at NASA & ISRO Space Missions

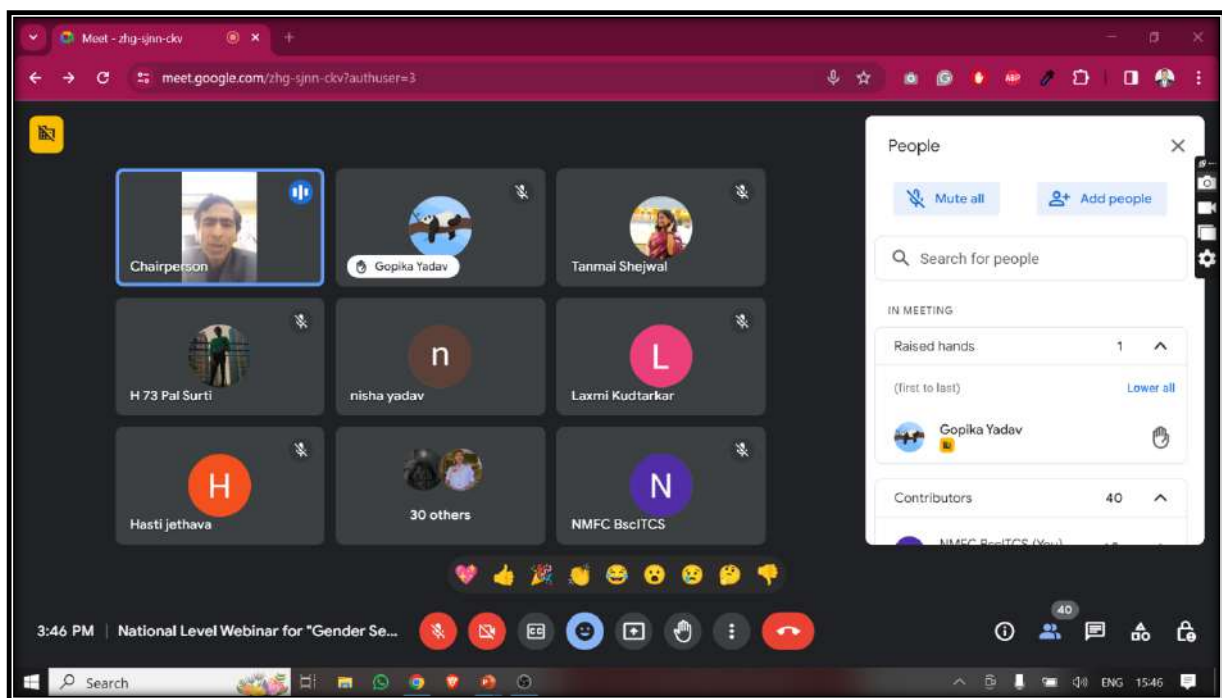
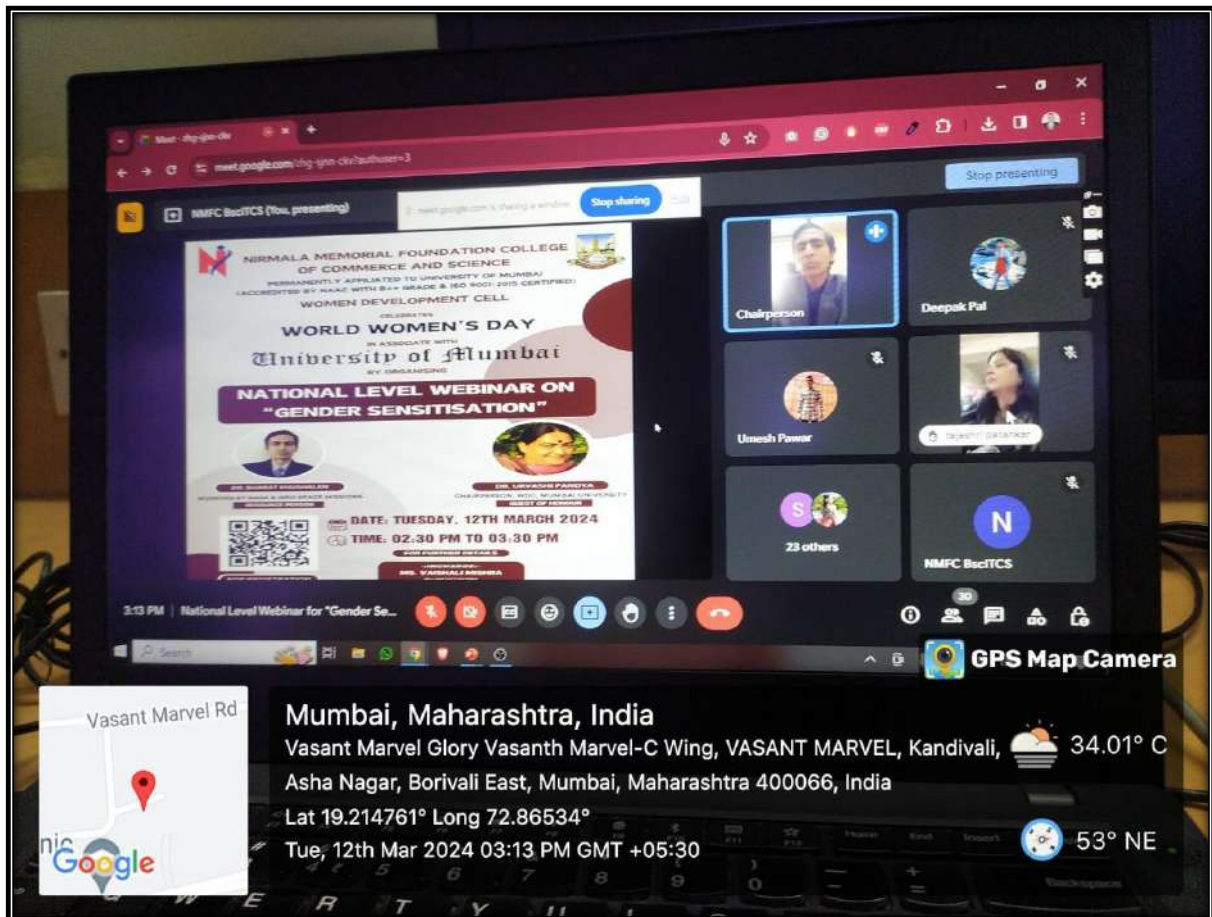
Guest of Honour:

Dr. Urvashi Pandya,

Chairperson, WDC, University of Mumbai

During the National Level Webinar, Speakers have thrown light on various sensitive things related to the topic. They have also shared a lot of statistics, figures and facts on Gender Equality, Rights associated with Women, Women's employment, etc.

The webinar was conducted on the Google Meet platform with a good response from the approximate 49 attendees.



Fostering Gender Sensitivity in Campus Culture

The Women Development Cell organised a seminar on Gender Sensitivity titled as 'Fostering Gender Sensitivity in Campus Culture,' which was held on Wednesday, 24th January 2024, at 11:30 a.m. The event, aimed at celebrating National Girl Child Day, provided valuable insights into cultivating a more inclusive campus environment.

The seminar, attended by 73 students, featured Ms. Shweta Chaturvedi, the In-Charge Principal of Shree L.R. Tiwari College of Law, as the resource person. Her extensive experience as an advocate in both civil and criminal courts enriched the discussions and added a practical dimension to the understanding of gender sensitivity.

Throughout the event, participants actively engaged in discussions, exchanging perspectives on fostering awareness and understanding of gender sensitivity within the college community. The dedication and enthusiasm of the attendees contributed significantly to the seminar's success.





Laja Talks

The Women Development Cell, in association with Laja Talks, organized a program titled “LAJA TALKS” on Tuesday, April 18th, 2024, at 10:30 a.m. in the Mini Auditorium (Block No. 706). The theme of the program was "Yodha" (Warrior). The program aimed to create a platform where individuals could share their personal experiences and stories to inspire, empower, and support one another. Nine esteemed speakers, each with their own remarkable journey, took center stage to inspire and uplift audiences with their stories of courage and resilience.

The program successfully achieved its aim of providing a space for meaningful sharing and inspiration. 20 students attended the event, actively engaging with the speakers and participating in discussions. Each speaker's story resonated deeply with the audience, fostering a sense of unity and empowerment among all attendees. Through the transformative power of storytelling, the program left a lasting impact on everyone present, igniting a renewed sense of motivation and determination in the hearts of the audience members.



ACADEMIC YEAR 2024 – 25

Holistic Wellness: Health, Hygiene and Personality Development

The Women Development Cell organised a seminar on Holistic Wellness: Health, Hygiene and Personality Development in Association with and sponsored by Procter & Gamble (P&G) on **Friday, 28th June, 2024 at 10.30 am in Block no: 505.**

The objective of the seminar was to equip the learners with necessary grooming and personality development skills that are essential for professional growth and success.

Speaker for the session **Ms. Vinetha Rajendran** gave an elaborated session to the female students of SY & TY of all the programmes on different aspects contributing to holistic wellness and overall personality development.

Topics such as menstrual hygiene, Physical and mental wellness, grooming tips for events such as interviews were briefly discussed by the speaker. Overall 46 female students attended the session and got basic grooming tips and also received goodies from P&G.





“Break the Stereotype: Spreading Gender Sensitization”

The NSS Unit and Women Development Cell in collaboration with Child Help Foundation organised a session titled **“Break the Stereotype: Spreading Gender Sensitization”** on Thursday, 5th September, 2024 from 08.00 am onwards in the respective classrooms. The aim of the session was to raise awareness regarding gender equality and help break the stereotype and eliminate gender discrimination.

Ms. Ria Noronha, Mrs. Chris Shenoy &

Mr. Ibrahim Khan from Child Help Foundation conducted sessions in the respective classrooms to Undergraduate learners. Overall around 400 learners benefitted from the session.



“Empowering through Equality: A Talk on Women’s Rights”

The Women Development Cell in association with Inner Wheel club of Bombay (Kandivali) organized a seminar titled “Empowering through Equality: A talk on Women’s Rights” on Thursday, 18th July, 2024 at 11.30 am in Block no. 406

The Aim of the session was to raise awareness about Women's Rights among the female students with a goal to empower them.

Speaker for the Session was Advocate Pradnya Dhule.

It was an overwhelming and knowledgeable experience of understanding the rights and laws for women in the law and order. In Total 66 girls participated in the seminar and got the benefit of vast practicalities in the legal world.

Participants also received the e-certificates who attended the seminar.



Smart Girls Training

The Women Development Cell, in collaboration with Bharatiya Jain Sanghatan- Mumbai Chapter, under the MoU successfully organized a two-day free workshop on Smart Girls Training on Friday, 24th January 2025, and Saturday, 25th January 2025, from 8:00 AM to 2:00 PM at Block No. 710 (7th Floor). The workshop was conducted by the resource person, Mr. Ratnakar Mahajan, and was specifically designed for adolescent girls to empower them with essential life skills and prepare them to face personal and social challenges confidently.

A total of 42 girls attended the workshop. The workshop successfully empowered participants by enhancing their self-confidence, communication skills, and awareness of personal health. Discussions on women's health emphasized the importance of well-being, while sessions on decision-making encouraged critical thinking and informed choices. Strategies for building healthy relationships, managing peer pressure, and learning self-defense techniques equipped participants to handle real-life challenges effectively.

This initiative by the Women Development Cell and Bharatiya Jain Sanghatan fostered lasting confidence, resilience, and holistic development in young women.



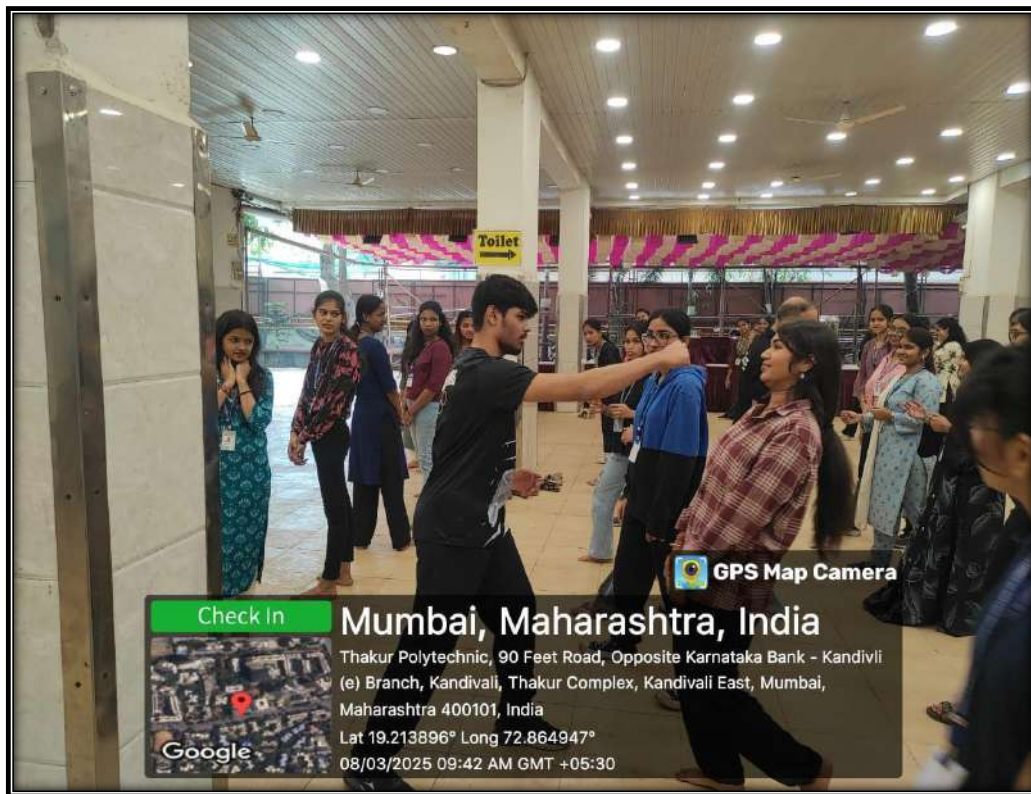


Empower Yourself: Mastering the Art of Self-Defence

The Women Development Cell successfully organized a workshop titled “Empower Yourself: Mastering the Art of Self-Defence” to commemorate Women’s Day on Saturday, 8th March 2025, at 9:00 AM in the Stilt Area (College Basement). The session, conducted by Mr. Umesh Murkar from Gurukul Kruti Foundation Trust, aimed to build confidence and empower participants with essential self-defense techniques.

A total of 56 students actively participated in the interactive session, where they learned practical strategies to protect themselves in various situations. The workshop emphasized awareness, quick reflexes, and simple yet effective defense moves, ensuring that participants felt more prepared to handle potential threats. Through hands-on demonstrations and real-life scenario training, students gained valuable skills that enhanced their sense of security and self-reliance.

The event successfully achieved its objective of fostering confidence and self-empowerment among students. E-certificates were provided to all participants, acknowledging their enthusiastic involvement.



ACADEMIC YEAR 2025 – 26

From Confusion to Clarity: A Teen Talk on PCOS

The Women Development Cell, in collaboration with the Inner Wheel Club of Bombay Kandivali, successfully conducted an informative and engaging session titled "From Confusion to Clarity: A Teen Talk on PCOS" on Thursday, 26th June 2025, at the Mini Auditorium, Block No. 706.

The session aimed to raise awareness and provide clear, practical knowledge about Polycystic Ovary Syndrome (PCOS/PCOD) among adolescent girls, helping them move from confusion to clarity on this common yet often misunderstood condition.

The session was led by Dr. Rupali Hazari Gangurde, a renowned expert in women's health, the talk covered causes, symptoms, consequences, and lifestyle management strategies. A total of 87 girl students attended and benefited from the session.

Students gained valuable insights and clarity on the topic, and the concluding interactive Q&A session empowered them to openly address personal health concerns and get expert guidance in a supportive environment.



POSH Awareness: Building Harassment Free Environments

A session on **POSH Awareness: Building Harassment-Free Environment** was conducted by the **Women Development Cell** to raise awareness about workplace rights, responsibilities, and legal recourse in case of sexual harassment. The session was held on **Thursday, 17th July 2025** and was attended by **75 students**.

