

# SYMBIOSIS INSTITUTE OF BUSINESS MANAGEMENT, PUNE

## Symbiosis International (Deemed University)

(Established under section 3 of the UCG Act,1956)

Re-accredited by NAAC with 'A++' Grade (3.56/7) | Awarded Category - I by UGC

Founder : Prof. Dr. S. B. Mujumdar, M.sc., Ph.D.(Awarded Padma Bhushan And Padma Shri by President of India)

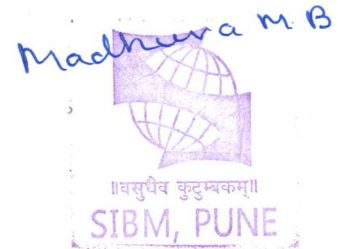


Celebrating 50 Years of Excellence

### 7.1.1\_SIBMP\_Gender Equity\_2021-2022

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## **Programme 1**

### **Gender Sensitisation and Understanding Sexual Harassment**

**Date: 30 Jun 2021**

**Resource Person: Mrs. Renuka Mukadam, Consultant and Trainer, POSH**

A session on Gender Sensitization for all the students and staff is an integral part of SIBM. It highlights the importance of gender inclusion and stereotypes prevalent in society. It explains how gender inequality is created through socialization and how it generates opportunities and constraints for both men and women. The Importance of political correctness regarding gender roles and breaking away from the traditional patriarchal mindset was stressed upon.

The next form of harassment considered was the hostile work environment concept which is not only limited to unwelcome sexual advances but also includes non-sexual acts such as staring, making inappropriate gestures, and sharing sexual jokes. The difference between harassment and flirting was also examined in detail and the major takeaway from the discussion was the idea of consent. The role of the Internal Committee (IC) who is involved in redressing the grievances of a complainant who has encountered some form of harassment in the workplace was also discussed.



Programme 2

International Women's Day

Date: 08 Mar 2022

# Women's Day

The International Women's Day (March 8) is a global day celebrating the social, economic, cultural, and political achievements of women. With this spirit in mind, SECC held an event on-campus on the occasion of Women's Day celebrating the contribution of women in our lives. We celebrated the accomplishments of Indian women in different industries. We also asked the students of SIBM Pune to appreciate women, who have made their campus life easier by mentioning their name and highlighting their superpower to showcase their support towards the women at SIBM Pune.




Programme 3

Break the Shh!

Date: 03 Aug 2021

Resource Person: Mrs. Aashrina Jain, External Relations, Pee Safe



# Break the Shh!

To educate the students of SIBM, Pune the importance of sexual wellness, personal hygiene and stigmas around the same. SECC hosted Ms. Aashrina Jain, External Relations at Pee Safe for Break the 'Shh!', as a social awareness session.

With over 200+ attendees the session received an overwhelming response. Ms. Jain emphasized on the need to talk about intimate hygiene, periods and contraceptives openly to break the taboo around it.



## **Program 4**

### **Gender Sexuality and mental Health**

World Mental Health Awareness Week is celebrated every year from October 4 to October 10. For this Symbiosis Centre for Emotional Wellbeing (SCEW) organized a webinar for parents and all adults within the SIU community, including the parents on the relevant and sensitive topic of "Gender, Sexuality and Mental Health. The objective of this webinar to make audience understand the complexities of gender and sexuality as well as recognise how our attitudes, beliefs and behaviours can influence mental health.



## Proof Program-1

1/11/23, 3:44 PM

Symbiosis Institute of Business Management Pune Mail - Gender Sensitization Meeting - 4.30 pm - 5.30 pm - 30/06/2021 - T...



Pratibha Aykar <pratibhaaykar@sibmpune.edu.in>

### Gender Sensitization Meeting - 4.30 pm - 5.30 pm - 30/06/2021 - Tomorrow

1 message

V Kumar <vvkumar@sibmpune.edu.in>

Tue, Jun 29, 2021 at 2:03 PM

To: faculty <faculty@sibmpune.edu.in>, staff <staff@sibmpune.edu.in>

Cc: anand singh <anandsingh@sibmpune.edu.in>, Madhura Bedarkar <madhurabedarkar@sibmpune.edu.in>, Director SIBM Pune <director@sibmpune.edu.in>

Dear All,

Please find the link for the faculty and staff session planned tomorrow between 16.30-17.30 hours. It is mandatory for NAAC purposes.

