



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, believe that college should have gender equality initiatives in every college for this purpose, for this purpose we have adopted never differentiate any stakeholder on the basis of his/her gender and provides them with equal rights. In this regard we have Anti-Ragging committee, Common room's for girls and boys to Rest. Awareness programs are conducted regularly, in this regard we have conducted Poster making competitions. We also undertake affidavits from parents if any outdoor campaign, trips are arranged. Strict and Effective Policies against Harassment and Workplace Offence, we also try to increase representation of women in managerial roles. As far as staff is concerned 70 % of our staff is also Women.

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.
- In and Out Registers are maintained at the gate, and also at the girls hostels
We have security and In out records.
- 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

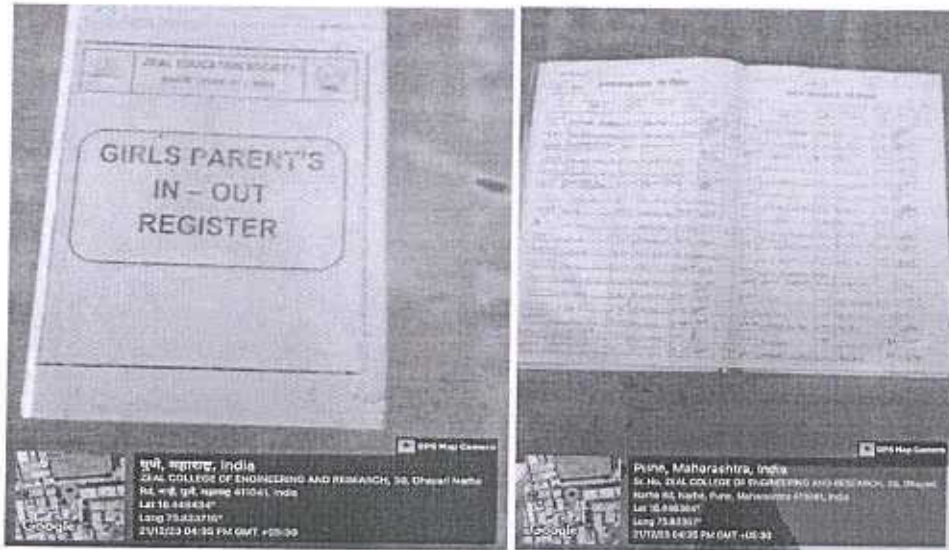
ZIBACAR has provided Luxurious girls' common room equipped with a bed, washroom, and dressing mirror and other hygienic things placed in the Institute where ladies can take rest when they are sick or unwell. Also in Girl's Hostel, the washrooms are upheld in hygienic condition and also provided sanitary 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 Men's Day .**
 - 2. International Women's Day .**
 - 3. Forest cleanliness drive on World Environment day.**





Students and In Out Register.

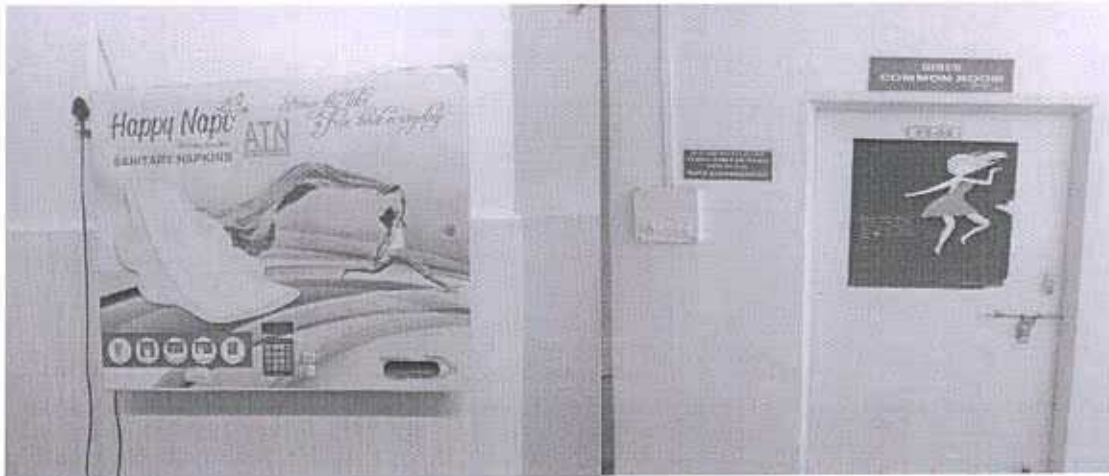


Security guards at entrance.