The resource person for the session was **Advocate Nikhil Dixit**, who delivered an informative and engaging talk on the importance of fostering a respectful and safe environment, especially in professional and academic spaces.

Adv. Dixit illustrated the topic through **real-life examples and case stories**, helping students understand the emotional, legal, and ethical aspects of workplace harassment. He emphasized the key provisions of the **POSH Act**, focusing on:

- The **definition and types of harassment** under the Act
- The **constitution and responsibilities of the Internal Committee (IC)**
- **Step-by-step guidance on how to file a formal complaint**
- Importance of **confidentiality, empathy, and timely redressal**

The session clarified many doubts and misconceptions regarding the POSH Act and empowered students to take informed action in case of any form of misconduct.

The talk was **fruitful, interactive, and insightful**, encouraging open dialogue while stressing the importance of dignity, safety, and equality in any institutional setting.





“Click with Care: Understanding Cyber Bullying”

A session on **“Click with Care: Understanding Cyber Bullying”** was conducted by the **Women Development Cell** in collaboration with **University WDC** to raise awareness about Cyber bullying and ways to fight. The session was held on **Tuesday, 25th November, 2025** and was attended by **74 students**.

The resource person for the session was **Mr. Satyam Singh**, Assistant director General (Security), Department of Telecommunications (DoT).

Sir delivered an informative and engaging talk on the importance of fostering safe cyber practices. Sir also raised awareness among students about “Sanchar Saathi”, a citizen centric initiative of Department of Telecommunications (DoT) to empower mobile subscribers, strengthen their security and increase awareness about citizen centric initiatives of the Government and its availability in form of Mobile App and web portal (www.sancharsaathi.gov.in).

The talk was **fruitful, interactive, and insightful**, encouraging open dialogue while stressing the importance of safety and awareness while dealing online.



Mumbai, Maharashtra, India 🇮🇳

Shop No.1, Nirmala Hall, 90 Feet Rd, Kandivali, Asha Nagar,
Kandivali East, Mumbai, Maharashtra 400101, India

Lat 19.214034° Long 72.865252°

Tuesday, 25/11/2025 01:06 PM GMT +05:30

Google

“Shield of Strength: Cancer Awareness for Women”

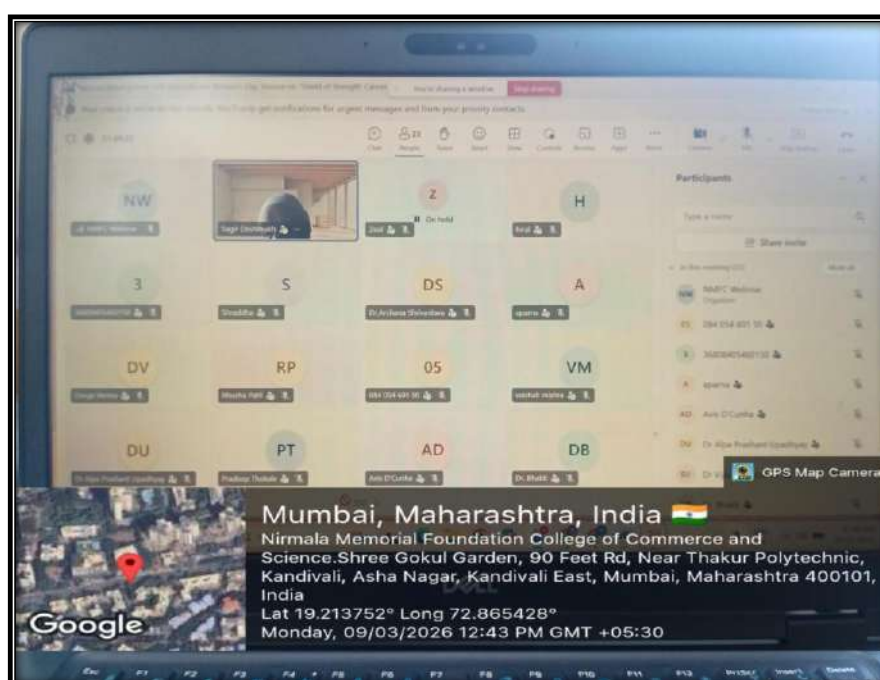
On the occasion of International Women’s Day, the Women Development Cell in association with Cancare Research Foundation organized an awareness session titled “**Shield of Strength: Cancer Awareness for Women.**” The session was conducted on **Monday, 9th March 2026 at 12:00 noon** through the **online mode** for the staff members.

The objective of the session was to raise awareness about common cancers affecting women, emphasize preventive healthcare, highlight early warning signs, and stress the importance of regular medical screening. The initiative aimed to empower women with knowledge that could help in early detection and timely treatment.

The session was conducted by **Mr. Sagir Deshmukh**, Founder and Managing Director of Cancare Research Foundation, along with **Ms. Rekha Salap**, Patient Counselor. Mr. Deshmukh provided valuable insights into the increasing prevalence of cancers among women, particularly breast and cervical cancers. He elaborated on the importance of lifestyle choices, balanced nutrition, and routine medical check-ups in reducing cancer risks.

The speakers encouraged participants to be proactive about their health and to spread awareness within their families and communities. The interactive session allowed participants to ask questions and clarify doubts related to cancer prevention and screening.

The session proved to be informative and insightful, helping staff members gain a better understanding of women’s health issues related to cancer. The initiative successfully reinforced the message that awareness, timely screening, and preventive care are key to combating cancer and safeguarding women’s health. The total number of **attendees were 26**, who benefitted from the webinar.



SPORTS COMMITTEE

ACADEMIC YEAR 2023-24

SR. NO.	STUDENT NAME	COURSE	DIV	ROLL NO.	EVENT	LEVEL	POSITION
1	VICHARY VAIJANTI VICHARE	TYBMS	B	33	UNIVERSITY OF MUMBAI SUBURBAN ZONE -II INTER-COLLEGIATE BOXING (WOMEN) TOURNAMENT WOMEN WEIGHT – 50-55 KG	INTER-COLLEGIATE	III BRONZE MEDAL
2	VICHARY VAIJANTI VICHARE	TYBMS	B	33	OLA 2023-24 INTER – COLLEGE LEVEL BOXING TOURNAMENT ORGANISED BY WILSON COLLEGE	INTER-COLLEGIATE	I GOLD MEDAL



ANNUAL SPORTS MEET 2024-25

DODGEBALL – WINNERS

Sr. No.	Class	Div	Roll No.	Name of Student
1	SYBMS	B	06	Gilsu Mathew Thomas
2	SYBMS	C	12	Kawade Aahana Sanjay
3	SYBMS	A	46	Mondal Nandita Bhutnath

4	SYBMS	A	40	Yadav Himani Bajrangbali
5	SYBMS	B	7	Gorivale Shruti Sanjay
6	SYBMS	A	16	Satelkar Jaya Naresh
7	SYBMS	C	38	Shaikh Saniya Imamuddin Nafisa
8	SYBMS	A	36	Singh Riya Deepak
9	SYBMS	B	16	Kadam Tanaya



ACADEMIC YEAR 2025-26

INTRACLASS CARROM TOURNAMENT

DATE: 11/07/25

VENUE: 511 (GYMKHANA)

WINNERS OF THE COMPETITION:

SR. NO	NAME OF THE STUDENT	PROGRAM	DIV/ ROLL NO	POSITION
1	YADAV LAXMI RAMCHANDRA	F.Y.B.Sc (IT)	A/65	FIRST
2	DHOBI VIMLA RAMCHANDRA	TYBCOM	A/14	SECOND





NSS ACTIVITIES

Self-Defense Workshop

The NSS volunteers of Nirmal Memorial Foundation College of Commerce and Science conducted “a self-defense workshop” for the students of classes 7th, 8th and 9th.

The session began with an awareness talk on “good touch and bad touch” and guided students on how to respond in uncomfortable or unsafe situations.

They demonstrated three self-defense techniques and repeated the moves in slow motion so that students could observe each step carefully and practise them properly. They also highlighted important safety measures such as sharing live location with family members while travelling alone, staying alert in public places, and immediately informing trusted adults or authorities if they feel unsafe.

The workshop was interactive and engaging. It helped in building “confidence, spreading awareness, and encouraging students to be courageous and responsible about their personal safety.



Free Pad Distribution and Hygiene Awareness Session

The National Service Scheme (NSS) Unit of Nirmala Memorial Foundation College of Commerce and Science, in collaboration with the Inner Wheel Club of Bombay Kandivali, organized a Free Pad Distribution and Hygiene Awareness Session on Friday, 9th May 2025 at Palghar.

The initiative aimed to promote menstrual health awareness and hygienic practices among women in the tribal region of Palghar. During the session, volunteers educated women and adolescent girls

about the importance of menstrual hygiene, safe usage and disposal of sanitary pads, and the need to break social taboos surrounding menstruation.

As part of the activity, free sanitary pads were distributed to support women who often face difficulty in accessing proper menstrual hygiene products. The session encouraged open discussion, addressed common myths, and emphasized the significance of maintaining personal hygiene for better health.

The program was successfully conducted with the active participation of NSS volunteers, who assisted in organizing the awareness session and distribution drive. The initiative contributed towards empowering women, improving health awareness, and supporting community welfare in the tribal region.





DLLE ACTIVITIES

Smart Girls Training

The Women Development Cell, in collaboration with Bharatiya Jain Sanghatan- Mumbai Chapter, under the MoU successfully organized a two-day free workshop on Smart Girls Training on Friday, 24th January 2025, and Saturday, 25th January 2025, from 8:00 AM to 2:00 PM at Block No. 710 (7th Floor). The workshop was conducted by the resource person, Mr. Ratnakar Mahajan, and was specifically designed for adolescent girls to empower them with essential life skills and prepare them to face personal and social challenges confidently. A total of 42 girls attended the workshop. The workshop successfully empowered participants by enhancing their self-confidence, communication skills, and awareness of personal health. Discussions on women's health emphasized the importance of well-being, while sessions on decision-making encouraged critical thinking and informed choices. Strategies for building healthy relationships, managing peer pressure, and learning self-defense techniques equipped participants to handle real-life challenges effectively. This initiative by the Women Development Cell and Bharatiya Jain Sanghatan fostered lasting confidence, resilience, and holistic development in young women.



CULTURAL COMMITTEE

2024 - 25

The cultural committee takes immense pride in announcing the winners of an 57th intercollegiate Department Cultural Youth Fest organized by the University of Mumbai on 18th September, 2024.

Sr. No.	Participants Name	Class	Event name	Position
1.	MS. INSHA RUPANI	TYBMS	MEHENDI	THIRD
2	MS. SHREYA MESTRY	SYBMS	RANGOLI	CONSOLATION





Dance Performance by Female Students at Kala Ghoda Festival

STREET

MEGHDOOT

JUST SLIDE INTO IT by Manish Pingle	09:00 pm - 09:45 pm	Manish Pingle is a leading Indian slide guitar player. His 21-string modified archtop guitar seamlessly navigates Indian classical ragas and spans genres from Hawaiian to blues. Accompanied by tabla virtuoso Anutosh Degharia, Manish will present a captivating performance featuring Indian classical ragas, semi-classical compositions, and folk tunes.
22ND JAN MONDAY Tripura Dance 06:30 pm - 06:45 pm Nirmala Memorial Foundation College of Commerce and Science presents Manipur's Folk Dance.		



WOMEN'S PARTICIPATION IN RESEARCH

Aavishkar 2025-26

The Research Cell of the college encouraged students to participate in Aavishkar – Research Convention to present their research ideas. The poster round was conducted on Friday, 5th December 2025. Five teams actively participated in the zonal round, and it is a matter of pride that one team qualified for the university round. The initiative reflects the institution's commitment to promoting research culture and innovation among students. The details of the team are as follows:

1. Smart Blind Stick - Wastar Aarya Mahipal , Nuste Rajnandani Laxman, Yadav Radhika Omprakash
2. Real Estate website - Dhulap Yash Namdev, Sharma Sumeet Parbind, Chauhan Himanshu Hemant, Gupta Neeraj Shailendra
3. EXY DOOR LOCK - Yadav Vishal Jayprakash, Yadav Ashutosh Chandrashekhar, Choudhary Kailash Govind
4. SmartSight - Mishra Sharadkumar Avadhesh, Mithapara Navin Arvind, Yadav Vikas Ashok, Karelia Khushal Jignesh
5. Automatic Spittoon - Ms. Riddhisha Tarkari



Avishkar 2023-24

The Research Cell of the college encourages students to participate in the Aavishkar - Research Convention in December 2023. Altogether, four (3 UG and 1 PG) groups (12 students) participated in a zonal round of Aavishkar, out of which 2 of them qualified for the Podium round at Zonal. Further, both groups participated in the Poster presentation round at the University of Mumbai. Wherein, 1 candidate (Ms. Ridhisha Tarkari) was selected for podium presentation. Following students participated:

Topic name: Bascart: Developing an E-Basket System for Enhanced In-Store Shopping Experience (S.Y.B.Sc.CS)

1. Prajapati Dilip Jaisaram
2. Shejwal Tanmai Deepak
3. Pasi Vishant Chandrashekar
4. Thorat Ankur Balshiram

Topic name: A study on the impact of OTT platforms on the psychology of teenagers (S.Y.BMS)

1. Shah Nishita Nirav
2. Shah Vaishvi Shirin
3. Rebello Pearl Sebastian
4. Kinny Neoleen Dixon

Topic Name: Fake News Detector (S.Y.B.Sc.IT)

1. Shiravdeka r Atharv Ankush
2. Maragatha Shrinivas Arumugam
3. Mahendra Maitri Suthar

Topic Name: A study of Cloud Kitchen to be the future of food industry (Ph.D)

1. Tarkari Ridhisha Rohan





ANTI-RAGGING AND STUDENTS' GRIEVANCE REDRESSAL CELL

The students are introduced to all the statutory bodies of the college and their rules via the college prospectus which the students access at the time of admission. The students and parents are informed about the UGC anti-ragging guidelines, and students are required to submit an undertaking to adhere to these UGC-provided guidelines for anti-ragging. The college website offers information about the

committee members and how to contact the regulatory committee. Class teachers acquaint students with the presence and operation of the grievance redressal committee, covering concerns such as ragging and sexual harassment.

During the first year students orientation program the coordinators discuss the statutory committees and explain about filing of complaints and the redressal mechanism. Notice boards and Posters giving information about the statutory bodies, awareness and the contact details of committee members are displayed around the campus.

ANTI RAGGING COMMITTEE

All the students are informed that the Anti-Ragging Committee is formed as per Clause 6.3 (c), (d) and (e) the UGC Regulations on Curbing the Menace of Ragging in Higher Educational Institutions, 2009 in this institute. In case of any objectionable behaviour of a senior student, the above officials can be contacted. Ragging in any form is strictly prohibited and the students involved would be punished according to the legal provisions.

Institute has also constituted Anti-Ragging Committee:

Dr. Poonam Kakkad

Dr. Megha Juvekar

Ms. Vaishali Mishra

Mr. Rishabh Desai

Dr. Bhakti Chaudhari

Dr. Vijaya Jacqueline

Ms. Bhavana Singh

Mr. Vineet Khamrai

Anti ragging Measures:

- As per Maharashtra Prohibition of Ragging Act 1999 which is in effect from 15th May 1999 has amended the provisions for Action against Ragging.
- Ragging within or outside of any educational institution is strictly prohibited.
- Whosoever directly or indirectly commits, participates in, abets or propagates ragging within or outside any educational institution shall, on conviction, be punished with imprisonment for a term up to 2 years and / or penalty.
- Those found guilty will be awarded one or more of the following punishments, namely: Cancellation of admission.
- Rustication from the institution for a period ranging from one to four semesters.

Awareness Through Prospectus

CODE OF CONDUCT AND DISCIPLINE

Anti – Ragging Rules

- Ragging is strictly prohibited in the college premises. Any student indulging in any such activity that may be constructed as ragging, directly or indirectly, will face severe action which could even lead to expulsion from the college.

