

## Criteria 7: Institutional Values and Best Practices

### 7.1.1 Measures initiated by Institution for the promotion of gender equality during the year:

We ZIBACAR never differentiate any stakeholder on the basis of his/her gender and provides them with equal rights. All necessary arrangements have been made for all stakeholders' to ensure adequate safety by establishing Grievance Redressal Cell and Internal Complaint Committee (ICC) ensure guarantee that problems and grievances, if any, can be resolved within an authentic way.

ZIBACAR adds prominence on women empowerment and consequently conducts number of sessions to make them self-reliant and purge gender discernment at different events and activities like international women's with useful and valuable sessions under umbrella "Glo w Talk".

#### a) Safety and Security

The ZES Campus has a key strength of having fully security and safety for the faculty and students. To ensure proficient security, the ZES has outsourced security services to professional security service provider. The Institute has number of security and safety measures taken to assure safety and security at 360 degree in the campus:

- By displaying emergency contact numbers at various locations.
- Maintained first aid box at the easily reachable common area at administrative office.
- For staff and students during their sick or not well situation Medical Room is provided.
- The ZES Campus is under CCTV surveillance which covers 360 degrees of institute.
- To ensure a safe and carefree environment from external nuisance, institute has heightened boundary wall and huge entry gate with security guards.
- Non-teaching & Teaching staff ensure safety atmosphere at every corner within and around the campus.
- All Students and staff carry college ID cards at all times and outsiders are crisscross by security staff with gate pass before letting entry in campus.
- Number of different counselling sessions on personal safety were organized for female faculty and girl students.
- All students and staff are divulged with the awareness of sexual harassment and how they need to perform to steer clear of such misconducts through different sessions.

**b) Counselling**

To handle and do counseling about personal and professional spheres of students, ZIBACAR has Mentor-Mentee activity (GFM) activity where designated Faculty handle the routine issues pertaining to students if any. Along with this, sub sequential meetings of Mentor & Mentee were conducted to keeps the students connected with their mentors who can keep track on their academic and professional evolution and helping their mentees to achieve their goals. To help students confess themselves and shed baggage to keep striving for greater achievements number of Counselling sessions are provided. Personal grooming tips given by the mentors allow students to get personalized feedback towards improvement.

**c) Common Room**

ZIBACAR has provided Luxurious girls' common room equipped with a bed, washroom, and dressing mirror and other hygienic things placed in the Institute where ladies can take rest when they are sick or unwell. Also in Girl's Hostel, the washrooms are upheld in hygienic condition and also provided sanitary napkin vending machine for needy ones. Like girls students, the institute also has Boy's common room to facilitate both students and faculties to take rest if they feel sick or unwell.

**d) Internal Complaint Cell (ICC) Activities:**

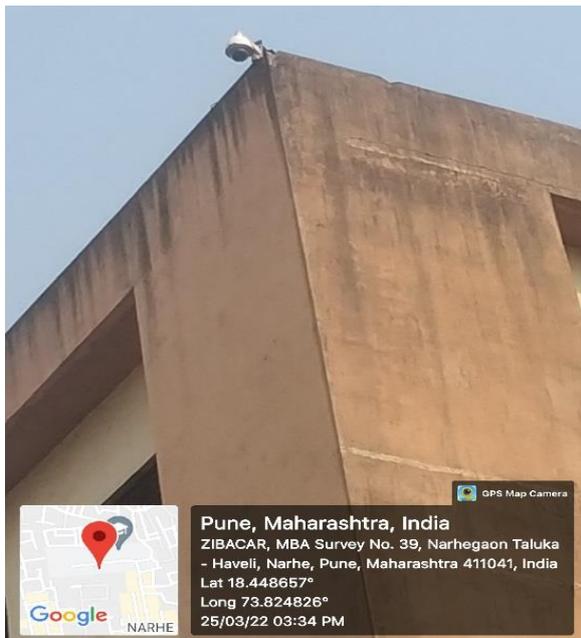
ZIBACAR has established Internal Complaint Cell formerly named as Women Grievance Cell through which institute conducts various awareness programmes and activities for all the stakeholders on gender-sensitivity and gender discrimination. The institute nurtures value-based and holistic development of all stakeholders to create a healthy work environment in the campus. The Internal Complaint Cell conducts one meeting during every semester with female stakeholders of institute and address the issues/grievances if any.