You may login and join even if you are travelling.

Link is in the trail mail.

Thanks

Dr. V.V.Ravi Kumar

PhD (Management) - Birla Institute of Technology - Mesra  
Professor & Deputy Director (Academics),  
Symbiosis Institute of Business Management,  
Lavale, Pune  
Pin - 412115

Email: [vvkumar@sibmpune.edu.in](mailto:vvkumar@sibmpune.edu.in)

website: [www.sibmpune.edu.in](http://www.sibmpune.edu.in)

google scholar id: <https://scholar.google.com/citations?user=f-HgAnkAAAAJ&hl=en>

ORCID ID: <https://orcid.org/0000-0002-3492-4469>

Researcher ID: <http://www.researcherid.com/rid/T-7239-2018>

Research Profile: <https://www.sibm.edu/welcome/researchdrravikumar>

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Celebrating 50 Years of Excellence

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

From: Saeed Gokhale <saeeegokhale@sibmpune.edu.in>

Date: Tue, Jun 29, 2021 at 11:42 AM

Subject: Re: Request for a google meet link 4.30 pm-5.30 pm

To: Rajesh Bagewadi <rajeshbagewadi@sibmpune.edu.in>

Dear Sir,

Following is the link:

<https://mail.google.com/mail/u/0/?ik=b4f404a3c4&view=pt&search=all&permthid=thread-f%3A1703889501274007089&siml=msg-f%3A1703889...> 1/2



1/11/23, 3:44 PM Symbiosis Institute of Business Management Pune Mail - Gender Sensitization Meeting - 4.30 pm - 5.30 pm - 30/06/2021 - T...

Gender Sensitization  
Wednesday, 30 June · 16:30 – 17:30  
Google Meet joining info  
Video call link: <https://meet.google.com/fse-ngmi-rmo>

Thanks & Regards,  
Ms. Sae Gokhale.

On Tue, Jun 29, 2021 at 11:28 AM Rajesh Bagewadi <[rajeshbagewadi@sibmpune.edu.in](mailto:rajeshbagewadi@sibmpune.edu.in)> wrote:

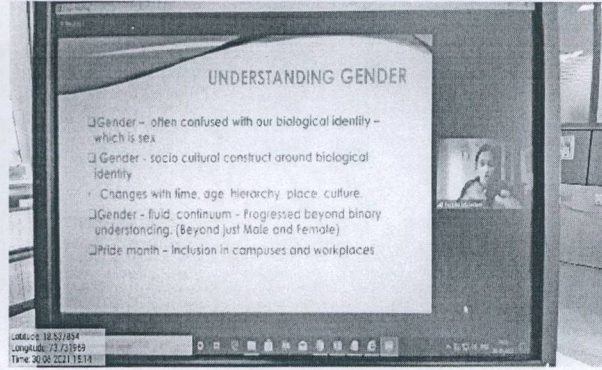
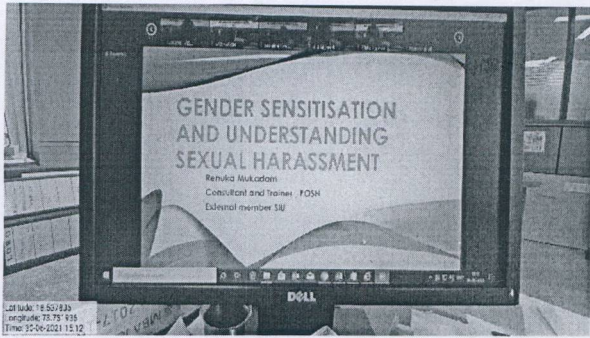
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## Proof Program-2