Awareness Through College Website

Anti Ragging Website Link

<https://nmfdegree.edu.in/anti-ragging.php>

Student Grievance Redressal Cell Website Link

https://nmfdegree.edu.in/grievance_cell.php

Awareness Through Admission Forms

ANTI-RAGGING DECLARATION
(BY STUDENT & PARENT)

I, Pranjal Sudeesh Joshi (full name of student) s/o do
Mr./Mrs./Ms. Seema Joshi, having been admitted to
TVBcom (NLS) (name the program), do hereby declare that as per the UGC Regulations on Curbing the
Menace of Ragging in Higher Educational Institutions, 2009, (hereinafter called the "Regulations") and the
provisions contained in the said Regulations that in case I am found guilty of or abetting ragging actively or
passively, or being part of a conspiracy to promote ragging necessary and appropriate actions may be
taken against me.

I hereby solemnly undertake the following:

1. I will not indulge in any behavior or act that may be constituted as ragging under clause 3 of the Regulations.
2. I will not participate in or abet or propagate through any act of commission or omission that may be constituted as ragging under clause 3 of the Regulations.
3. I hereby affirm that, if found guilty of ragging I am liable for punishment according to clause 9.1 of the Regulations, without prejudice to any other criminal action that may be taken against me under any penal law or any law for the time being in force.
4. I hereby declare that I have not been expelled or debarred from admission in any institution in the country on account of being found guilty of, abetting or being part of a conspiracy to promote, ragging and further affirm that, in case the declaration is found to be untrue, I am aware that my admission is liable to be cancelled.

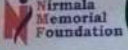
Along with the above-mentioned points I do hereby declare that:

- a) I will obey the code of conduct of the institute and do not indulge in any kind of in disciplined activity while in and off the institution campus.
- b) I will be solely responsible for any kind of accident/mishap caused on account of the above.

DATE: 22/4/20

	
SIGNATURE OF STUDENT	SIGNATURE OF PARENT
<u>Pranjal Joshi</u>	<u>Seema Joshi</u>
NAME OF STUDENT	NAME OF PARENT

Awareness Through Notice Boards and Posters

 EMERGENCY CONTACT NUMBERS	
POLICE	100
SAMATA NAGAR POLICE STATION	022 - 28841935 / 022 - 28876119
FIRE	101
AMBULANCE	102
BMC DISASTER MANAGEMENT	1916
GAS LEAKAGE	1906
BLOOD BANK	104 / 1910
SHREE SAI - HOSPITAL	022 2854 7216 / 8879 614 234
WOMEN HELPLINE NUMBER	1091 / 181
CHILDREN HELPLINE NUMBER	1098
CITIZEN HELPLINE NUMBER	155300
SENIOR CITIZEN	1291 / 855 241 1699 / 14567
EMERGENCY HELPLINE NUMBER	108
ANTI RAGGING	1800 180 55 22
CAMPUS HELPLINE www.nirmala.edu.in Phone : 022 - 69436400	



• **EMERGENCY CONTACT NUMBERS**

EMAIL: wdc@nirmala.edu.in

WOMEN HELPLINE NUMBER: 1091/181

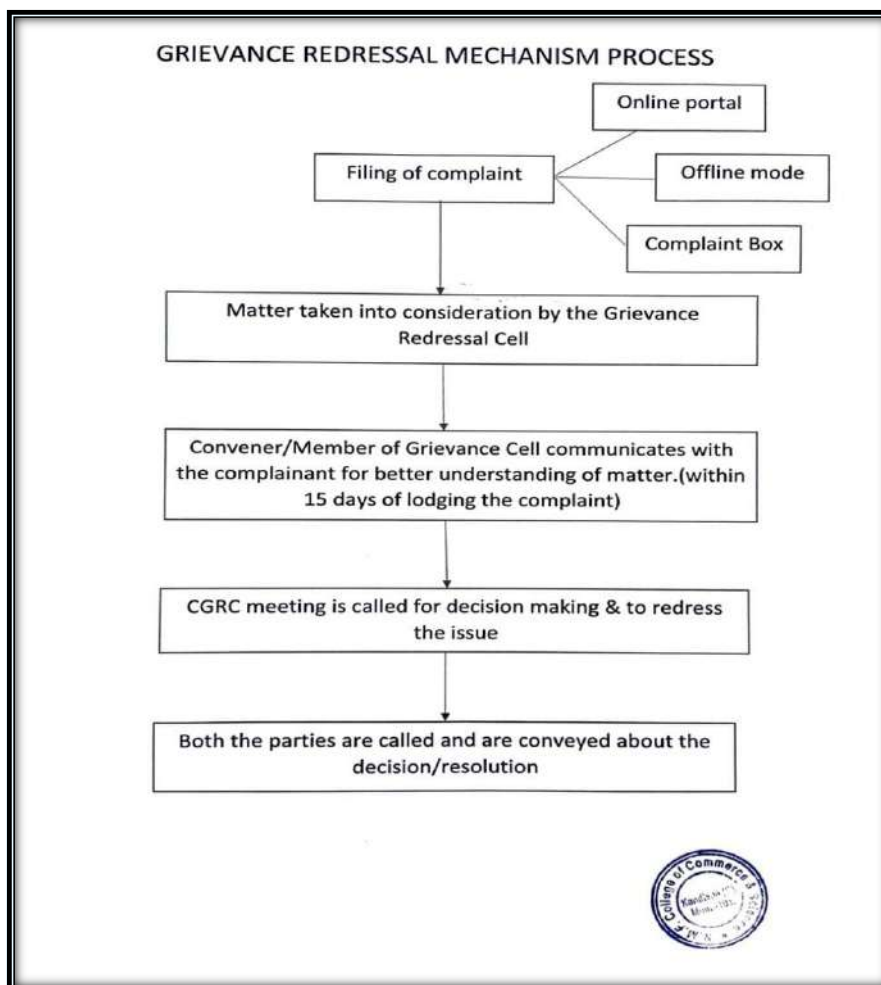
ANTI RAGGING: 1800 180 55 22

SAMATA NAGAR POLICE STATION:
022-28841935 /022-28876119



GRIEVANCE REDRESSAL MECHANISM PROCESS

The Institution has a transparent mechanism for timely redressal of student grievances including sexual harassment and ragging cases.



Online Grievance Form

The online grievance redressal form, accessible on the college website, provides a user-friendly platform for students and stakeholders to report any concerns or grievances they may have. This digital tool streamlines the process, ensuring prompt and efficient resolution of issues.

The screenshot shows the 'Online Students Grievance Redressal Portal' on a web browser. The page has a dark blue header with the text 'Students Grievance' and a navigation menu. Below the header, there is a form with the following fields: 'Select Course *', 'Select Class *', 'Enter Division (Hint: A To P Division)', 'Enter Exam Seat No.', 'Enter Roll No.', and 'Enter Grievance ...'. A yellow button labeled 'Admission 2022-23' is located on the right side of the form. At the bottom of the form, there are two buttons: 'Submit a Grievance Redressal' and 'Reset'.

Offline Grievance Form

The offline grievance redressal form is physically available at designated College offices and the Grievance Redressal Cell. This traditional method allows individuals to submit their concerns in a written format, providing an alternative to the online platform.

Nirmala Memorial Foundation College of Commerce and Science	
<u>GRIEVANCE REDRESSAL FORM</u>	
To, The Chairman, College Grievance Redressal Cell (CGRC)	
Subject: Application for Redressal of Grievance/s	
Respected Sir/Madam,	
I/We am/are hereby forwarding my/our application for Redressal of Grievance/s. Kindly accept it and do the further processing. My/Our personal details and particulars about my/our grievances are as follows:	
Full Name of the Student	
Class	
Division	
Seat No.	
Roll No.	
E-mail of the Student	
Residential Address of the Student	
Contact no of the Student	1. _____ 2. _____
Write the Nature of Your Grievance	
Declaration from the student/s I/We hereby declare that the above information furnished by me/us is true to the best of my/our knowledge. In case if it is turned false, I/We are solely responsible for the act.	
Date:	
Place:	Signature of the Student:

Complaint/Suggestion Box



DATA ANALYSIS

Gender-Wise Student Enrollment and Staff Details

TABLE 1: GENDER WISE DETAILS OF TOTAL STUDENTS IN COLLEGE

Sr. No.	Year	Male	Female	Total	% Male	% Female
1	2023-2024	1554	1064	2618	59.36%	40.64%
2	2024-2025	1822	1071	2893	62.98%	37.02%
3	2025-2026	1976	1134	3110	63.54%	36.46%

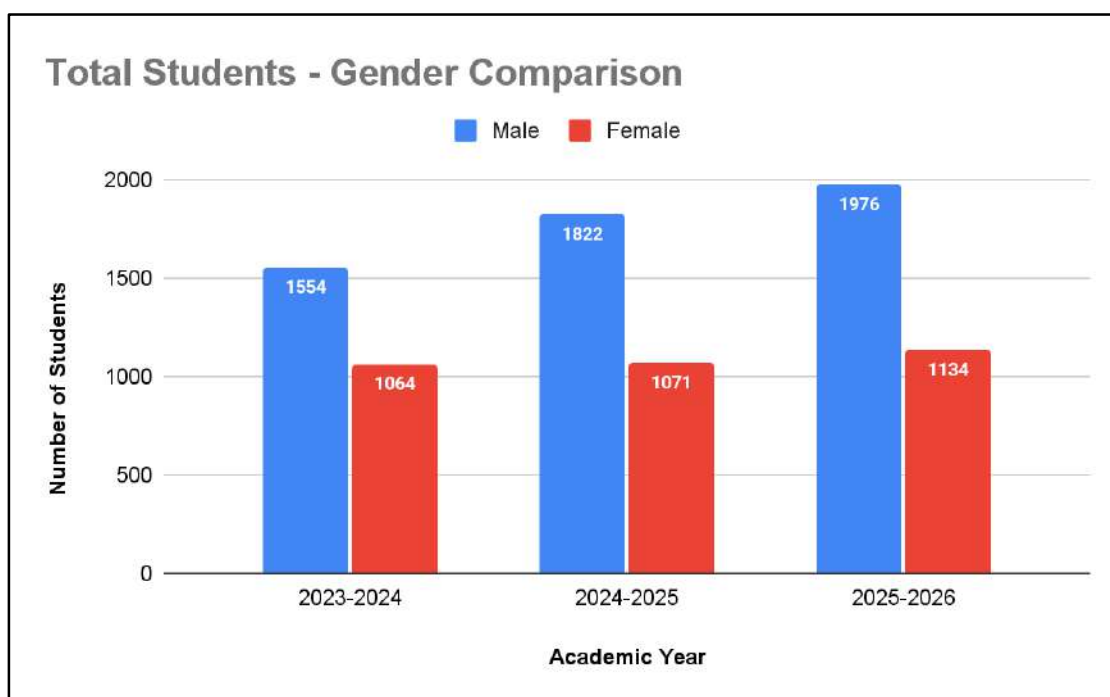


FIGURE 1:GENDER-WISE DETAILS OF STUDENT DISTRIBUTION IN COLLEGE

The overall student population at the college shows a consistently higher proportion of male students compared to female students across the three years. While the total student strength fluctuates slightly, the male percentage remains dominant, generally exceeding 55%, whereas the female representation stays below 45%. This indicates a persistent gender imbalance, although the female share shows a gradual but limited improvement over time.

TABLE 2: GENDER WISE DETAILS OF TOTAL STUDENTS IN B.COM

Sr. No.	Year	Male	Female	Total	% Male	% Female
1	2023-2024	441	307	748	58.96%	41.04%
2	2024-2025	467	365	832	56.13%	43.87%
3	2025-2026	523	378	901	58.05%	41.95%

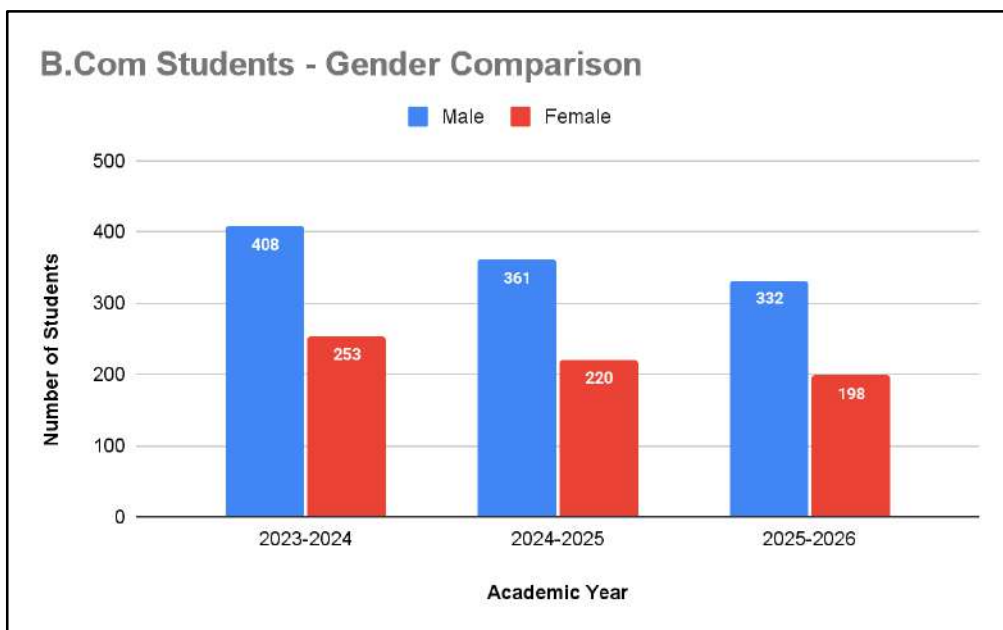


FIGURE 2: GENDER-WISE DISTRIBUTION OF STUDENTS IN B.COM

The B.Com program has consistently recorded a higher number of male students than female students across all three years. Although the total enrollment has increased steadily from 2023–2024 to 2025–2026, the gender gap remains evident, with male students comprising around 56–59% of the total. However, there is a slight rise in female participation, indicating a gradual move toward better gender representation.

TABLE 3: GENDER WISE DETAILS OF TOTAL STUDENTS IN BMS

Sr. No.	Year	Male	Female	Total	% Male	% Female
1	2023-2024	408	253	661	61.72%	38.28%
2	2024-2025	361	220	581	62.13%	37.87%
3	2025-2026	332	198	530	62.64%	37.36%

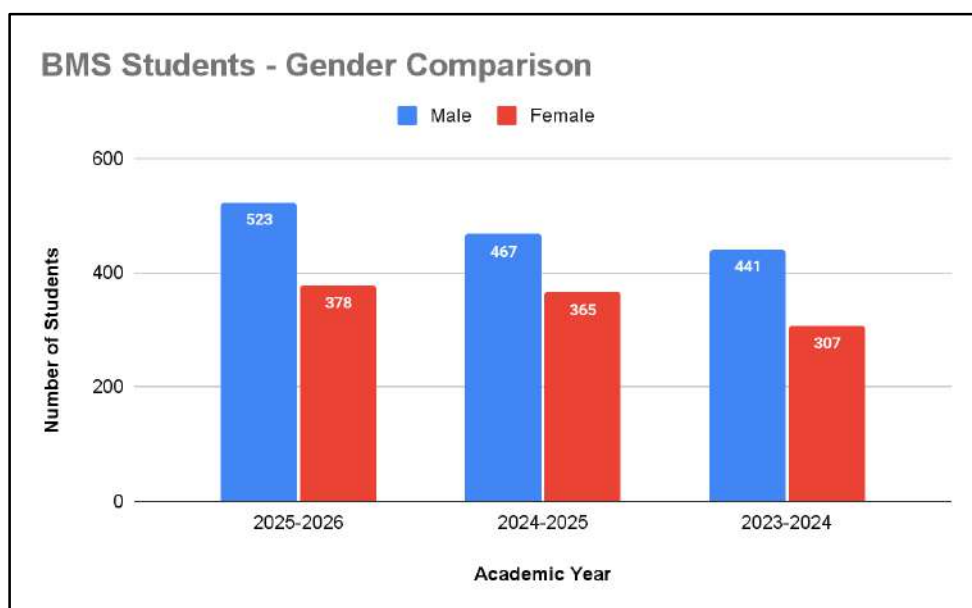


FIGURE 3: GENDER-WISE DISTRIBUTION OF STUDENTS IN BMS

The BMS program reflects a declining trend in total student enrollment over the years. Despite this decrease, male students continue to dominate, accounting for over 61% each year. The proportion of female students remains relatively stable but lower, suggesting limited progress in improving gender balance within the program.