**Report Attached:**    1. International Women's day Report,  
                                  2. ICC MoM

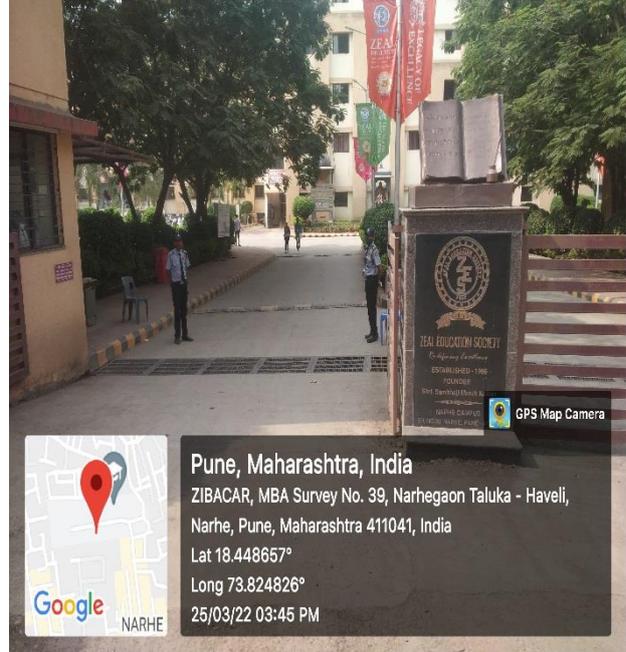
**Photograph:**



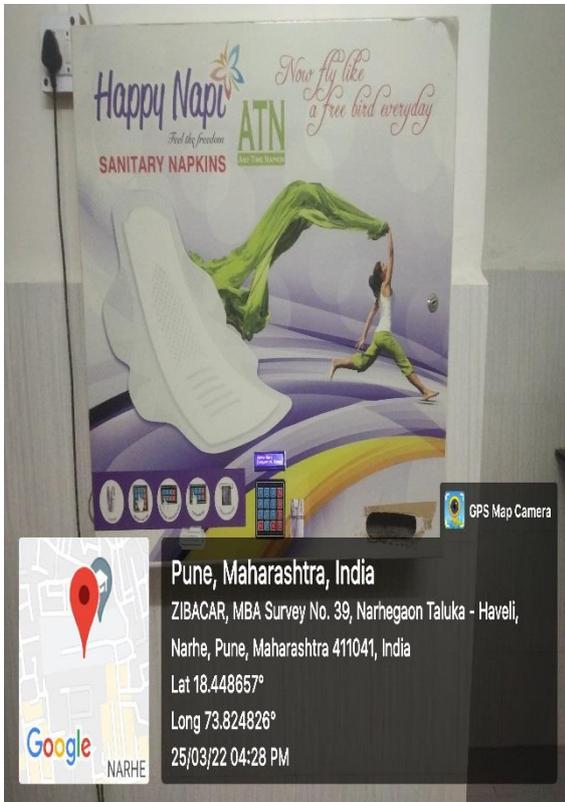
Girls Hostel,



CCTV @ buildings,



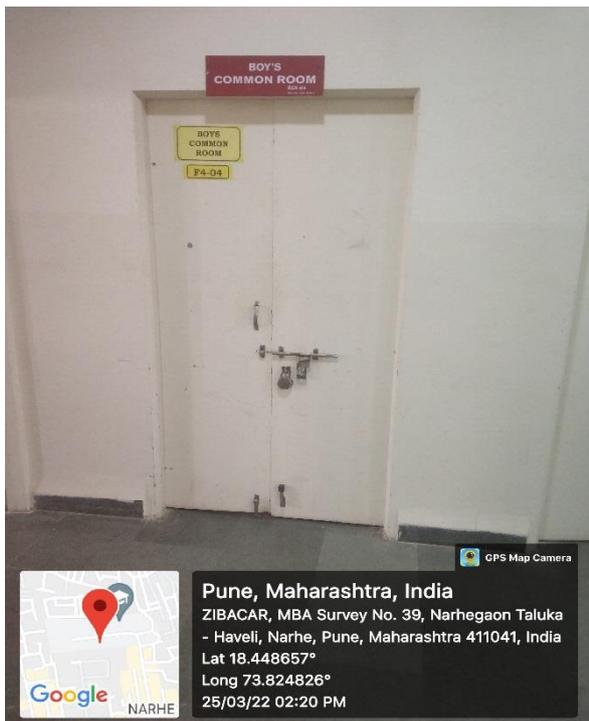
Security guards at college entrance



Sanitary pad vending machine,



Girl's common room,



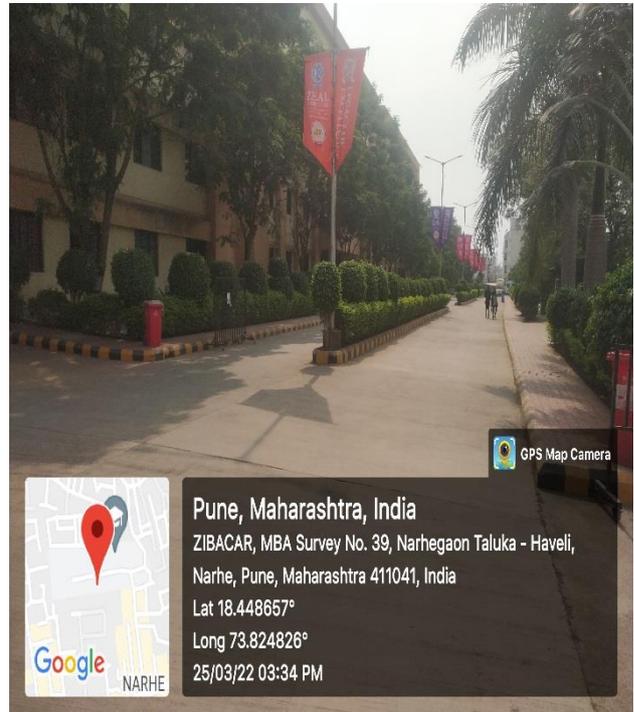
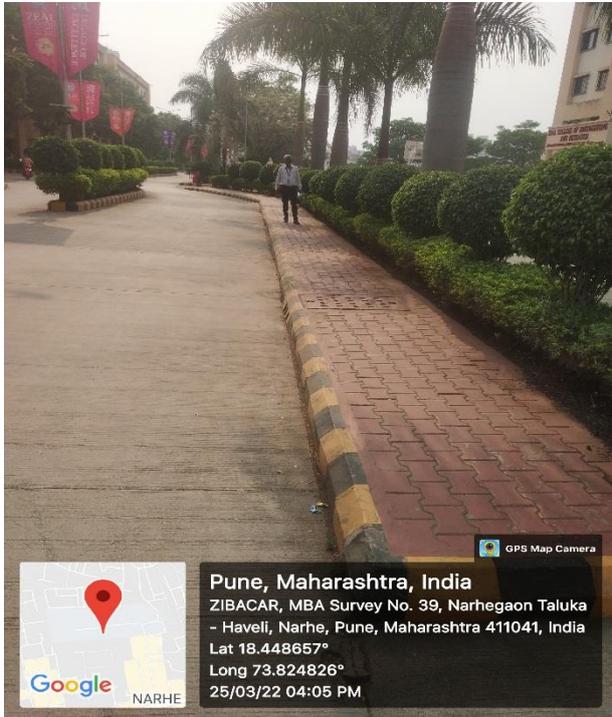
Boy's common Room

- **Environment Consciousness and Sustainability**

ZIBACAR has taken initiatives by conducting 'No vehicle day' to create Pollution free campus, fuel saving and minimizing traffic problems. Most of the Staff and students use the bicycles, share vehicle and those staying nearby institute prefer to walk to the Institute. To maintain environment consciousness and environmental sustainability, institute has pedestrian friendly Footpaths, Paperless office with the help of ERP system, which helps the faculty and staff to maintain and review administrative, academic record etc. This has promoted paperless work culture at institute. For Faster, effective and paperless communication with all stakeholders are facilitated through various means like Microsoft Teams, WhatsApp groups and Official e-mail id. The photocopying machine is used at office, staffroom and exam cell which has duplex printing facility, to save paper for printing. To create awareness about cleanliness and green campus is spread by conducting/participating in activities like Swachh Bharat Abhiyan, tree plantation, ecofriendly 'Ganesh Visarjan'. To save water, lush green lawn on the playground is maintained using sprinkler irrigation system.