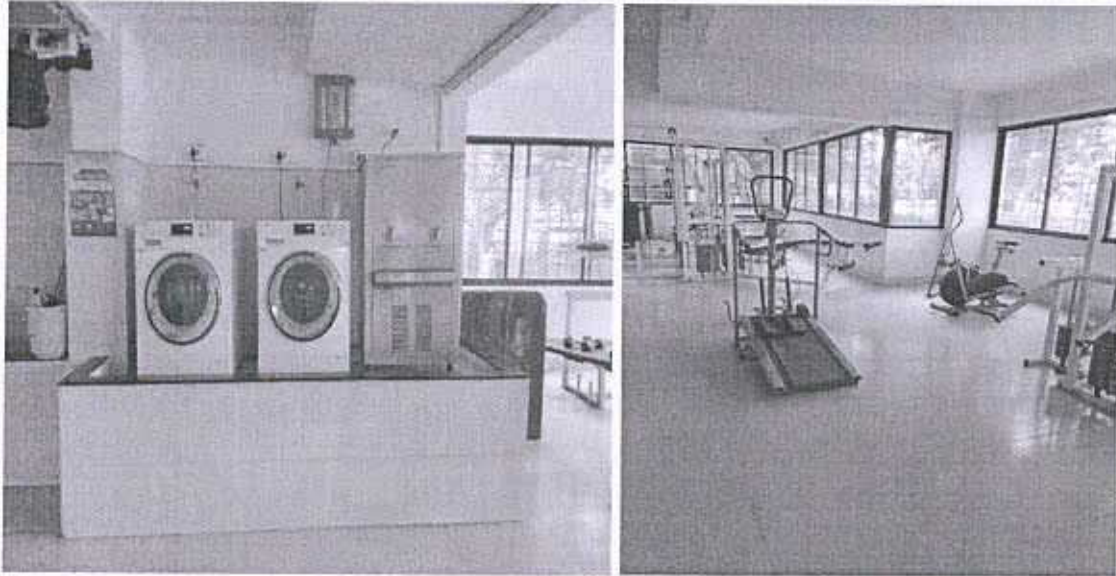


Safety Measures : Fire Extinguisher and CCTV



Girls having access to safe and clean menstrual products and rest rooms.





Hostel Health and comfort facilities.



Hostel Medical Facilities.