TABLE 4: GENDER WISE DETAILS OF TOTAL STUDENTS IN B.COM (A&F)

Sr. No.	Year	Male	Female	Total	% Male	% Female
1	2023-2024	126	115	241	52.28%	47.72%
2	2024-2025	143	118	261	54.79%	45.21%
3	2025-2026	179	132	311	57.56%	42.44%

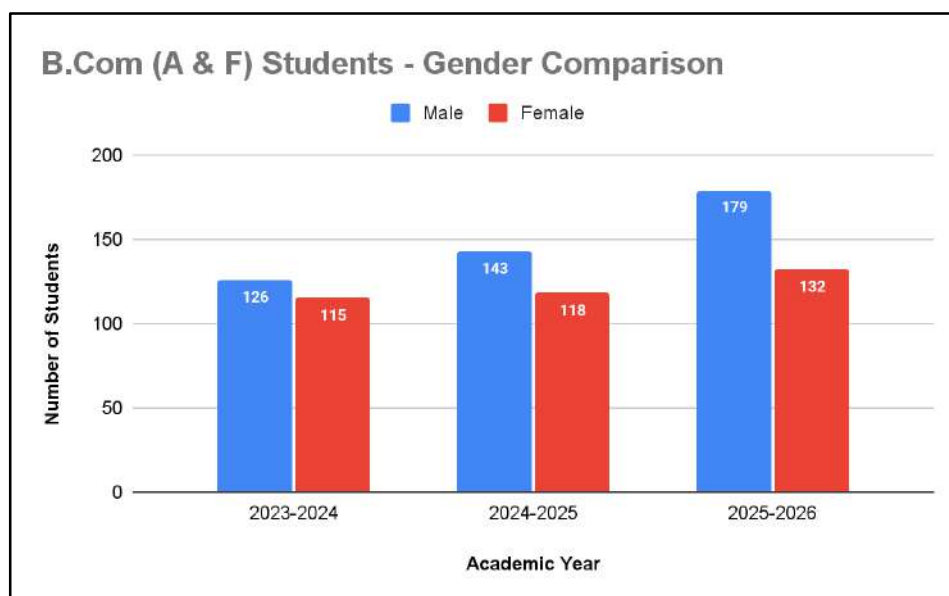


FIGURE 4: GENDER-WISE DISTRIBUTION OF STUDENTS IN B.COM (A&F)

The B.COM (A&F) course demonstrates a relatively balanced gender distribution compared to other programs. Although male students still slightly outnumber females, the percentage difference is narrower. Over the years, both total enrollment and female participation show moderate growth, indicating increasing interest among female students in this course.

TABLE 5: GENDER WISE DETAILS OF TOTAL STUDENTS IN B.Sc IT

Sr. No.	Year	Male	Female	Total	% Male	% Female
1	2023-2024	261	170	431	60.56%	39.44%
2	2024-2025	421	165	586	71.84%	28.16%
3	2025-2026	458	176	634	72.24%	27.76%

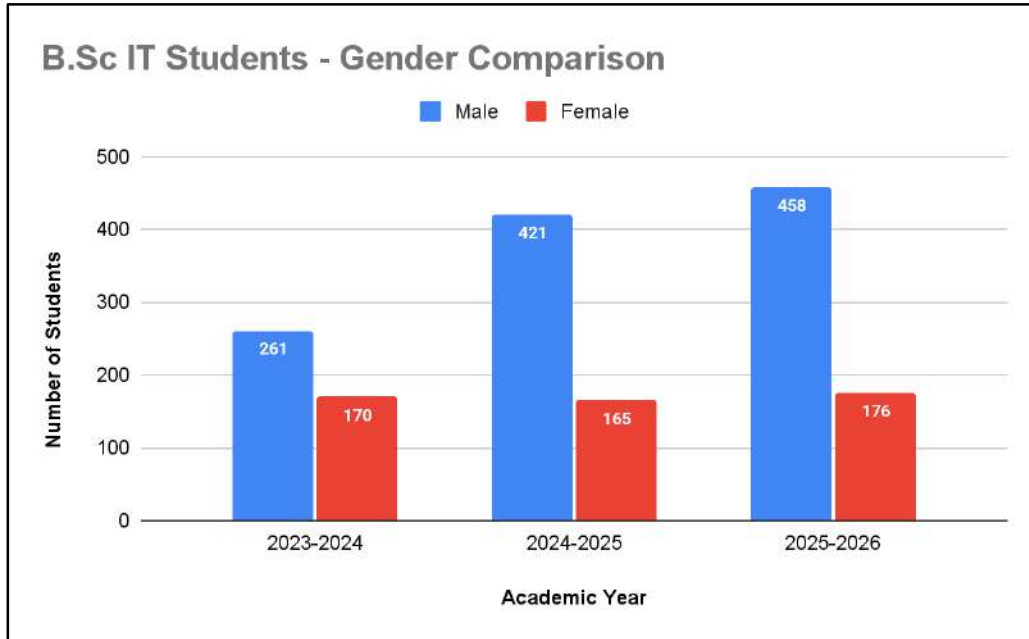


FIGURE 5: GENDER-WISE DISTRIBUTION OF STUDENTS IN B.Sc IT

The figure representing BSc.IT consistently shows a male-dominated trend. Male students make up between 60% and 73% over the three years. On the other hand, female representation has remained between 27% and 40%. This suggests that the IT field continues to attract more male students, and female participation shows decline.

TABLE 6: GENDER WISE DETAILS OF TOTAL STUDENTS IN B.Sc CS

Sr. No.	Year	Male	Female	Total	% Male	% Female
1	2023-2024	174	93	267	65.17%	34.83%
2	2024-2025	323	99	422	76.54%	23.46%
3	2025-2026	354	113	467	75.80%	24.20%

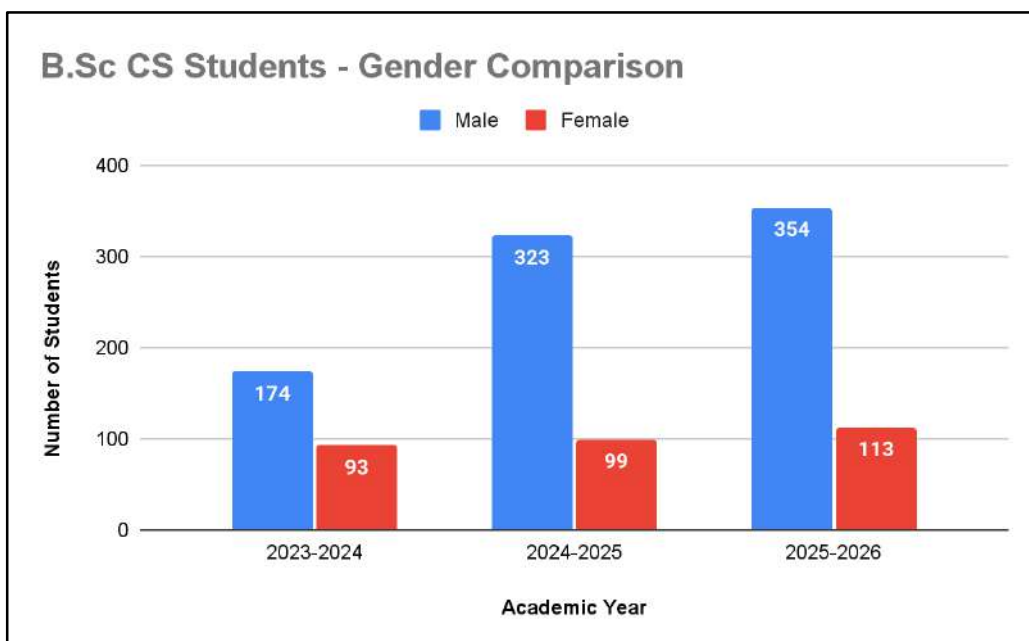
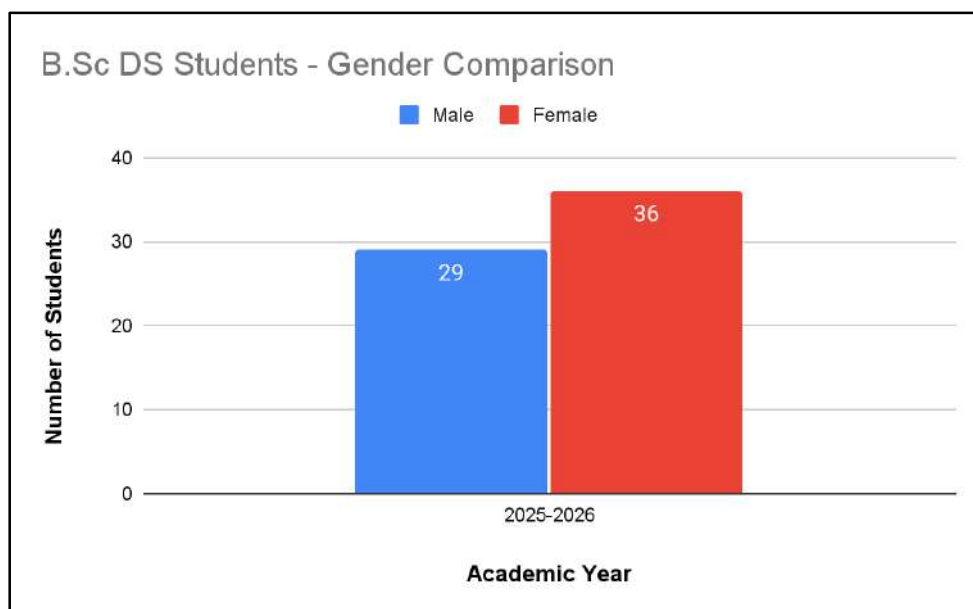


FIGURE 6: GENDER-WISE DISTRIBUTION OF STUDENTS IN B.Sc CS

The B.Sc CS program also indicates a male-dominated trend, with male students forming a significant majority each year with the range between 65% to 76%. The total number of students have increased, but female representation remains comparatively low, highlighting a continued gender disparity in this specialization.

TABLE 7: GENDER WISE DETAILS OF TOTAL STUDENTS IN B.Sc DS

Sr. No.	Year	Male	Female	Total	% Male	% Female
1	2023-2024	-	-	-	-	-
2	2024-2025	-	-	-	-	-
3	2025-2026	29	36	65	44.62%	55.38%

**FIGURE 7: GENDER-WISE DISTRIBUTION OF STUDENTS IN B.Sc DS**

B.Sc DS, a newly introduced program, shows a higher number of female students compared to male students. Females constitute 55.38%, while males account for 44.62%. This indicates increasing participation and interest of female students in the field. The gender distribution suggests a positive trend toward inclusivity and a narrowing of the traditional gender gap in the program.

TABLE 8: GENDER WISE DETAILS OF TOTAL STUDENTS IN BAMMC

Sr. No.	Year	Male	Female	Total	% Male	% Female
1	2023-2024	84	43	127	66.14%	33.86%
2	2024-2025	83	58	141	58.87%	41.13%
3	2025-2026	75	50	125	60.00%	40.00%

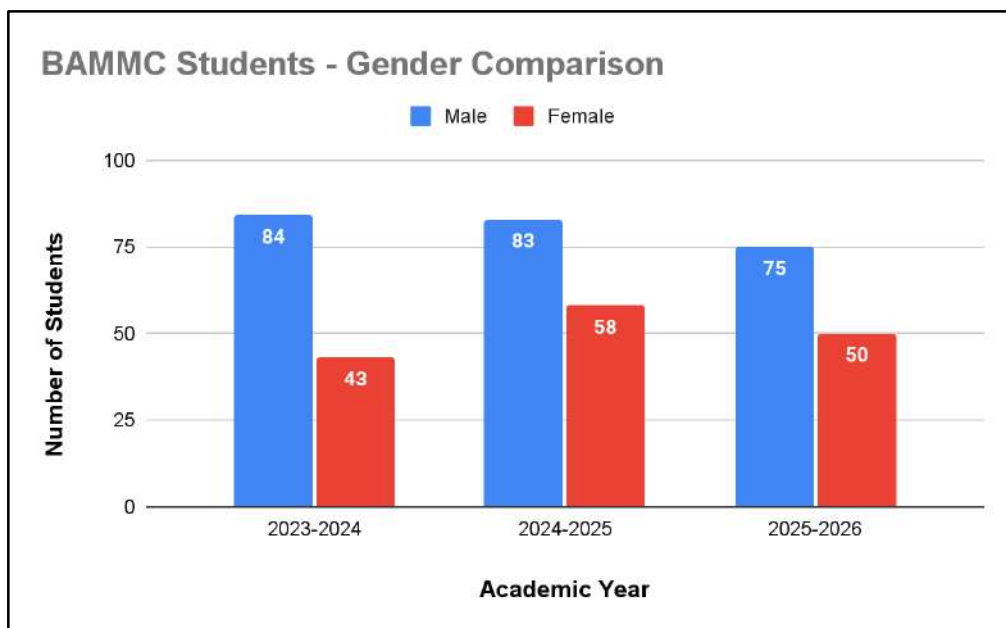


FIGURE 8: GENDER-WISE DISTRIBUTION OF STUDENTS IN BAMMC

The BAMMC program shows a consistently higher number of male students than female students across all three years, with their percentage ranging from 58.87% to 66.14%. The female proportion, while lower, shows a noticeable increase from 33.86% in 2023–2024 to 41.13% in 2024–2025, before slightly declining to 40.00% in 2025–2026. This indicates a gradual improvement in female participation, despite the continued male dominance in the program.

TABLE 9: GENDER WISE DETAILS OF TOTAL STUDENTS IN M.COM

Sr. No.	Year	Male	Female	Total	% Male	% Female
1	2023-2024	46	60	106	43.40%	56.60%
2	2024-2025	16	38	54	29.63%	70.37%
3	2025-2026	26	51	77	33.77%	66.23%

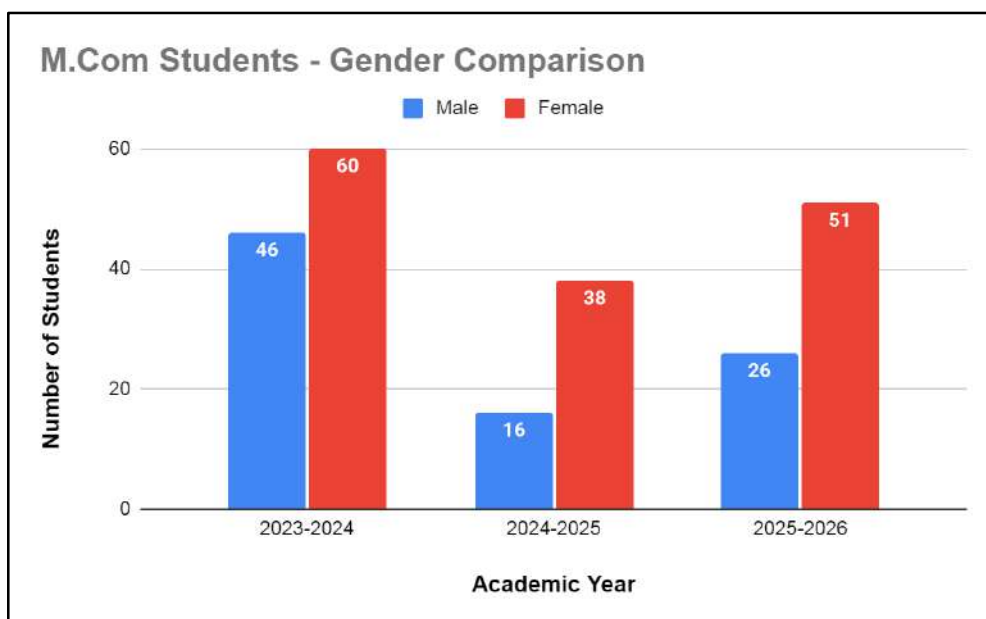


FIGURE 9: GENDER-WISE DISTRIBUTION OF STUDENTS IN M.COM

The M.Com program reflects a slight predominance of female students over the three-year period. Although the total enrollment varies moderately from year to year, female participation consistently remains higher than that of male students. The female percentage stays above the 50% mark, indicating steady representation and a gradual strengthening of female presence at the postgraduate level. This trend suggests increasing academic continuation and engagement of female students in higher education within the commerce stream.