**Reports Attached:**

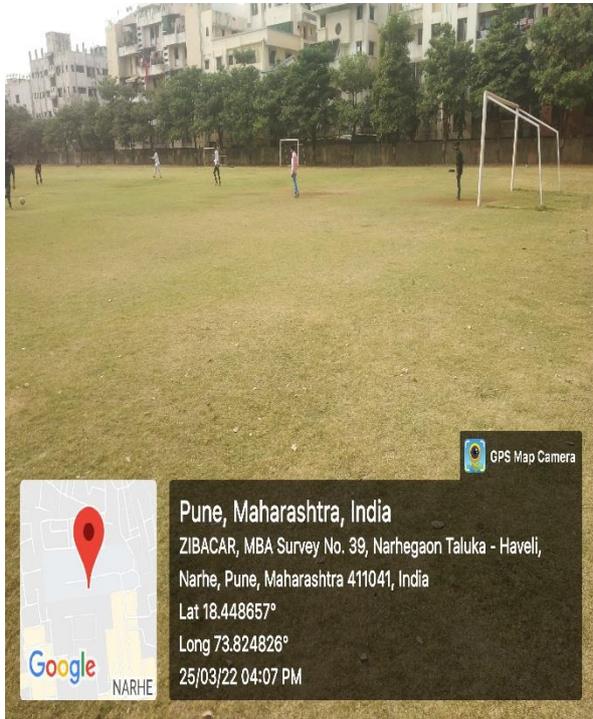
1. World bicycle day celebration
2. Gandhi Jayanti



Pedestrian friendly Footpaths



Water harvesting systems



Playground & Lush green pathways Photograph.

**ACADEMIC YEAR 2020-21**

**CLUB NAME: Zeal CSR Club**

**2. EVENT DETAILS**

<b>Date</b>	02-10-2021
<b>Event Category</b>	Society Level
<b>Event Name</b>	Extra-Curricular: Celebration of 2 Oct. By Felicitation of Support Staffs in ZES
<b>Event mode</b>	Physical Event.
<b>Venue</b>	In CSA , "H" Building
<b>Felicitation by</b>	All faculty Members of ZGMI-ZCOER/ZIMCA/ZIBACAR & MBA Students.

**3. EXECUTIVE SUMMARY (min. 500 words)**

Participants for the Felicitation session were MBA & MCA students of Zeal Institutes of Management & all MBA & MCA Faculty Members Physically Present with proper Social distance in Seminar Hall due to Pandemic Situation.

The motive behind the felicitation of all support staff is very clear that in all odd situation like pandemic or any other challenging work of cleanliness should be priority of any organization present in well aware field like education on this ground ZES decided to honor their staff, so that they all feel proud on their existing task which is very important contribution for Society as well as nation. Same Philosophy put forward by Mahatma Gandhi, hence this is the only way to show love to bapuji&Lala bahadur Shatriji.

This is very unique & different type of felicitation where support staff appreciated by Management to give them feel good factor & consider their contribution in development of Institutional development because cleanliness is next to godliness.Upholding a clean nearby and a fresh mind and body leads to a fruitful life.