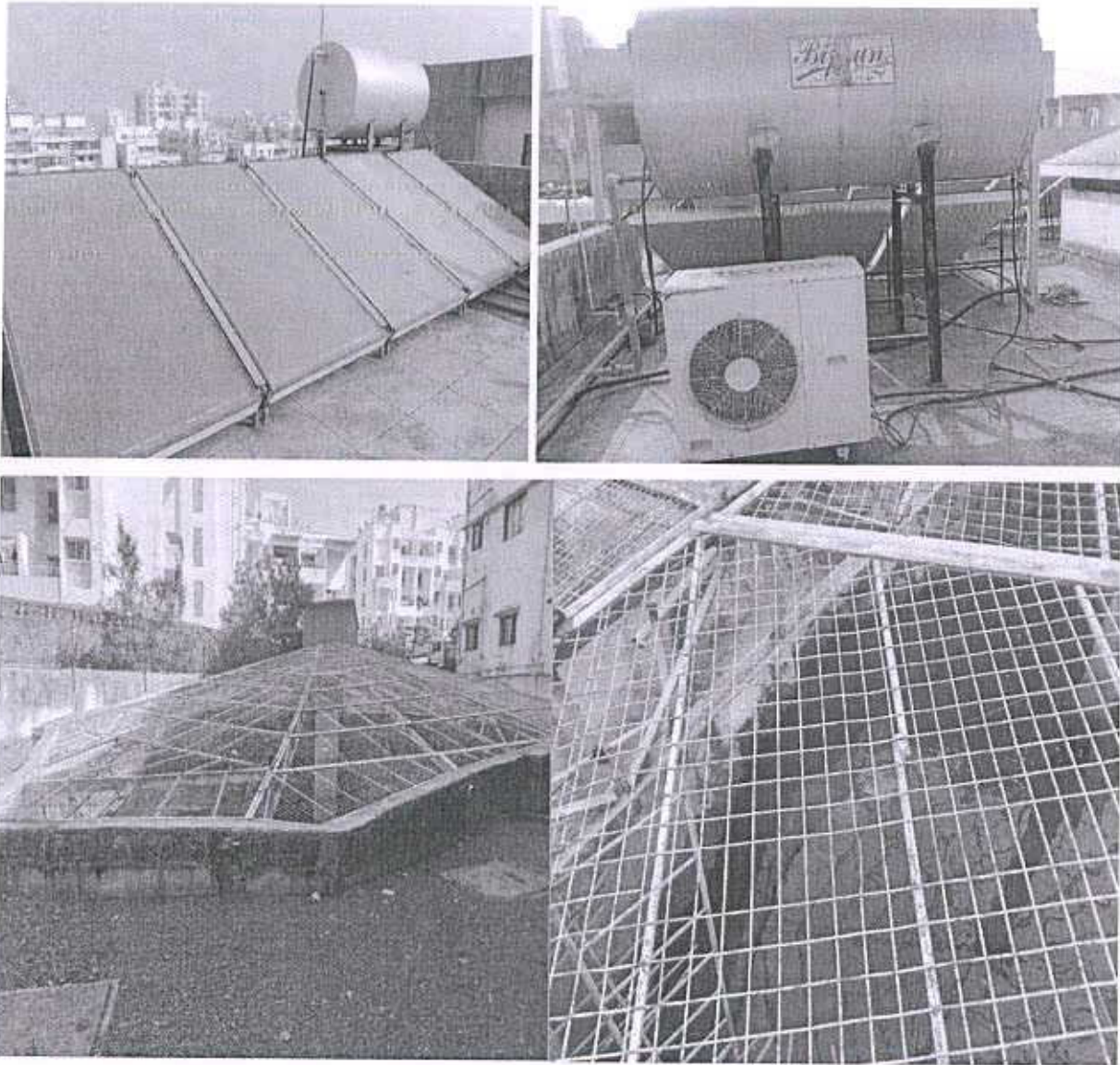


- **Environment Consciousness and Sustainability**

ZIBACAR has taken initiatives for green environment by conducting cleanliness drive on World Environment day, On 5th June 2023 this event was taken to motivate students to have habits of having clean environment. To maintain environment consciousness and environmental sustainability, institute has pedestrian friendly Footpaths, we also have Well in premises with fishes in it so we preserve not only water but also aquatic species. etc. Paperless office with the help of ERP system, which helps the faculty and staff to maintain and review administrative, academic record, we also have Well in premises with fishes in it so we preserve not only water but also aquatic species. 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.



Green Campus



Ground Water Wells (Energy Conservation Measures.)





File No: ZIBACAR- 17-00-7A

Revision:

Date: 24 /11/2022.

ACADEMIC YEAR 2022-23

CLUB NAME: Antrang .

1. EVENT DETAILS

Day and Date	Wednesday 08/03/2023.
Event Level	Institute Level.
Event Category	Commemorative.
Event type	Extra Curriculum.
Event Name	International Women's Day.
Event mode	Offline.
Venue	CSMA Auditorium.
No. of Participants	Girls : 44 Men: 58 Total :102

2. EXECUTIVE SUMMARY:

Zeal institute organized International Women's Day on 8 th March 2023, the purpose of this day is to celebrate Woman's success and achievement's , and to share the struggles faced by women in our society , also Being an Educational Institution we need to raise awareness about the status and dignity of women among the students. In this regard our institute organized Painting competition with Women as a theme, in this event girls as well as boys of our college participated in this event .