TABLE 10: GENDER WISE DETAILS OF TOTAL STUDENTS IN M.Sc. IT

Sr. No.	Year	Male	Female	Total	% Male	% Female
1	2023-2024	14	16	30	46.67%	53.33%
2	2024-2025	8	1	9	88.89%	11.11%
3	2025-2026	-	-	-	-	-

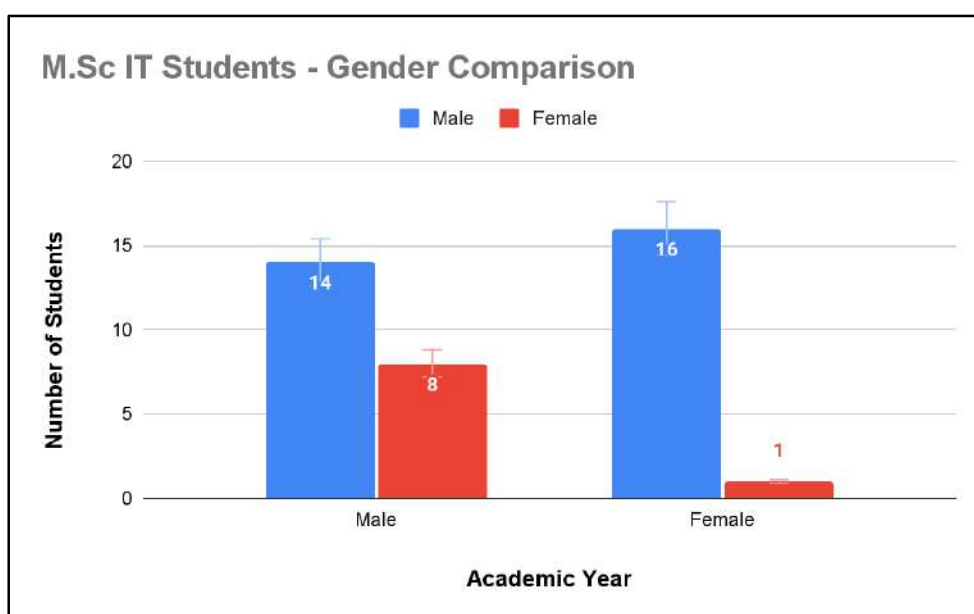
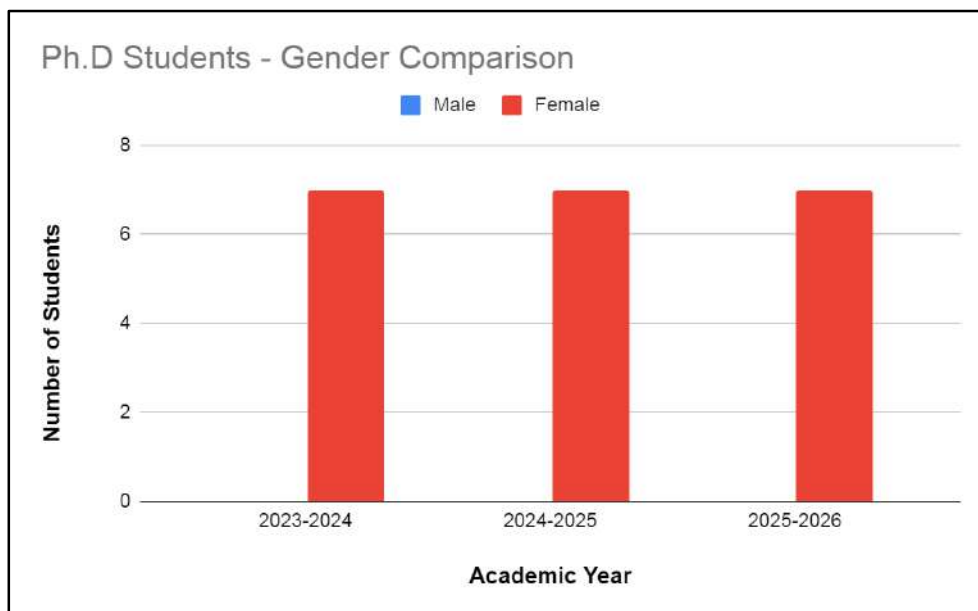


FIGURE 10: GENDER-WISE DISTRIBUTION OF STUDENTS IN M.Sc. IT

The M.Sc. IT program shows significant variation in both total enrollment and gender distribution over the observed years. In 2023–2024, the program had a relatively balanced composition, with female students slightly outnumbering males, accounting for 53.33% of the total. However, in 2024–2025, there is a sharp decline in total enrollment, accompanied by a drastic shift in gender distribution, with male students forming a dominant majority of 88.89%, while female participation drops to 11.11%.

TABLE 11: GENDER WISE DETAILS OF TOTAL STUDENTS IN Ph.D

Sr. No.	Year	Male	Female	Total	% Male	% Female
1	2023-2024	0	7	7	0.00%	100.00%
2	2024-2025	0	7	7	0.00%	100.00%
3	2025-2026	0	7	7	0.00%	100.00%

**FIGURE 11: GENDER-WISE DISTRIBUTION OF STUDENTS IN Ph.D**

The Ph.D program shows a consistent and exclusive presence of female students across all three years. The total enrollment remains constant at 7 students each year, with 100% female participation and no male students recorded during the period. This indicates a strong and sustained inclination of female students toward doctoral-level studies, reflecting complete gender representation by females in the program.

TABLE 12: GENDER-WISE DETAILS OF TOTAL NUMBER OF TEACHING STAFF

Sr. No.	Year	Male	Female	Total	% Male	% Female
1	2023-2024	25	45	70	35.71%	64.29%
2	2024-2025	25	45	70	35.71%	64.29%
3	2025-2026	25	59	84	29.76%	70.24%

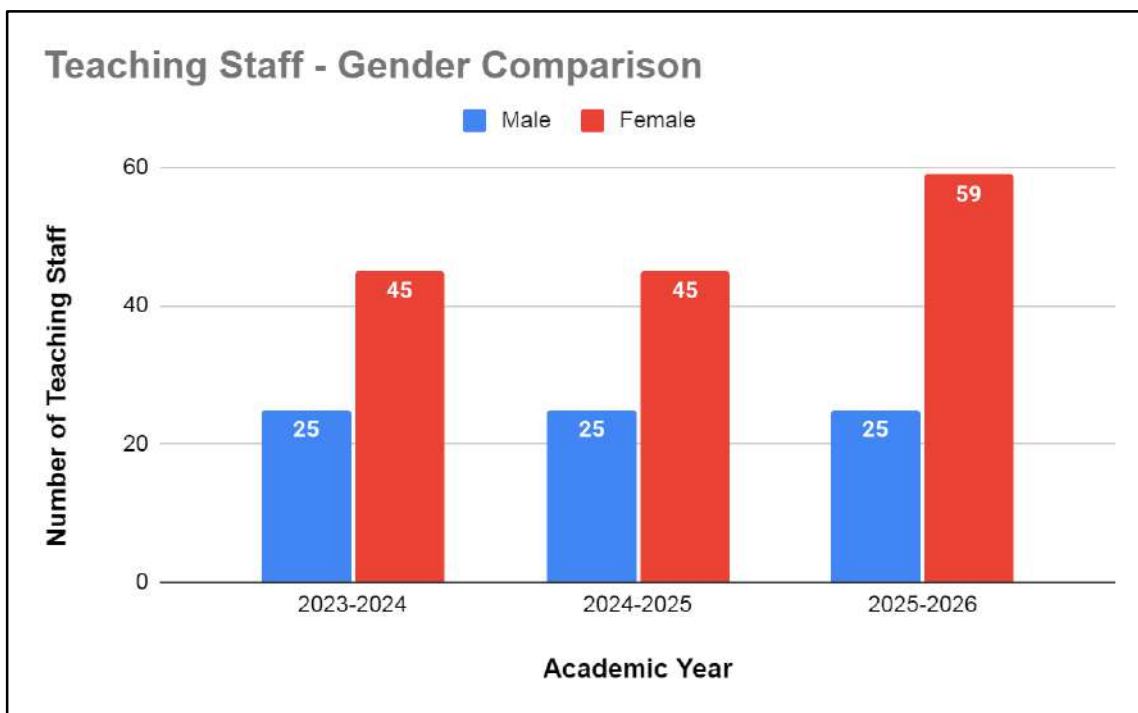


FIGURE 12: GENDER-WISE DISTRIBUTION OF TEACHING STAFF

The teaching staff composition shows a consistently higher number of female faculty members compared to male faculty across all three years. In both 2023–2024 and 2024–2025, the total number of staff remains constant at 70, with females constituting 64.29% and males 35.71%, indicating a stable gender distribution. In 2025–2026, there is a notable increase in total staff strength to 84, primarily due to a rise in the number of female faculty members. Consequently, the female proportion further increases to 70.24%, while the male percentage declines to 29.76%. This trend highlights a growing dominance of female representation in the teaching workforce over the years.

TABLE 13: GENDER-WISE DETAILS OF TOTAL NUMBER OF NON - TEACHING STAFF

Sr. No.	Year	Male	Female	Total	% Male	% Female
1	2023-2024	7	10	17	41.18%	58.82%
2	2024-2025	8	11	19	42.11%	57.89%
3	2025-2026	8	11	19	42.11%	57.89%

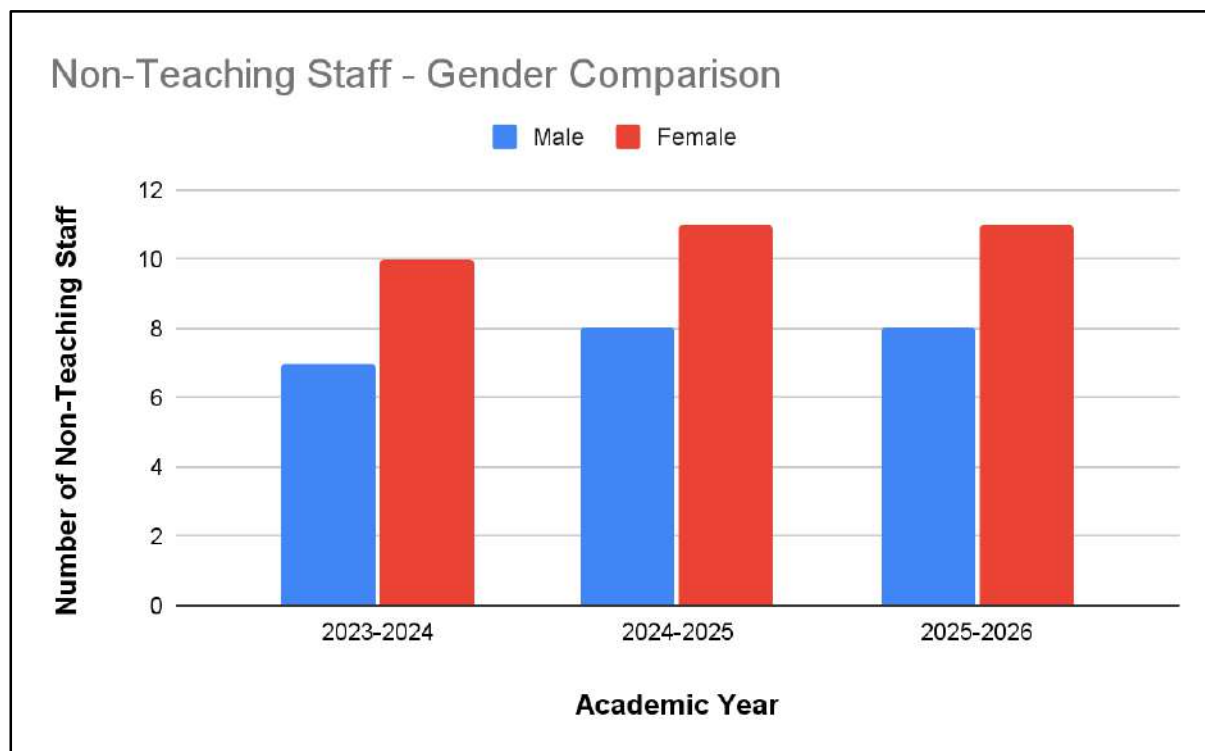


FIGURE 13: GENDER-WISE DISTRIBUTION OF NON-TEACHING STAFF

The data on non-teaching staff shows a steady increase followed by stabilization over the three academic years. In 2023–2024, the total number of members was 17, with females (10) outnumbering males (7), indicating stronger female representation. In 2024–2025, the total increased to 19, with both male (8) and female (11) participation rising, suggesting growing involvement from non-teaching staff. This trend remained consistent in 2025–2026, with no further change in numbers, maintaining a total of 19 members and the same gender distribution. Overall, the data reflects sustained participation with a consistent dominance of female representation and a slight but positive increase in male involvement.

TABLE 14: GENDER WISE DETAILS OF TOTAL NUMBER OF CO-ORDINATORS

Sr. No.	Year	Male	Female	Total	% Male	% Female
1	2023-2024	1	5	6	16.67%	83.33%
2	2024-2025	1	5	6	16.67%	83.33%
3	2025-2026	0	6	6	0.00%	100.00%

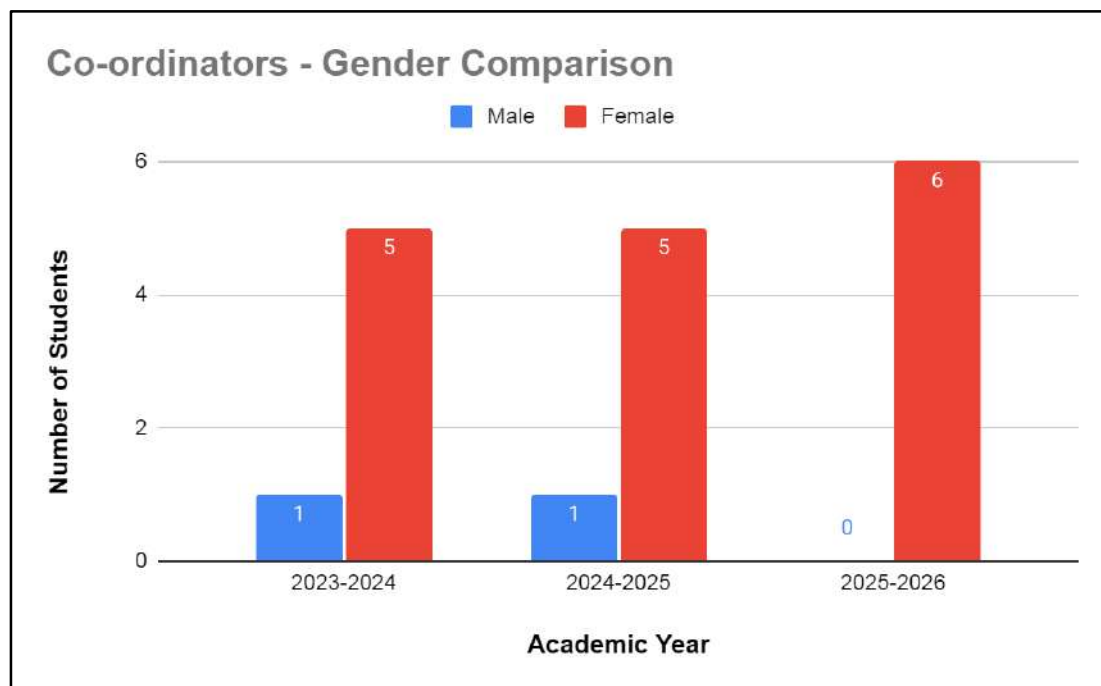


FIGURE 14: GENDER-WISE DISTRIBUTION OF CO-ORDINATORS

The composition of Co-ordinators shows a strong and consistent dominance of female members across all three years. In both 2023–2024 and 2024–2025, females account for 83.33% of the total positions, with only one male representative each year. In 2025–2026, the composition shifts further, with all six positions held by female members, resulting in 100% female representation and no male participation. This trend highlights a clear and increasing predominance of female leadership in academic coordination roles.