**F BUSINESS ADMINISTRATION, COMPUTER  
APPLICATION AND RESEARCH (ZIBACAR)  
NARHE | PUNE | INDIA**

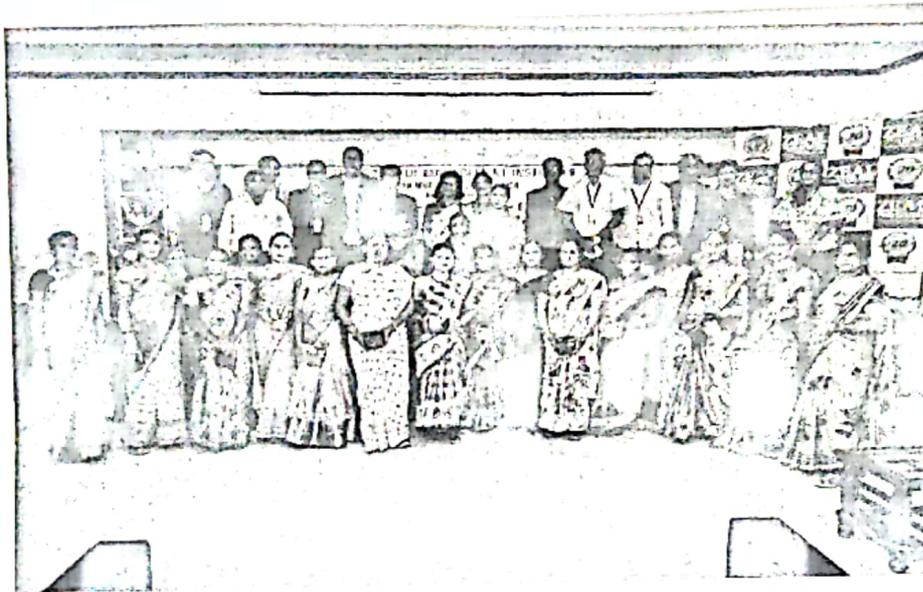


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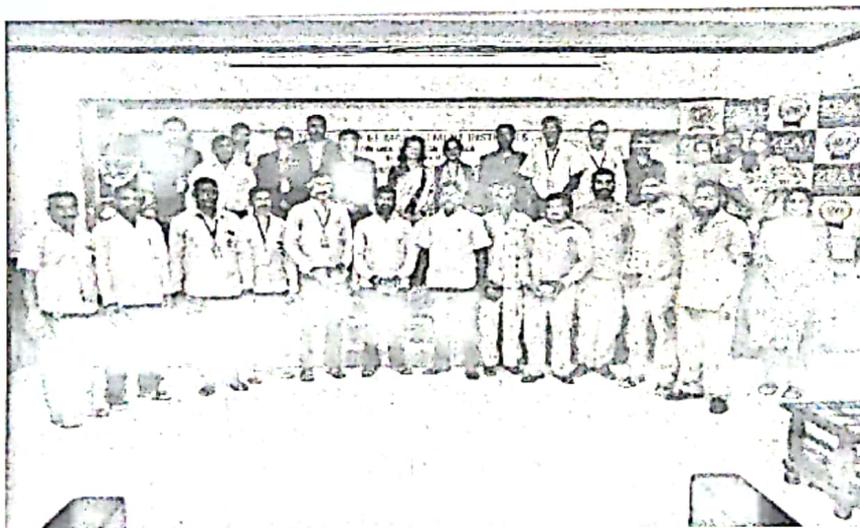
DTE CODE: 6152

AISHE CODE: C-41828

Club Director : Ms..ShradhaVispute  
Club Treasurer : Ms. AkanshaRokade  
Club Secretary : Mr. Yashbayas



**Dr.Ashiwini  
Sovani, Head  
Mgmt.Programmes  
,ZES's Z.G.I.M.  
Felicitate all  
Support staff on  
occasion of 2 nd  
Oct.2021**



**Glimises of  
Felicitation of all  
Support staff on  
occasion of 2<sup>nd</sup>  
Oct.2021**



**'Glow -W Talks' International Women's Day 2021 concludes at **ZIBACAR** in the presence of International women.**

As every year, International Women's Day was celebrated in the Zeal Institute of Business Administration, Computer Application and Research. The event features the participation of six international women from two continents. Tamar Lolishvili, Director, Global Peace Institute, Georgia, Toshiko Tsuchiya, Automotive Industry, Japan, Dr. Shama Hussain,, Entrepreneur and Educationist, President, National Institute of Skill Training, Oman, Dr. Gul Erkol Bayram Associate Professor, School SINOP University Turkey, Rania Lampou, Global Educator, Greek, Dr. Zeliha Salmoglu, HOD, Nigid Moer Halisdemir University, Medicine Faculty ,Medical Biology Dept. Turkey women from different countries participated in the event through YouTube.

The program began with the national anthem. The program was inaugurated with the lighting of lamps and worship of Saraswati. Information about Zeal Education Society and International Women's Day was given by Dr. Ashwini Sovani, Head, Management Program.

Tamar Lolisville, Georgia, guides conflict management and critical thinking and how to overcome it. It discusses the skills needed in the 21st century and how critical thinking can be used to overcome conflict.

Toshiko Tsuchiya, Japan, recounted various experiences in the industrial sector during her life as a woman. He also gave guidance on the importance of communication and how to negotiate with customers.

In her speech, Dr. Shama Hussain, Oman, said that International Women's Day is a day of empowerment of women. The actual competent person is not the one who gets 90% or more marks in the exam only, but the person who can make some changes in society is the natural competent person. It is essential to include ethics, values, attitudes, etc., in education. Both EQ and IQ are necessary for success in life. So emotional intelligence is also critical. He said that

no matter how adverse the external situation may be, one should face it confidently and calmly. Education is a part of our lives, not the whole life. Happiness is the essence of life.