3. OUTCOME:

- 1) This event embarked the gender equality in our organization, students participated with great enthusiasm including boys .
- 2) Students made painting's portraying the social, economic, cultural and political achievements of women.

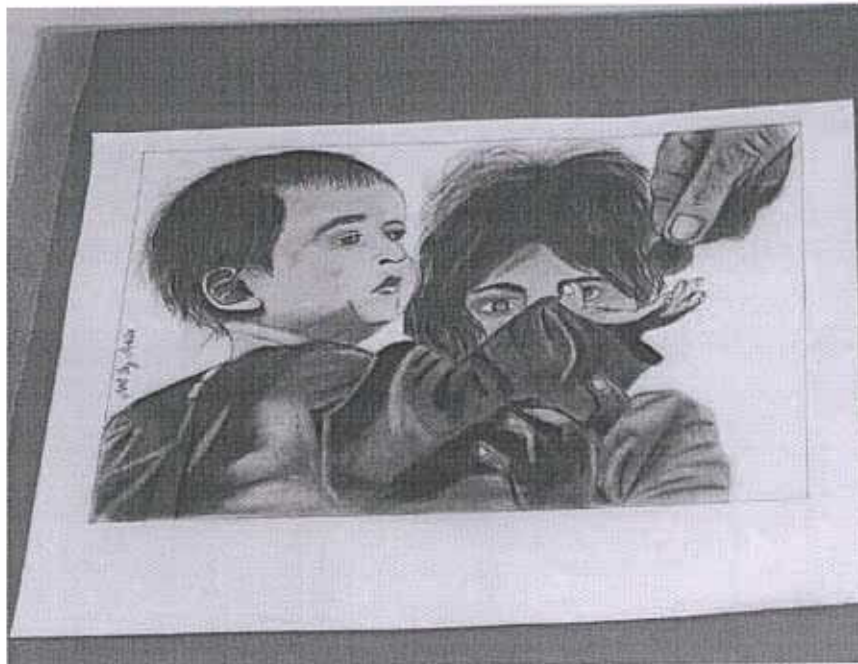


3) Students through their paintings tried to portray the difficulties faced by women in our society and what solutions we can have on them because unless women's situation is improved other aspects also cannot be improved.

4.PHOTOGRAPHS



Painting by Harshal Desai and Ankita Suman. (MBA-I)



Painting by Payal Nargade . (MBA-I)



[Signature]
 Club Chairman

[Signature]
 Director
 Director
 Zeal Education Society's
 Zeal Institute of Business
 Administration Computer Application
 & Research, Pune-411041.





File No: ZIBACAR-17-00-7A

Revision:

Date: 24/11/2022.

ACADEMIC YEAR 2022-23

CLUB NAME: Antrang .

1. EVENT DETAILS

Day and Date	Thursday : 10 Nov 2022 .
Event Level	Institute Level.
Event Category	Commemorative.
Event type	Extra Curriculam.
Event Name	International Men's Day.
Event mode	Offline.
Venue	Conference Room.
No. of Participants	Women : 11 Men: 05 Total:16

2. EXECUTIVE SUMMARY:

Zeal institute organized International Men's Day (IMD) ON 19 November 2022 in the conference room, this is an effort to recognize the efforts of Men's staff in our organization as well as it will boosts their morale. International Men's Day (IMD) is a global awareness day for many issues that men face, including parental alienation, abuse, homelessness, suicide, and violence, celebrated annually on November 19, As part of Gender Equality Mens and boy's should also be respected, their contributions in society should be recognized, as we celebrate Women;s day similarly Men's day should also be celebrated in the country and as a token of appreciation we had organized a small appreciation program in conference room to appreciate Men Staff .



3. OUTCOME:

1) This day is an opportunity to recognize the contributions of Mens's in the society.

We had organized a small get together in the conference room to recognize work of Men's in our organization.