Gender-Wise Distribution in Various Student Committees

TABLE 15: GENDER WISE DETAILS OF TOTAL STUDENTS IN WDC

Sr. No.	Year	Male	Female	Total	% Male	% Female
1	2023-2024	2	1	3	66.67%	33.33%
2	2024-2025	2	2	4	50.00%	50.00%
3	2025-2026	2	2	4	50.00%	50.00%

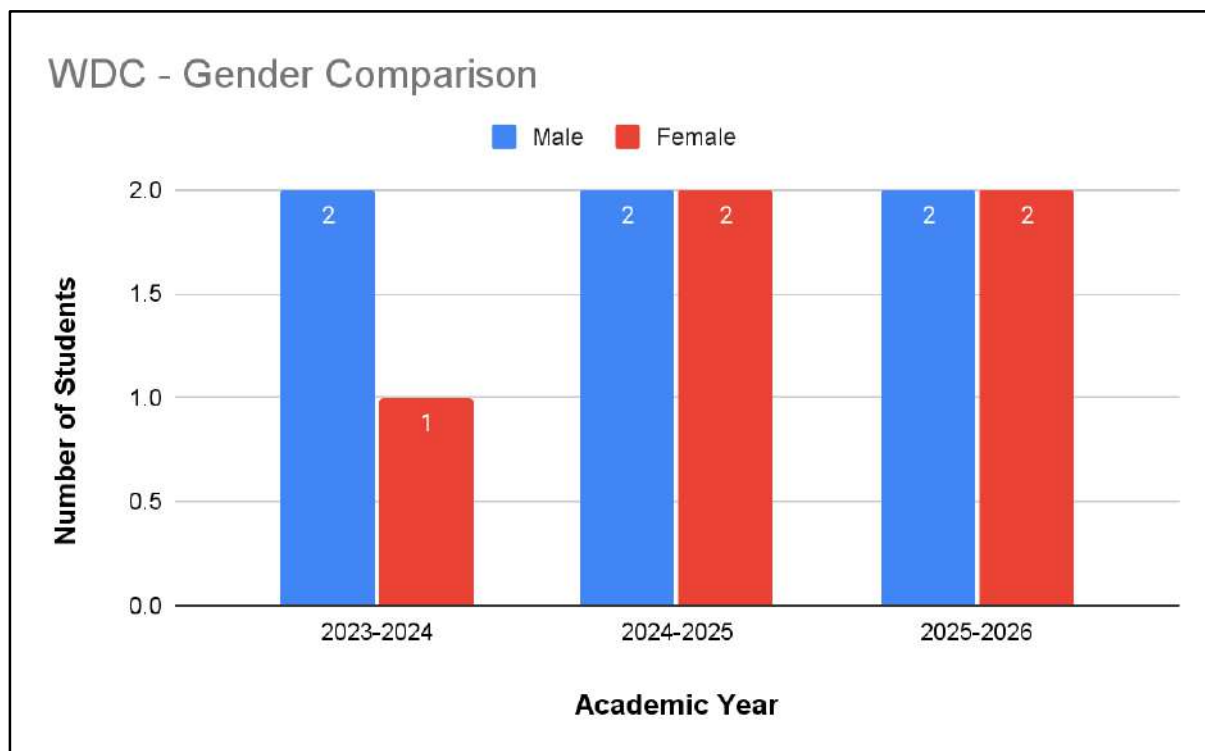


FIGURE 15: GENDER-WISE DISTRIBUTION OF WDC STUDENT MEMBERS

The data on student participation in the Women Development Cell over three academic years indicates a gradual increase followed by stabilization in overall membership. In 2023–2024, the total number of students was 3, with male participation higher than female participation. In 2024–2025, total membership increased to 4, with equal representation of males and females, reflecting improved gender balance. This trend continued in 2025–2026, where the total remained constant at 4, maintaining equal participation from both genders. The data suggests that while overall student involvement in the Women Development Cell has slightly increased, a positive shift toward gender parity has been achieved and sustained over time.

TABLE 16: GENDER WISE DETAILS OF TOTAL STUDENTS IN NSS

Sr. No.	Year	Male	Female	Total	% Male	% Female
1	2023-2024	56	44	100	56.00%	44.00%
2	2024-2025	68	32	100	68.00%	32.00%
3	2025-2026	69	31	100	69.00%	31.00%

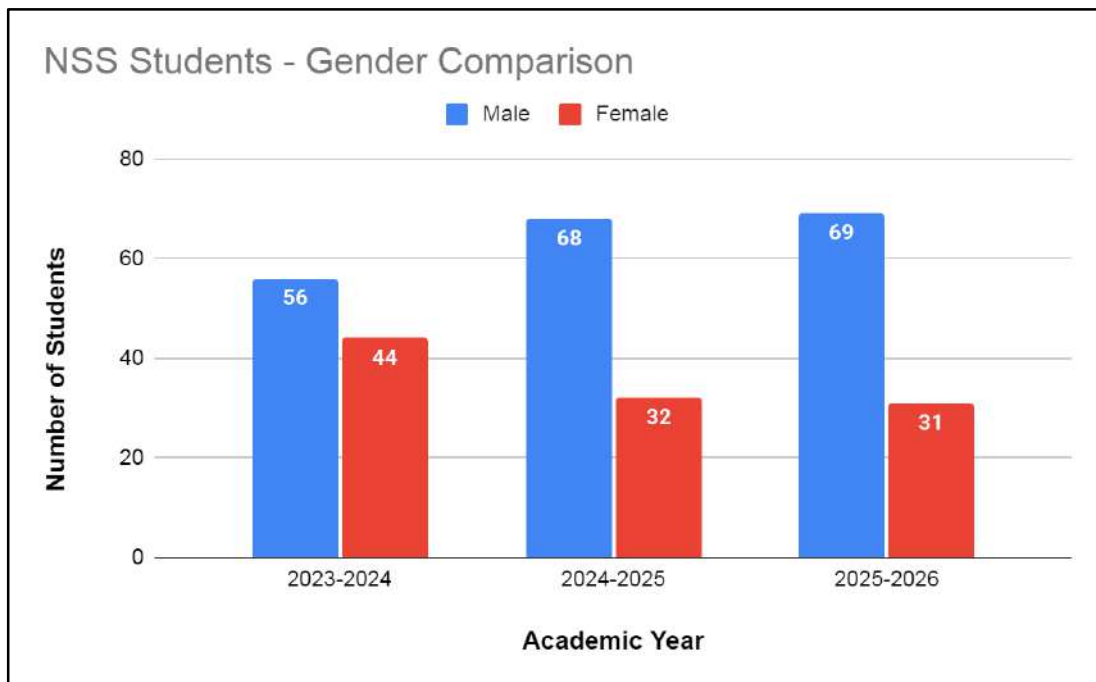


FIGURE 16: GENDER-WISE DISTRIBUTION OF TOTAL STUDENTS IN NSS

The NSS student participation shows a consistently higher number of male students compared to female students across all three years. The proportion of male students increases steadily from 56.00% in 2023–2024 to 69.00% in 2025–2026. Conversely, female participation declines from 44.00% to 31.00% over the same period. This trend indicates a growing gender disparity in NSS involvement, with male students increasingly dominating participation while female representation shows a gradual decrease.

TABLE 17: GENDER WISE DETAILS OF TOTAL STUDENTS IN DLLE

Sr. No.	Year	Male	Female	Total	% Male	% Female
1	2023-2024	35	38	73	47.95%	52.05%
2	2024-2025	39	48	87	44.83%	55.17%
3	2025-2026	27	55	82	32.93%	67.07%

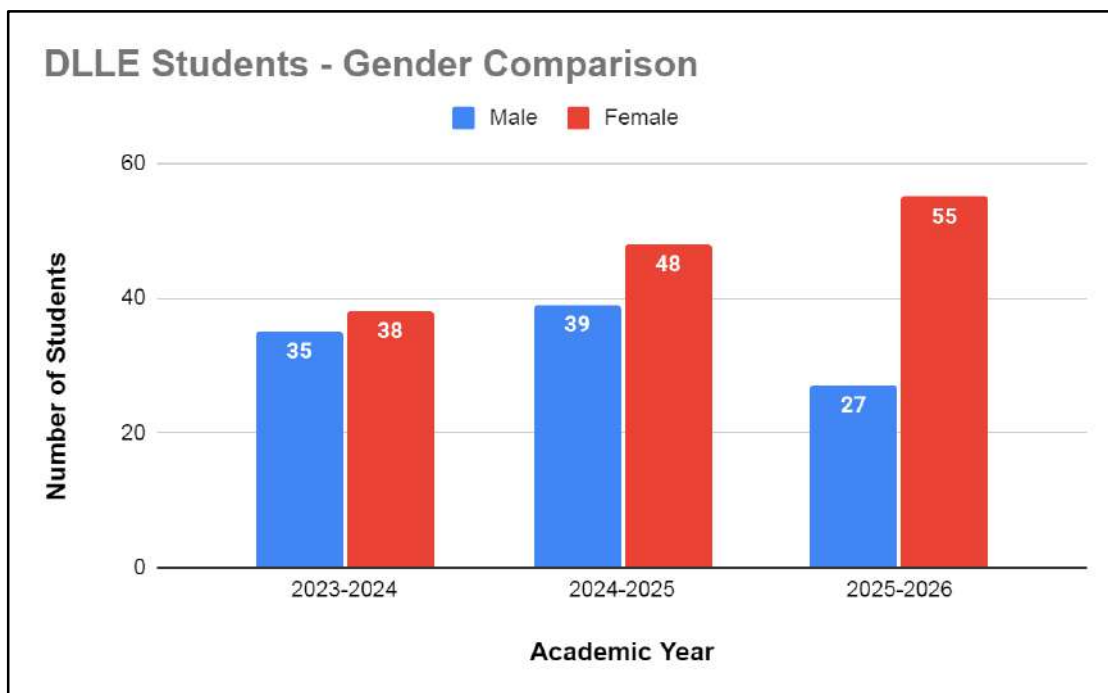


FIGURE 17: GENDER-WISE DISTRIBUTION OF TOTAL STUDENTS IN DLLE

The DLLE program shows a consistently higher participation of female students compared to male students across all three years. The total student enrollment increases from 73 in 2023–2024 to 87 in 2024–2025, before slightly declining to 82 in 2025–2026. Despite these fluctuations, the proportion of female students steadily rises from 52.05% to 67.07%, indicating a growing dominance of female participation. In contrast, the percentage of male students declines from 47.95% to 32.93% over the same period. This trend reflects increasing engagement of female students in DLLE activities and a widening gender gap in favor of female participation.

TABLE 18: GENDER WISE DETAILS OF TOTAL STUDENTS IN CULTURAL COMMITTEE

Sr. No.	Year	Male	Female	Total	% Male	% Female
1	2023-2024	7	3	10	70.00%	30.00%
2	2024-2025	6	1	7	85.71%	14.29%
3	2025-2026	8	5	13	61.54%	38.46%

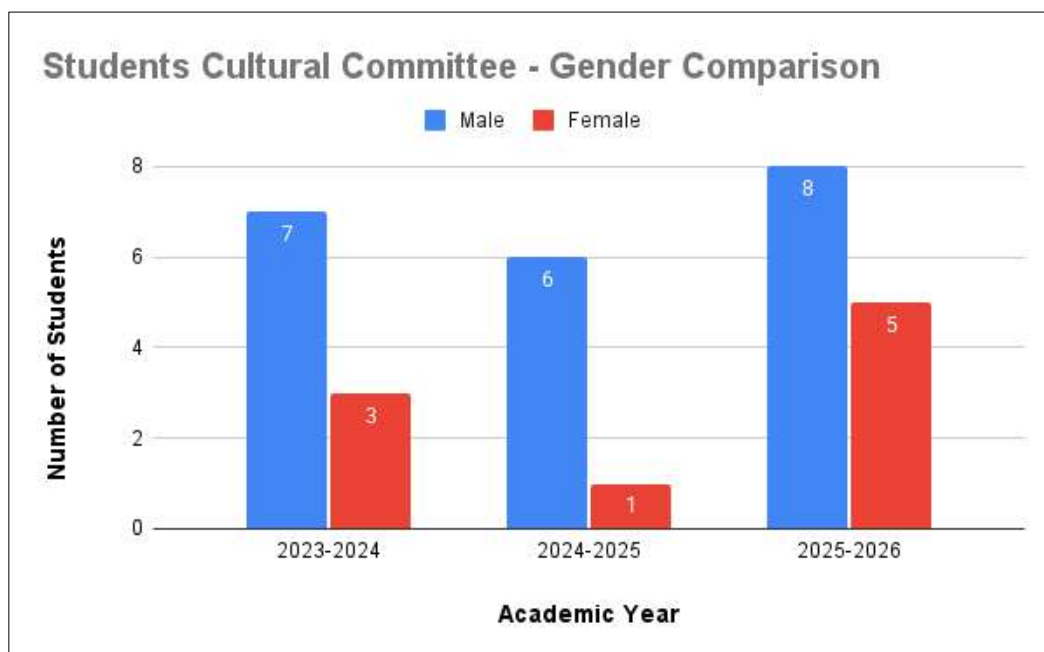


FIGURE 18: GENDER-WISE DISTRIBUTION OF TOTAL STUDENTS IN CULTURAL COMMITTEE

The data indicates that male participation in the cultural committee has consistently been higher than female participation across all three years. However, there is a noticeable improvement in female representation in 2025–2026, increasing from 1 to 5 members. The total number of members fluctuates over the years, with a peak in 2025–2026. Overall, while gender disparity persists, the recent increase suggests a positive shift towards better inclusion.

TABLE 19: GENDER WISE DETAILS OF TOTAL STUDENTS IN SPORTS COMMITTEE

Sr. No.	Year	Male	Female	Total	% Male	% Female
1	2023-2024	2	0	2	100.00%	0.00%
2	2024-2025	2	2	4	50.00%	50.00%
3	2025-2026	2	2	4	50.00%	50.00%

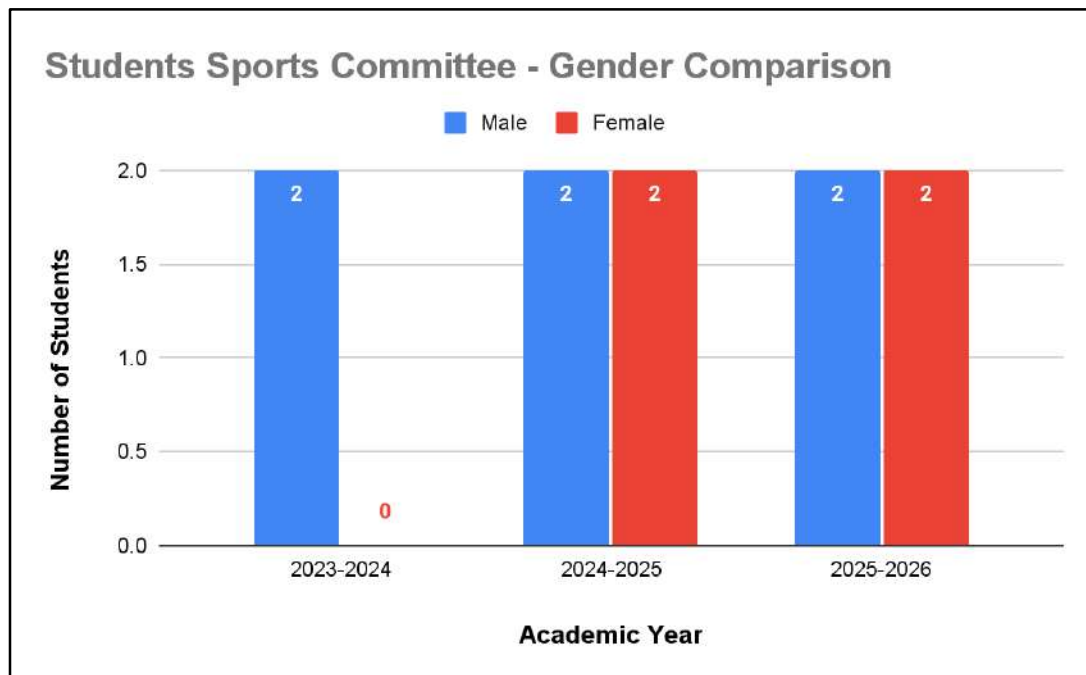


FIGURE 19: GENDER-WISE DISTRIBUTION OF TOTAL STUDENTS IN SPORTS

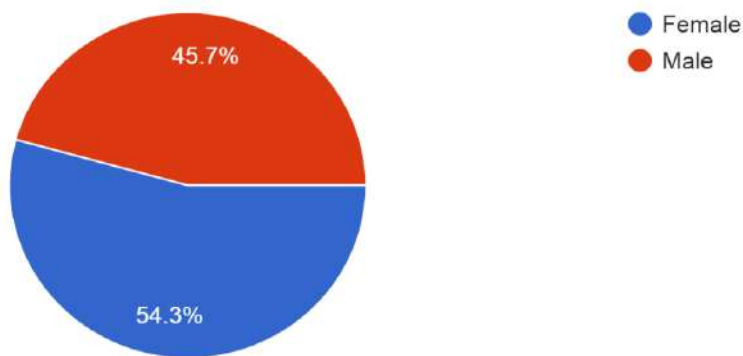
The student composition shows notable changes in gender distribution over the three-year period. In 2023–2024, the total enrollment is minimal at 2 students, with 100% male representation and no female participation. In 2024–2025, the total number of students doubles to 4, and the gender distribution becomes balanced, with equal representation of male and female students at 50% each. This balanced trend continues in 2025–2026, with the total remaining at 4 students and an equal gender split. Overall, the data reflects an improvement from complete male dominance to a stable and equitable gender distribution in the later years.