1/11/23, 3:50 PM

Symbiosis Institute of Business Management Pune Mail - Fwd: Poster Competition : International Women's Day 2022



Pratibha Aykar <pratibhaaykar@sibmpune.edu.in>

### Fwd: Poster Competition : International Women's Day 2022

1 message

Director-SIBM,Pune <director@sibmpune.edu.in>  
To: faculty <faculty@sibmpune.edu.in>, staff <staff@sibmpune.edu.in>

Fri, Mar 4, 2022 at 10:56 AM

Sent from a mobile phone – please excuse the brevity of the message

R Raman PhD  
Director- Symbiosis Institute of Business Management [SIBM]

SIBM Pune - Scripting Aspirations Since 1978  
Symbiosis Knowledge Village Lavale, Tal Mulshi  
Via Sus Road, Pune  
Pune - 412115  
Telephone: 020-28116000 / 7304445959  
Fax: 020-28116060

Web:www.sibmpune.edu.in  
View my research published on Social Science Research Network:  
<http://ssrn.com/author=1918859>

"\*If you take care\* of \*your people\*, \*your people will take care\* of \*your customers\* and \*your business will take care\* of \*itself\*." -

\* Author Unknown\*Every 3000 sheets of paper cost us a tree. Let's save our environment. Please don't print this email unless you really need to.

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

From: Dr.Vijay Natarajan <ceo@suhrc.siu.edu.in>  
Date: Fri, Mar 4, 2022, 10:55 AM  
Subject: Poster Competition : International Women's Day 2022  
To: Symbiosis All Staff <allstaff@siu.edu.in>, All SMCW Staff <staff@smcw.siu.edu.in>, All Staff SUHRC <staff@suhrc.siu.edu.in>, All Heads Society <allheadssociety@siu.edu.in>, Officer Society <officers.society@siu.edu.in>, SUHRC-DOCTORS <doctor@suhrc.siu.edu.in>, SUHRC-SMCW DOCTORS <doctors@suhrc.siu.edu.in>, Medical-Officer <medicalofficer@suhrc.siu.edu.in>, <nursingstaff@suhrc.siu.edu.in>, <allschoolprincipals@symbiosis.ac.in>, AllDirectors <alldirectors@siu.edu.in>, All Campus Administrators <allcampusadmin@siu.edu.in>, <hod@symbiosis.ac.in>, <siuaccounts@symbiosis.ac.in>, <directoracad@soes.ac.in>, SSOU\_Staff <SSOU\_Staff@scdl.net>, <vice-chancellor@sspu.ac.in>  
Cc: Dr. T Vijaya Sagar <dean@smcw.siu.edu.in>, Registrar <registrar@siu.edu.in>, Dean FOHS <deanfohs@siu.edu.in>, Dr. Bhama Venkataramani <deanacad.admin@symbiosis.ac.in>, Vice Chancellor <vc@siu.edu.in>, director <director@scdl.net>, Dr.Vidya Yeravdekar <dr-vidya@symbiosis.ac.in>

Dear colleagues,

Greetings from SMCW & SUHRC!

Women around the world are creating footprints in all spheres of life and it's important to recognize them. We are blessed to be in an ecosystem where women are respected and considered equal but across the world, not all are fortunate to be in similar conditions at work place and in the social surroundings. And hence the theme for International Women's Day(IWD) 2022 is,

*Gender equality today for a sustainable tomorrow - Break the Bias and create an equitable world for all of us.*

<https://mail.google.com/mail/u/0/?ik=b4f404a3c4&view=pt&search=all&permthid=thread-f%3A1726345749406378099&simpl=msg-f%3A1726345...> 1/3



At SMCW & SUHRC, we are celebrating IWD by conducting a series of events for Staff and students of SIU (Off campus included).