Dr. Gul Erkol Bayram, Turkey, described her life experiences, successes, and how she dealt with life's challenges as a woman. He also talked about how he enabled his students.

Rania Lampou, Greek, guided the effects of Covid-19 on women. He spoke about the work that women have done to change this situation. He also said about how women have achieved success in all areas, even in the adverse conditions of Corona.

Dr. Zeliha Salmoglu, Turkey, explains how International Women's Day is celebrated at her university and its significance. Women are of utmost importance in society, and women are mothers, sisters, daughters, wives, etc. He says he has been successful in carrying out a variety of responsibilities. He emphasized the importance of women's empowerment in bringing peace to the world.

Dr. Yogendrakumar Deokar and Bhavana Khot moderated the program, and Dr. Rishikaysh Kaakandikar gave the vote of thanks. The event was attended by college teachers, non-teaching staff, and students online.

**AGENDA**  
**For**  
**International Women's Day**  
**(10<sup>th</sup> March 2021)**

SR.NO	AGENDA	START TIME	END TIME
1	National Anthem	05:00 p.m	05:02 p.m
2	Introduction of ZES and Women's day	05:02 p.m	05:04 p.m
3	Saraswati Pujan	05:04 p.m	05:05 p.m
4	Well come Speech By Dr.Ashwini Sovani(Program Head, ZGMI)	05:05 p.m	05:09 p.m
5	Speech By Prof.Jayesh Katkar(Secretary, ZES)	05:09 p.m	05:13 p.m
6	Introduction & Speech By Tamar Lolishvili Director Global Peace Institutes Gorgia.	5:13 p.m <b>(3:43 p.m)</b>	5:33 p.m <b>4:03 p.m)</b>
7	Introduction & Speech By Toshiko Tsuchiya ,Automotive Industry ,Japan	5:33 p.m <b>(09:03 p.m)</b>	5:48 p.m <b>09:18 p.m)</b>
8	Introduction & Speech By Shama Hussain, Entrepreneur ,Educationalist & Chairman of National Institutes of Skill Training, Oman	5:48 p.m <b>(04:18 p.m)</b>	6:03 p.m <b>04:33 p.m)</b>
9	Introduction & Speech By Dr.Gul Erkol,Bayram, Associate Professor School of Tourism & Hotel ,SINOP University, Turkey.	6:03 p.m <b>(03:33 p.m)</b>	6:23 p.m <b>03:51 p.m)</b>
10	Introduction & Speech By Rania Lampou ,Global Educator Neuro Education Researcher ,Greek Ministry of Education & Religious Affairs. Greek	6:23 p.m <b>(02:53 p.m)</b>	6:43 p.m <b>03:13 p.m)</b>
11	Introduction & Speech By Prof. Dr.Zeliha Selamoglu, HOD, Nigid Moer Halisdemir University, Medicine Faculty ,Medical Biology Dept.Turkey	6:43 p.m <b>(04:13 p.m)</b>	7:03 p.m <b>04:33 p.m)</b>
12	Vote of thanks	7:03 p.m	7:05 p.m