Gender Awareness Survey Analysis

To understand the awareness about gender equality, a survey was conducted in the institute. The following graphs show the opinions of students regarding gender sensitization and awareness based on the survey conducted.

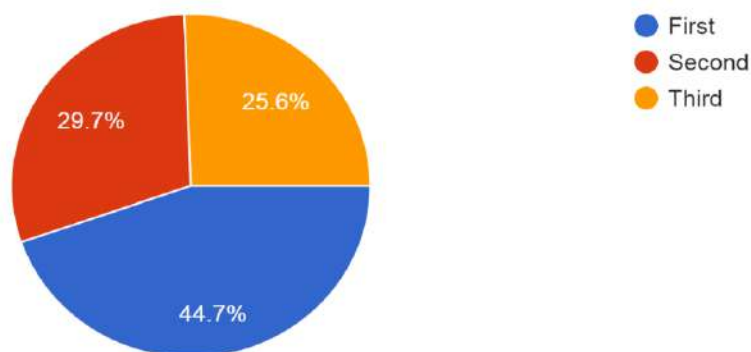
4. Gender

387 responses



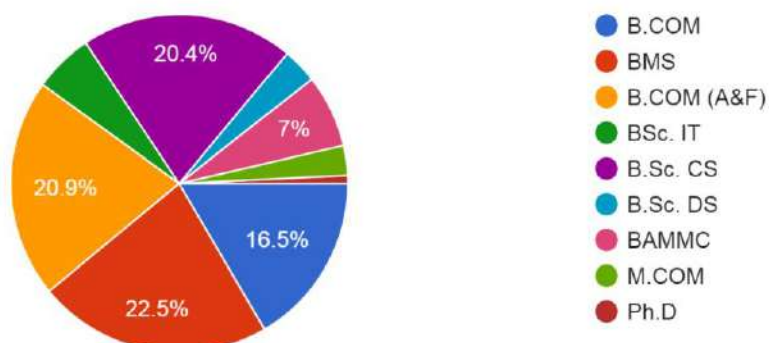
5. Year

387 responses



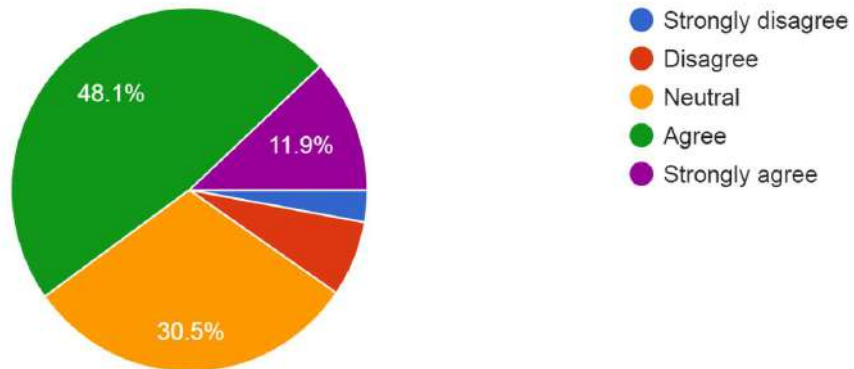
6. Programme

387 responses



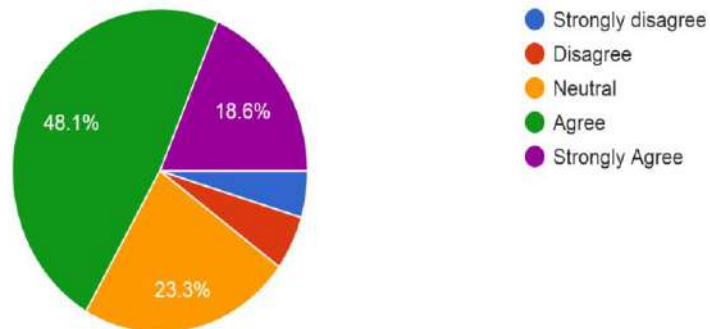
8. The College conducts Gender Sensitization Programs for the students.

387 responses



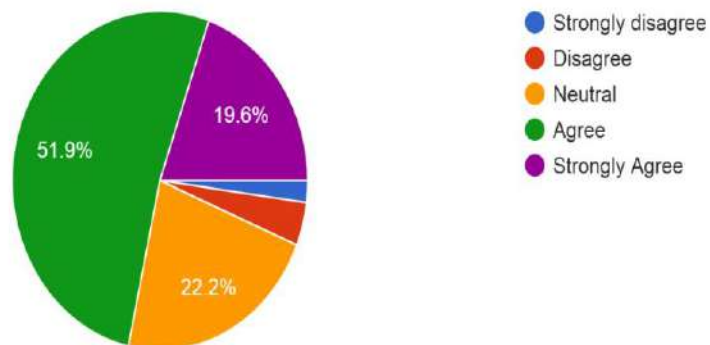
9. The college conducts gender awareness programs such as awareness for sexual harassment and legal rights.

387 responses



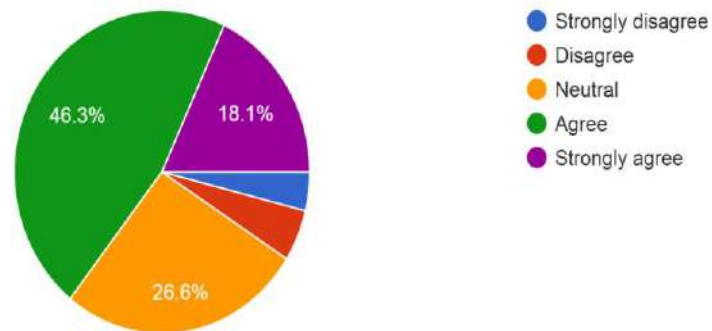
10. Adequate number of toilets are available in campus for girls.

387 responses



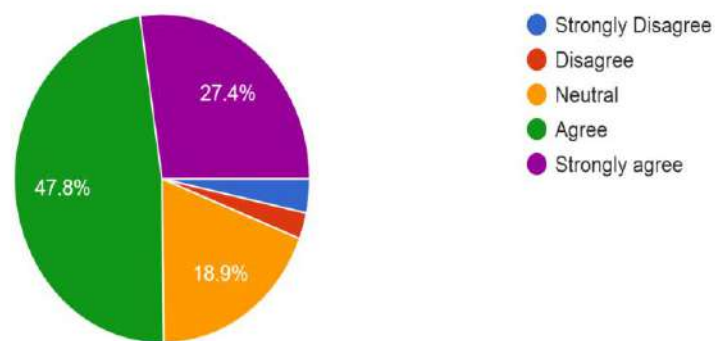
11. Adequate facilities like sanitary pads vending machines and disposal bins are available inside the toilet of the female students.

387 responses



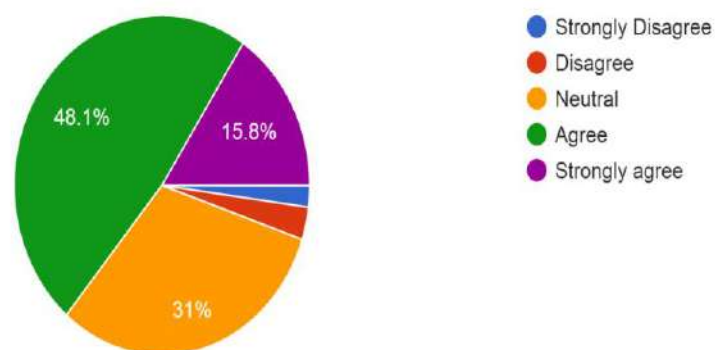
12. Cleanliness is maintained in the girls and boys toilet.

387 responses



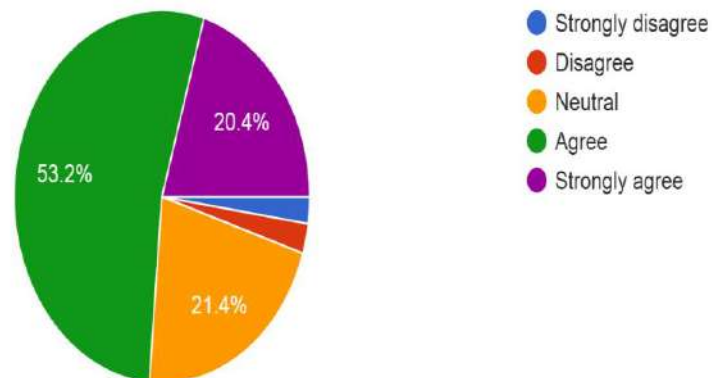
13. Adequate lights are available inside the campus during the night, including but not limited to adequate lights in corridors, classrooms, common areas, toilets, etc.

387 responses



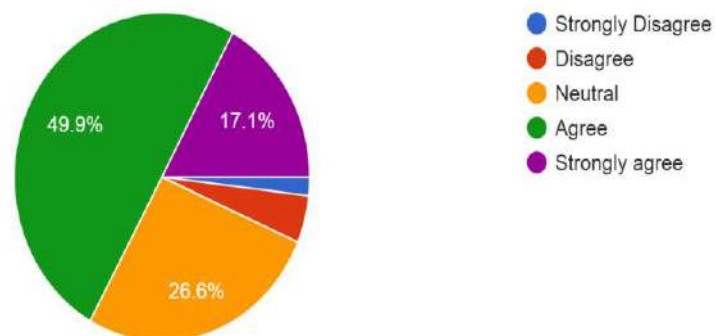
14. Adequate security provisions are made to ensure security on the college campus.

387 responses



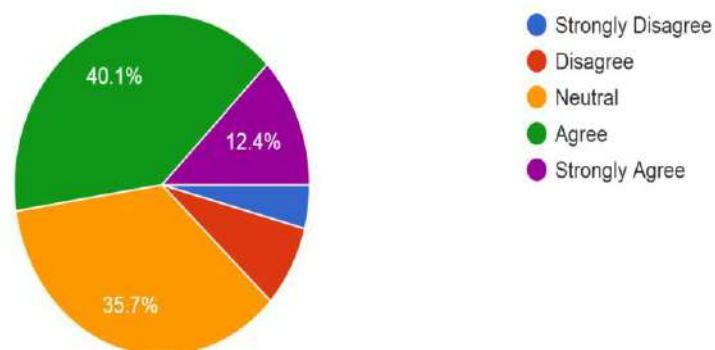
15. A Women Development Cell is set up in college and students are aware of the cell.

387 responses



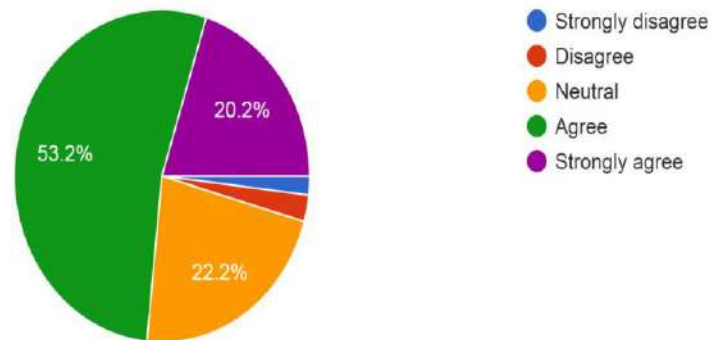
16. The College conducts self-defense sessions annually.

387 responses



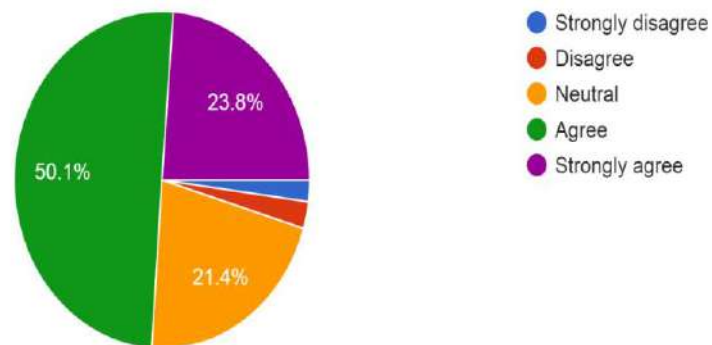
17. The Classroom offers equal opportunities for different genders.

387 responses



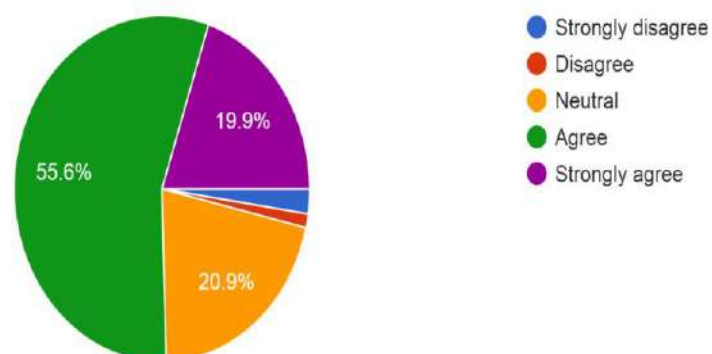
18. The college offers equal opportunities to all genders in sports.

387 responses



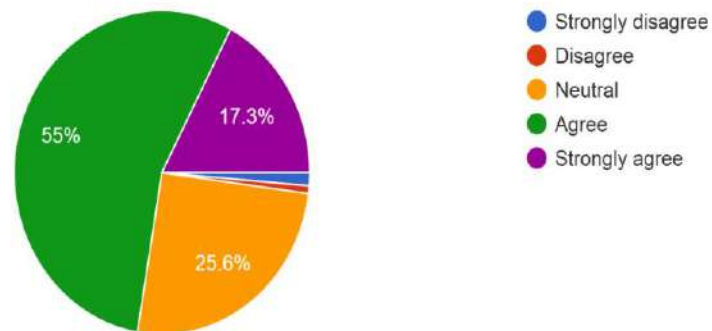
19. There is equal opportunity for all genders to work with various clubs and forums.

387 responses



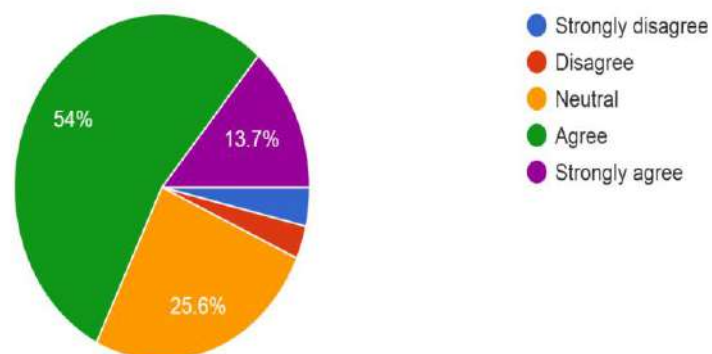
20. Women faculty accompany the female students when going for NSS Residential camps/ Sports/ Cultural Competition.