**Poster competition :**

- **Category :** Staff of SIU ( All teaching & non-teaching across all campuses)  
Staff of Symbiosis Society  
All Students across Symbiosis
- **Size of poster :** 18 inches X 12 inches (1.5 ft X 1 ft )
- **Theme :** Gender equality today for a sustainable tomorrow - Break the Bias  
and create an equitable world for all of us\*  
(\* Poster can be made on One or all aspects of the theme )
- **Last date of submission :** Tuesday,8th March, 4.00 pm
- **Place of submission :**  
For In-person submission : Office of Medical Superintendent, SUHRC, building  
3, Ground Floor

You can also post/courier your posters :

Ms.Kanchan Chavan  
Administrative block,ground floor  
Symbiosis University Hospital & Research Centre,  
Symbiosis International(deemed) university campus,  
Gram : Lavale,Tal : Mulshi  
Pune : 412115

The posters will be displayed for viewing to all at the lobby of Building 1 & 2 of SUHRC  
from 9th March 2022 to 11th March 2022

Kindly encourage maximum participation

A panel of 4 judges will select the top 3 posters as winners in both categories and every  
poster entry will be given Certificate of Participation  
The names of the winners will be displayed on the website

**Kindly disseminate amongst all staff and students**

--

Regards,

Dr Vijay M. Natarajan  
MD(USA) MBBS, MS (General Surgery), M Ch (Cardiothoracic Surgery) DNB (CT Surg.) FIACS MBA  
(HHSM)  
Australian Fellow, MBA (HHSM)  
CEO, Symbiosis University Hospital & Research Centre  
SIU,Lavale-412115.  
Cell:- 9822251686  
Email: ceo@suhrc.siu.edu.in





Pratibha Aykar &lt;pratibhaaykar@sibmpune.edu.in&gt;

**Fwd: Poster Competition : International Women's Day 2022**

3 messages

prasad bonde <prasadbonde@sibmpune.edu.in>  
To: Pratibha Aykar <pratibhaaykar@sibmpune.edu.in>

Wed, Jan 11, 2023 at 3:59 PM

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

From: **Shilpa Parkhi** <shilpaparkhi@sibmpune.edu.in>  
Date: Wed, Mar 30, 2022 at 10:12 PM  
Subject: Fwd: Poster Competition : International Women's Day 2022  
To: prasad bonde <prasadbonde@sibmpune.edu.in>

For your information. Congratulations once again

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

From: **Dr. Vijay Natarajan** <ceo@suhrc.siu.edu.in>  
Date: Wed, Mar 30, 2022, 9:38 PM  
Subject: Poster Competition : International Women's Day 2022  
To: Symbiosis All Staff <allstaff@siu.edu.in>, All SMCW Staff <staff@smcw.siu.edu.in>, All Staff SUHRC <staff@suhrc.siu.edu.in>, All Heads Society <allheadssociety@siu.edu.in>, Officer Society <officers.society@siu.edu.in>, SUHRC-DOCTORS <doctor@suhrc.siu.edu.in>, SUHRC-SMCW DOCTORS <doctors@suhrc.siu.edu.in>, Medical-Officer <medicalofficer@suhrc.siu.edu.in>, <nursingstaff@suhrc.siu.edu.in>, <allschoolprincipals@symbiosis.ac.in>, AllDirectors <alldirectors@siu.edu.in>, All Campus Administrators <allcampusadmin@siu.edu.in>, <hod@symbiosis.ac.in>, <siuaccounts@symbiosis.ac.in>, <directoracad@soes.ac.in>, SSOU\_Staff <SSOU\_Staff@scdl.net>, <vice-chancellor@sspu.ac.in>  
Cc: Head Student Affairs <head\_studentaffairs@siu.edu.in>, SID Director <director@sid.edu.in>, Dr. T Vijaya Sagar <dean@smcw.siu.edu.in>, Anita Patankar <director@ssla.edu.in>, Dr. Prasad Muglikar <coo.sw@suhrc.siu.edu.in>, Dr. Khushali Ratra <coo.gw@suhrc.siu.edu.in>, Registrar <registrar@siu.edu.in>, Dean FOHS <deanfohs@siu.edu.in>, Dr. Bhama Venkataramani <deanacad.admin@symbiosis.ac.in>, Vice Chancellor <vc@siu.edu.in>, director <director@scdl.net>, Dr. Vidya Yeravdekar <dr-vidya@symbiosis.ac.in>

Dear All,  
Good evening  
The JPEG images in my previous communication could not be seen.  
I am sending the images of the winning entries with this mail.  
I hope these are viewable.  
Congratulations to the winners and all who participated.