2) Men staff were given gifts as token of cheering up for them.

3) Contributions made by all the Men staff were discussed in the conferene, whis helps to boost their morale also.

4.PHOTOGRAPHS








Club Chairman


Director

Director
Zeal Education Society's
Zeal Institute of Business
Administration Computer Application
& Research, Pune- 411041.





Event Category:	Institutional Level
Event Name	Cleanliness Drive on World Environment Day, 5th June 2023
Event Type.	Extra Curriculum.
Description	To motivate students to take part in environment protection, cleanliness of forest and green area.
Venue & Date	Baneshwar Forest, Nasmpur, Ta. Bhoi

1 CONCEPTION OF THE PROGRAMME

MBA department of (ZIBACAR) organized a cleanliness drive at Baneshwar Forest, Nasrapur Taluka Bhoi, and District Pune on the occasion world environment .

The initiatives were taken to involve students towards the preservation of green resources. Baneshwar forest is preserved green area by the government which is having a lush green area of thousands of huge trees including fruit plants. Due to visitors spreading and leaving plastic waste in the forest ,MBA I year students of ZIBACAR visited the forest and cleaned the area by picking up plastic water bottles, plastic wrappers of chips and snacks packets etc.

2. OBJECTIVES

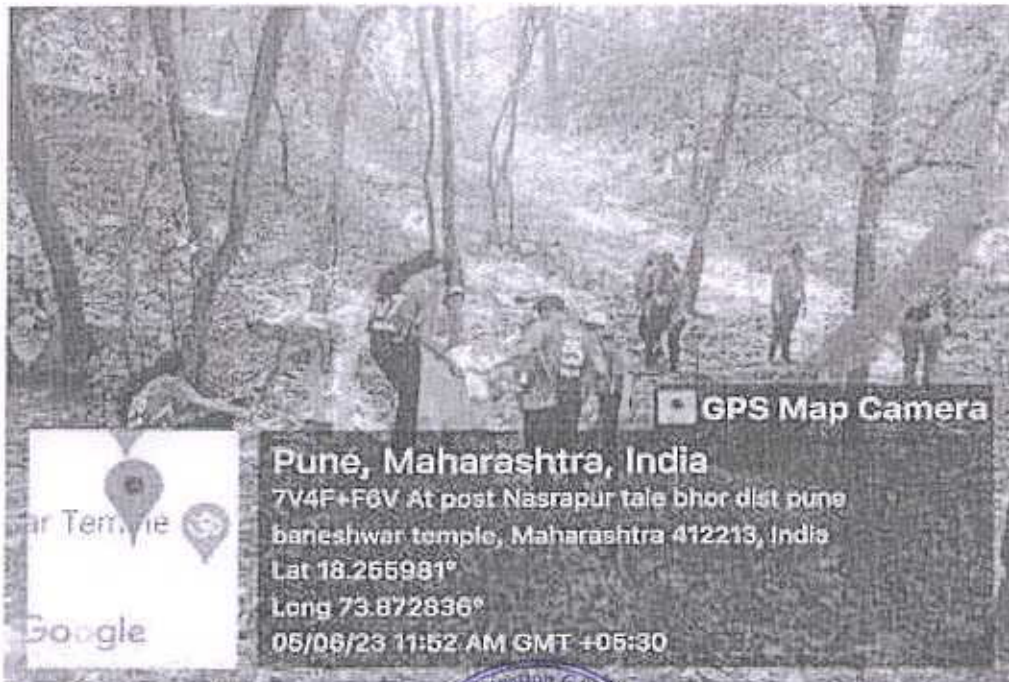
Create awareness among students regarding clean and green environment Motivating students to preserve the natural green resources. Inculcate good values among students towards green environment.





3) Outcome :

45 students and 3 teaching staff of ZIBACAR participated in this program enthusiastically. Students reached the forest in the morning at 10.00 am and left the same at 3.00pm in the afternoon. Students enjoyed the stay at green forest and gave a good feedback.



[Signature]
Club Chairman



[Signature]
 Director
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 Zeal Institute of Business
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