387 responses



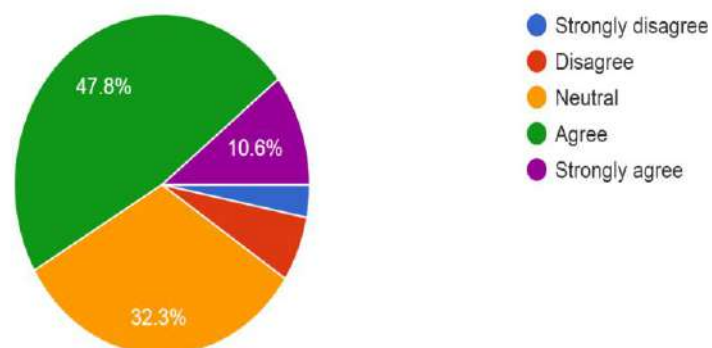
21. Personal Counselling is offered in the college.

387 responses



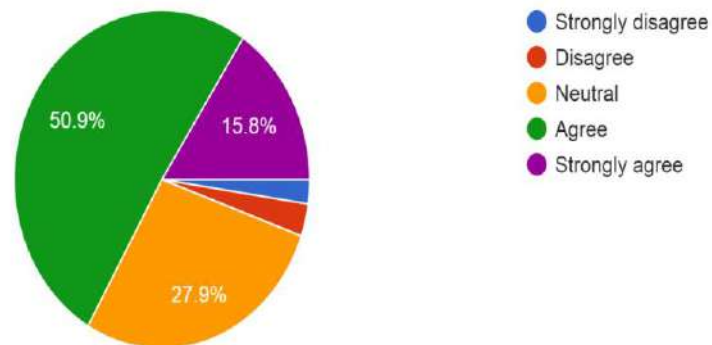
22. The curriculum adequately addresses gender related issues.

387 responses



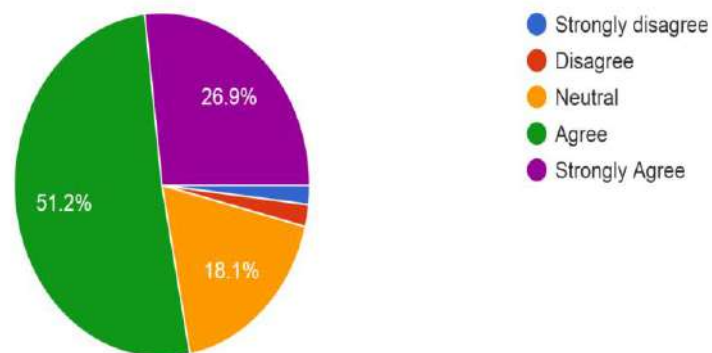
23. The college has a climate that is suitable for gender diversity.

387 responses



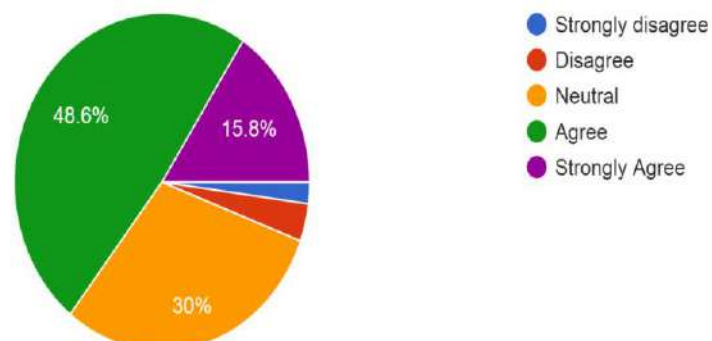
24. Resources like libraries and labs are equally accessible to all genders.

387 responses



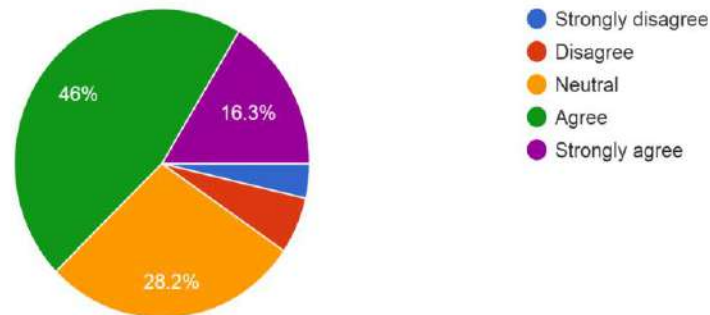
25. There is a clear procedure for addressing and reporting gender based issues.

387 responses



26. The staff and faculty are not involved in any gender related biases.

387 responses



SALIENT FINDINGS

- Most students reported that they feel safe and comfortable on campus regardless of gender, indicating a generally positive environment.
- Awareness about gender equality and related issues exists, but varies across students, with some showing only moderate understanding.
- Participation in gender sensitization programs is present but not consistent across all students, indicating the need for more frequent and engaging activities to reach a wider audience.
- Most respondents believe that equal opportunities are provided regardless of gender, though a few highlighted the need for more encouragement for female leadership and participation in decision-making roles.
- A small section of students expressed concerns about subtle gender biases and lack of open discussions on gender issues.
- Hygiene and basic facilities were largely rated satisfactory, though some students indicated scope for improvement.
- Many responses suggest that while policies exist, their visibility and communication can be improved.

SUGGESTIONS

- Students suggested organizing more frequent workshops, seminars, and interactive sessions on gender sensitization.
- There is a need to create more awareness about grievance redressal mechanisms and support systems available in the institution.
- Encouraging open dialogue and discussions on gender-related topics can help reduce stereotypes and misconceptions.
- Improvement in infrastructure such as washrooms and safety measures was also recommended.

- Some respondents highlighted the importance of including gender topics in the academic curriculum.
- Conducting campaigns and activities that involve both male and female students equally can strengthen inclusivity.
- Regular feedback mechanisms should be introduced to continuously assess student perceptions.

CONCLUSION

The overall findings of the survey reflect that the institution has created a largely safe, inclusive, and supportive environment where students of all genders feel respected and provided with equal opportunities. Existing policies, facilities, and initiatives indicate a strong commitment toward gender equality and student well-being. At the same time, the responses highlight opportunities to further strengthen awareness, increase participation in sensitization programs, and improve communication about support systems. By building on its current efforts and addressing these areas, the institution is well-positioned to foster a more informed, engaged, and gender-sensitive campus culture.

Questionnaire Format

Sr. No.	Question	Options
1.	Full Name	
2.	Email ID	
3.	Contact No.	
4.	Gender	Male Female
5.	Year	First Year Second Year Third Year
6.	Programme	B.COM BMS B.COM (A&F) BSc. IT B.Sc. CS B.Sc. DS BAMMC M.COM

7.	A Gender-Just Campus ensures Women Empowerment.	Strongly Agree Agree Neutral Disagree Strongly Disagree
8.	The College conducts Gender Sensitization programs for the students.	Strongly Agree Agree Neutral Disagree Strongly Disagree
9.	The college conducts gender awareness programs such as awareness for sexual harassment and legal rights.	Strongly Agree Agree Neutral Disagree Strongly Disagree
10.	Adequate number of toilets are available in campus for girls.	Strongly Agree Agree Neutral Disagree Strongly Disagree
11.	Adequate facilities like sanitary pads vending machines and disposal bins are available inside the toilet of the female students.	Strongly Agree Agree Neutral Disagree Strongly Disagree
12.	Cleanliness is maintained in the girls and boys toilet.	Strongly Agree Agree Neutral Disagree Strongly Disagree
13.	Adequate lights are available inside the campus during the night, including but not limited to adequate lights in corridors, class- rooms, common areas, toilets, etc.	Strongly Agree Agree Neutral Disagree Strongly Disagree
14.	Adequate security provisions are made to ensure security on the college campus	Strongly Agree Agree Neutral Disagree Strongly Disagree
15.	A Women Development Cell is set up in college and students are aware of the cell.	Strongly Agree Agree Neutral Disagree Strongly Disagree

16.	The College conducts self-defense sessions regularly.	Strongly Agree Agree Neutral Disagree Strongly Disagree
17.	The Classroom offers equal opportunities for different genders.	Strongly Agree Agree Neutral Disagree Strongly Disagree
18.	The college offers equal opportunities to all genders in sports.	Strongly Agree Agree Neutral Disagree Strongly Disagree
19.	There is equal opportunity for all genders to work with various clubs and forums.	Strongly Agree Agree Neutral Disagree Strongly Disagree
20.	Women faculty accompany the female students when going for NSS Residential camps/ Sports/ Cultural Competition	Strongly Agree Agree Neutral Disagree Strongly Disagree
21.	Personal Counselling is offered in the college.	Strongly Agree Agree Neutral Disagree Strongly Disagree
22.	The curriculum adequately addresses gender related issues.	Strongly Agree Agree Neutral Disagree Strongly Disagree
23.	The college has a climate that is suitable for gender diversity.	Strongly Agree Agree Neutral Disagree Strongly Disagree
24.	Resources like libraries and labs are equally accessible to all genders.	Strongly Agree Agree Neutral Disagree Strongly Disagree

25.	There is a clear procedure for addressing and reporting gender based issues.	Strongly Agree Agree Neutral Disagree Strongly Disagree
26.	The staff and faculty are not involved in any gender related biases.	Strongly Agree Agree Neutral Disagree Strongly Disagree
27.	What changes or improvements would you suggest to create a more gender inclusive environment?	



Nirmala Memorial Foundation College of Commerce and Science **AUTONOMOUS**

(Permanently Affiliated to the University of Mumbai)
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Recognised under section 2 (f) and 12 (B) of the UGC Act, 1956

D.S. Road, Asha Nagar, Thakur Complex, Kandivali (East), Mumbai - 400 101. • Tel.: 022-6943 6400

Gender Audit Report Academic Years: 2023-24, 2024-25, 2025-26

Name of the Institution: Nirmala Memorial Foundation College of Commerce and Science
(Autonomous)

Date of Visit: 29/04/2026

Number of Full-Time Teachers: 43

Number of Visiting Faculties: 41

Number of Non-Teaching Staff: 19

Number of Under-Graduate Programs: 07

Name of Under-Graduate Programs: B.Com, B.Com (MS), B.Com (A&F), B.Sc. IT, B.Sc. CS,
B.Sc. DS, BAMMC

Number of Post-Graduate Programs: 01

Name of Post-Graduate Programs: M.Com

Subject of PhD. Center: Commerce (Business Policy & Administration)

Number of Students in the Campus: 3110

Peer Team Report

Sr. No.	Observation on Key Aspects	Remark
1.	The Internal Complaints Committee is in place and is constituted as prescribed by the regulatory authorities and gender-sensitized.	yes
2.	The Grievance Redressal committee is in place and gender-sensitized.	yes
3.	The Gender Sensitization committee is in place and gender sensitized.	yes
4.	The Male-Female ratio of the staff and students of the institute is appropriate.	yes
5.	The suggestion boxes are well-placed and accessible to the students and staff.	yes
6.	The gender sensitization committee organizes a good number of workshops and seminars to sensitize the students.	yes
7.	CCTVs are installed in all the prominent places including the classroom, faculty rooms and administrative department	yes
8.	Girls Common Room with the attached toilet is on the floor.	yes
9.	Boys Common Room is on the floor.	yes
10.	Names of the Gender Sensitization Committee members is displayed at prominent places.	yes





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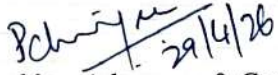
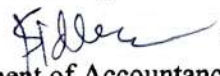
D.S. Road, Asha Nagar, Thakur Complex, Kandivali (East), Mumbai - 400 101. • Tel.: 022-6943 6400

11.	Provision for sanitary napkin vending machine is made available in the girls' common room.	yes.
12.	Separate toilets for boys and girls are available on all the floors.	yes
13.	Emergency medical facilities are available on the campus.	yes.
14.	The corridors, classrooms and faculty rooms are well lit.	yes
15.	Female security is present on all the floors.	yes
16.	Public transport facility is available near the campus.	yes
17.	The walk path near the institute is safe.	yes
18.	The institute has a good line of sight in the entire campus.	yes
19.	Counselling facilities are available for the staff and students.	yes .
20.	The institute has proper lighting facilities at campus.	yes.

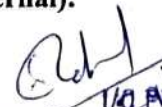
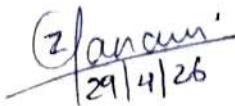
Suggestions and Recommendations:

- ① field work required.
- ② Boys should be included in all Activities
- ③ Percentage of girls at student level should be increased.

Signatures of Gender Audit Members (External):

1. Ms. Preeti Chatterjee  29/4/26
(Head Educational Partnership - Advocacy & Capacity Building)
2. Dr. Sunita Tidke  29/04/2026.
(Professor, Department of Accountancy, Prahladarai Dalmia Lions College of Commerce & Economics)

Signatures of Gender Audit Members (Internal):

1. Dr. Swiddle D'Cunha, Principal  29/04/2026
2. Dr. Poonam Kakkad, Vice-Principal & IQAC Co-ordinator  29/04/2026
3. Ms. Vaishali Mishra, CWDC Advisor
4. Ms. Zeal Kanani, CWDC Convenor  29/4/26

NIRMALA MEMORIAL FOUNDATION
COLLEGE OF COMMERCE & SCIENCE
KANDIVALI (EAST), MUMBAI - 400 101.





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B.Sc. DS, BAMMC

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3.	The Gender Sensitization committee is in place and gender sensitized.	YES
4.	The Male-Female ratio of the staff and students of the institute is appropriate.	YES
5.	The suggestion boxes are well-placed and accessible to the students and staff.	YES
6.	The gender sensitization committee organizes a good number of workshops and seminars to sensitize the students.	NO
7.	CCTVs are installed in all the prominent places including the classroom, faculty rooms and administrative department	YES
8.	Girls Common Room with the attached toilet is on the floor.	YES
9.	Boys Common Room is on the floor.	YES
10.	Names of the Gender Sensitization Committee members is displayed in prominent places.	YES





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11.	Provision for sanitary napkin vending machine is made available in the girls' common room.	YES
12.	Separate toilets for boys and girls are available on all the floors.	YES
13.	Emergency medical facilities are available on the campus.	YES
14.	The corridors, classrooms and faculty rooms are well lit.	YES
15.	Female security is present on all the floors.	YES
16.	Public transport facility is available near the campus.	YES
17.	The walk path near the institute is safe.	YES
18.	The institute has a good line of sight in the entire campus.	YES
19.	Counselling facilities are available for the staff and students.	YES
20.	The institute has proper lighting facilities at campus.	YES

Suggestions and Recommendations:

- Please give gender break-up for all sessions - give %.
- Mention outcome of sessions/workshops whenever possible
- More outdoor / fieldwork required.
- Boys to be included in activities.

Signatures of Gender Audit Members (External):

- Ms. Preeti Chatterjee
(Head Educational Partnership - Advocacy & Capacity Building)
- Dr. Sunita Tidke
(Professor, Department of Accountancy, Prahladrai Dalmia Lions College of Commerce & Economics)

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- Ms. Zeal Kanani, CWDC Convenor



GLIMPSES FROM THE PEER TEAM VISIT





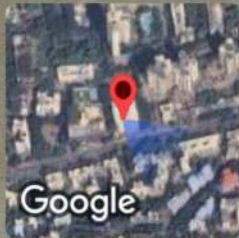




Mumbai, Maharashtra, India 🇮🇳

Paritosh Cafeteria, Nirmala Memorial Foundation College, Kandivali, Asha Nagar, Borivali East, Mumbai, Maharashtra 400101, India

Lat 19.213841° Long 72.865358°
29/04/26 11:03 AM GMT +05:30



Mumbai, Maharashtra, India 🇮🇳

Thakur Polytechnic, 90 Feet Road, Opposite Karnataka Bank - Kandivli (e) Branch, Kandivali, Thakur Complex, Kandivali East, Mumbai, Maharashtra 400101, India

Lat 19.214373° Long 72.865061°
29/04/26 11:18 AM GMT +05:30