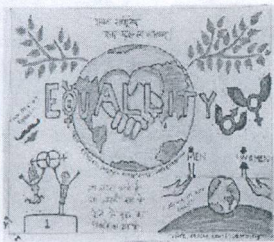
1/12/23, 11:49 AM

Symbiosis Institute of Business Management Pune Mail - Fwd: Poster Competition : International Women's Day 2022

2nd Position -

**SIBM Pune**

- Mr. Prasad R. Bonde

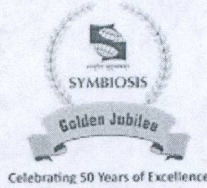
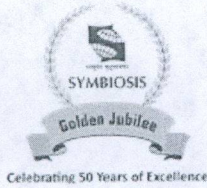




--  
Regards,

Dr Vijay M. Natarajan  
MD(USA) MBBS, MS (General Surgery), M Ch (Cardiothoracic Surgery) DNB (CT Surg.) FIACS MBA  
(HHSM)  
Australian Fellow, MBA (HHSM)  
CEO, Symbiosis University Hospital & Research Centre  
SIU, Lavale-412115.  
Cell:- 9822251686  
Email: ceo@suhrc.siu.edu.in

"I shall pass this way but once; any good that I can do or any kindness I can show to any human being; let me do it now. Let me not defer nor neglect it, for I shall not pass this way again."



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Regards,

<https://mail.google.com/mail/u/0/?ik=b4f404a3c4&view=pt&search=all&permthid=thread-f%3A1754721702066657856&simpl=msg-f%3A1754721...> 3/4



## Proof program-3

1/11/23, 4:06 PM

Symbiosis Institute of Business Management Pune Mail - Break the 'Shh!' || 3rd August || Pee Safe X SECC



Pratibha Aykar <pratibhaaykar@sibmpune.edu.in>

### Break the 'Shh!' || 3rd August || Pee Safe X SECC

1 message

SECC <secc@sibmpune.edu.in>

Mon, Aug 2, 2021 at 4:19 PM

To: MBAIE batch 2020-2022 <mbaie22@sibmpune.edu.in>, MBA batch 2020-2022 <mba22@associates.sibmpune.edu.in>, MBALS Batch 2020-2022 <mbals22@associates.sibmpune.edu.in>, MBA23 <mba23@associates.sibmpune.edu.in>, MBAIE23 <MBAIE23@associates.sibmpune.edu.in>  
Cc: V Kumar <vvkumar@sibmpune.edu.in>, Bhuvan Deepak Chada <studentpresident@sibmpune.edu.in>, Director SIBM Pune <director@sibmpune.edu.in>, Madhura Bedarkar <madhurabedarkar@sibmpune.edu.in>

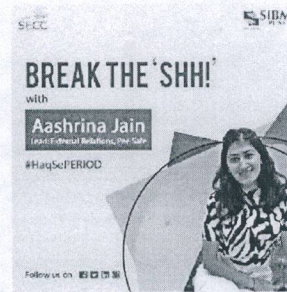
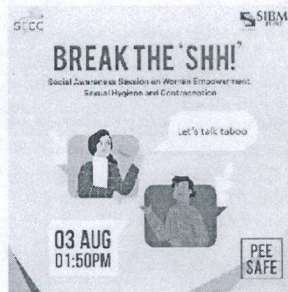
Dear Students,

Greetings from the Social, Entrepreneurship & Consulting Cell (SECC)!

Firstly, we would like to thank you all for showing an active participation in 'Hello Hygiene'- a Digital Campaign Competition. We are really overwhelmed with your response.