**\*Time in your country has indicated in bold**

**Program Link:**

**You tube Link:**

<https://youtu.be/pmht-tfQFpg>

**Zoom Link:**

<https://zoom.us/j/3204430345?pwd=Unp1RERwZGV4TTgvUDM1eEwyVUdEZz09>

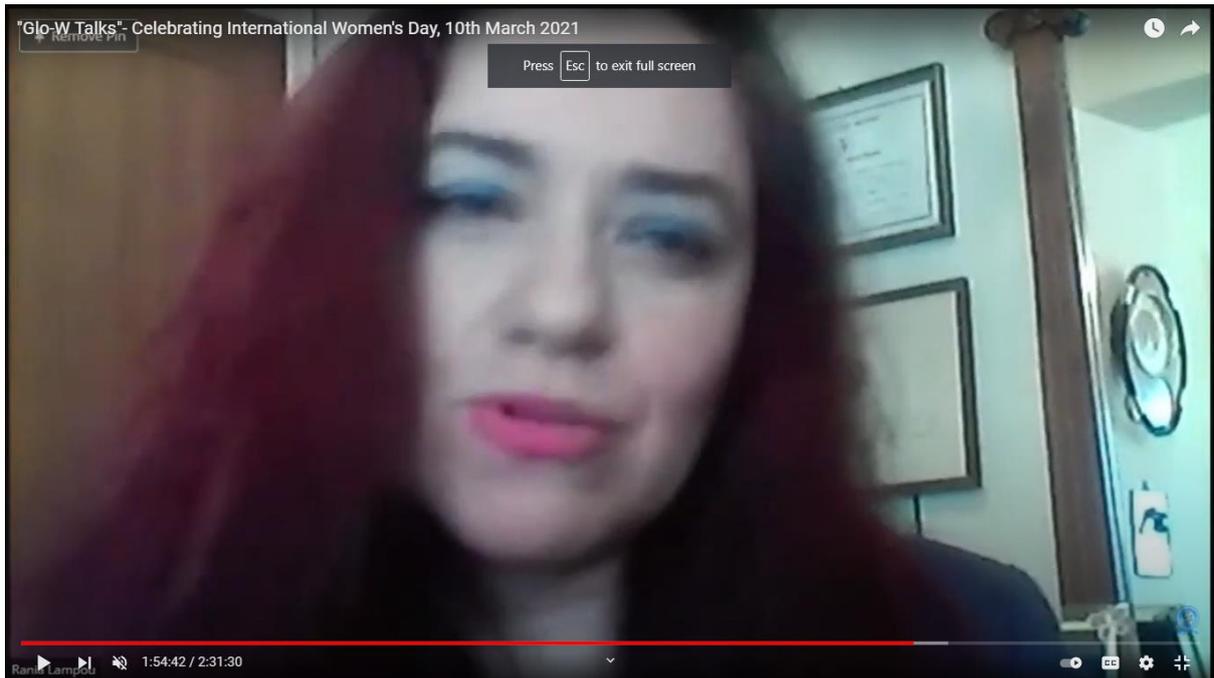
## SNAPS:



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**Tamar Lolisville, Georgia, guides on conflict management and critical thinking and how to overcome it.**



**Rania Lampou, Greek, guided the effects of Covid-19 on women.**

**ACADEMIC YEAR 2020-21****CLUB NAME: SPORTS CLUB****2. EVENT DETAILS**

<b>Date</b>	03-06-2021
<b>Event Category</b>	Institute Level
<b>Event Name</b>	Extra-Curricular: international world bicycle day
<b>Event mode</b>	Online
<b>Venue</b>	Online: MS-Teams
<b>Guest Speakers</b>	Mr.Om Mahajan(World Record Holder in Cycling).

**3. EXECUTIVE SUMMARY (min. 500 words)**

The international world bicycle day on 3rd June was celebrated by Zeal education society. For this event, we invited as a guest Mr. Om Mahajan (World Record Holder in Cycling). Every year Zeal education society organized this program but this year Zeal sport club organized this program virtually due to covid 19. The purpose of this day celebrates the uniqueness, longevity and versatility of the bicycle and promote it as a simple, sustainable, reliable, fun and affordable means of transportation.



For this program, we invited as a guest to world record holder Mr. Om Mahajan 17 th years old. They had shared their experiences and struggle with us. They had shared how many problems they faced during setting the world record. They had said that they set the world record by continues cycling for 22hrs in a day. They also ride bicycle from Kanyakumari to Jammu Kashmir. They also inspired the young generation by saying that to set record we have to turn impossible things into possible then and then only we become winner. In today's era lot of youth are wasting their time on mobile, enjoyment but he set the record in such small age this is very honourable and great thing for us.

Club Director : Ms. Devyani Pawar  
Club Treasurer : Mr. Vishal Sangar  
Club Secretary : Ms. Abhishek Salve



**Zeal Group of Management Institute**  
ZIBACAR | ZIMCA | ZCOER

# CELEBRATING WORLD BICYCLE DAY

BY TAKING

## Live Interview

of

GUINNESS WORLD RECORD HOLDER CYCLIST  
Om Mahajan



Date & Time- 3 June, 3.00 PM

Connect with us on 

Director  
Devyani Pawar

Secretary  
Abhishek Salve

Treasurer  
Vishal Sangar

Photograph 1.- Poster of the  
Event



Photograph 2.-Mr.Om  
Mahajan in Session

Chairperson, Sports Club

SSAB Coordinator