Sexual health is a vital part of our overall personal wellness but talking about it is still a social stigma.

To educate us more about the importance of sexual wellness, we will be hosting Ms. Aashrina Jain, External Relations at Pee Safe for Break the 'Shh!', a social awareness session.



Date: Tuesday, 3<sup>rd</sup> August, 2021

Time: 1:50 pm

Speaker: Aashrina Jain, External Relations- Pee Safe

Session Link (Zoom): <https://zoom.us/j/96041314080?pwd=c3A5eTJnbks0TDdlalNqKzVtMkdJQT09>

Dress Code : Smart Casuals

Naming Convention: Full Name\_Roll no.

The students are required to fill the google form attached with the mail (the anonymity for the same would be maintained).

Google form link: <https://forms.gle/6FiJaJPUPgAxxVYE8>

**NOTE:** Attendance is compulsory for all MBA-1 Flagship, I&E Students. MBA-2 I&E, Flagship and L&S Students are welcome to join the session.

Warm Regards,

<https://mail.google.com/mail/u/0/?ik=b4f404a3c4&view=pt&search=all&permthid=thread-f%3A1706978335156665308&simpl=msg-f%3A1706978...> 1/2



## Proof Program-4

Date: 4th Oct 2021

1/11/23, 3:41 PM

Symbiosis Institute of Business Management Pune Mail - Fwd: Invitation for Parents, faculty and staff for Webinar ,4th Octob...



Pratibha Aykar <pratibhaaykar@sibmpune.edu.in>

### Fwd: Invitation for Parents, faculty and staff for Webinar ,4th October ,'Gender,Sexuality and Mental health' 2pm to 3.30pm

1 message

Madhura Bedarkar <madhurabedarkar@sibmpune.edu.in>

Fri, Oct 1, 2021 at 2:31 PM

To: MBA batch 2020-2022 <mba22@associates.sibmpune.edu.in>, mbaie22@associates.sibmpune.edu.in, mbals22@associates.sibmpune.edu.in, mba23@associates.sibmpune.edu.in, mbaie23@associates.sibmpune.edu.in

Dear All,

Please refer to the trailing email from SCEW scheduled on Monday 4th October (Time: 2 pm to 3.30 pm) on 'Gender, Sexuality and Mental health ' for you and your parents.

Thanks and regards,

Dr. Madhura Bedarkar

Associate Professor & Deputy Director - Administration  
Symbiosis Institute of Business Management Pune (SIBM P)  
Symbiosis Knowledge Village Lavale, Tal Mulshi  
Via Sus Road, Pune  
Pune - 412115  
Tel : +91 20 61936096



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

From: Girija Mahale <head\_scew@siu.edu.in>

Date: Fri, Oct 1, 2021 at 2:16 PM

Subject: Re: Invitation for Parents, faculty and staff for Webinar ,4th October ,'Gender,Sexuality and Mental health' 2pm to 3.30pm

To: AllDirectors <alldirectors@siu.edu.in>, Fac Group SIU <allfaculty@siu.edu.in>, Symbiosis All Staff <allstaff@siu.edu.in>, Dr. T. Vijaya Sagar <dean@smcw.siu.edu.in>, Shikha Kochhar <headpr-communication@symbiosis.ac.in>, Gargee Mitra <dyhead-acadsscd@symbiosis.ac.in>, vijay Dr Natrajan <vijaynatarajan5@yahoo.com>, Anand Deshpande <chieffinance@symbiosis.ac.in>, Rashmi Walimbe <dychiefpurchase@symbiosis.ac.in>, Mrs.Nilima Ghuge <chiefestate@symbiosis.ac.in>, J. R. Pathare <chieffhr@symbiosis.ac.in>, Brig. Satish Ratnaparkhi (Retd) <headadmin@symbiosis.ac.in>, Dr Amit Suratkar <headit@symbiosis.ac.in>, Dean FOHBS <deanfohs@siu.edu.in>, Dr.Vidya Yeravdekar <dr-vidya@symbiosis.ac.in>, Dr.Rajani Gupte Director SCEI <vc@siu.edu.in>  
Cc: SCEW Team <scewteam@siu.edu.in>

Dear all,

A gentle reminder for the Webinar on Monday 4th October on ' Gender, Sexuality and Mental health ' for all parents and adults.

Time: 2 pm to 3.30 pm



1/11/23, 3:41 PM

Symbiosis Institute of Business Management Pune Mail - Fwd: Invitation for Parents, faculty and staff for Webinar ,4th Octob...

Speakers: Dr. Girija Mahale, Head SCEW and Ms. Priyanka Bajaria ,Ms. Akshada Shinde, Psychological counsellors, SCEW,SIU

YouTube Link: - [https://youtu.be/5qJU\\_8094h4](https://youtu.be/5qJU_8094h4)

PLEASE SEND IT TO ALL STUDENTS AND THEIR PARENTS .  
ATTACHED IS THE POSTER WITH THE LINK

Thanks and Regards,  
Dr Girija Mahale  
Head, SCEW  
SB Road  
Contact No.8669987065



**SYMBIOSIS**  
CENTRE FOR EMOTIONAL WELL-BEING

On Wed, Sep 29, 2021 at 9:33 AM Girija Mahale <head\_scew@siu.edu.in> wrote:

Dear all,  
Greetings from the Symbiosis Centre for Emotional Wellbeing (SCEW)!

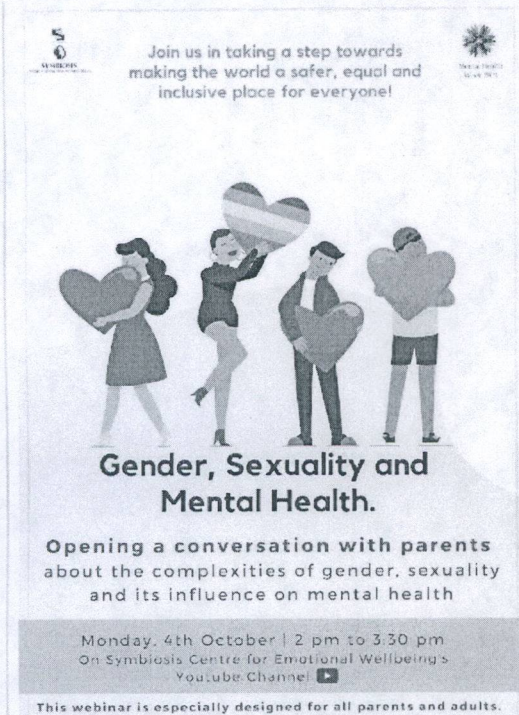
*World Mental Health Awareness Week is celebrated every year from October 4 to October 10. This year, Symbiosis Centre for Emotional Wellbeing (SCEW) starts the week with a Webinar for parents and all adults within the SIU community, including parents of our students on the relevant and sensitive topic of "Gender, Sexuality and Mental health".*

*This topic is also important for us to dialogue on as this year's theme for the awareness week is 'Mental health in an Unequal World'.*

*Through this Webinar, we hope to engage the attendees in helping them understand the complexities of gender and sexuality as well as recognise how our attitudes, beliefs and behaviours can influence mental health.*

*Join us to take a step towards making the world a safer, equal and inclusive place for everyone*





Join us in taking a step towards making the world a safer, equal and inclusive place for everyone!

**Gender, Sexuality and Mental Health.**

Opening a conversation with parents about the complexities of gender, sexuality and its influence on mental health

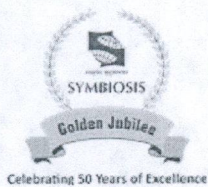
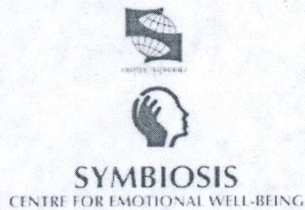
Monday, 4th October | 2 pm to 3:30 pm  
On Symbiosis Centre for Emotional Wellbeing's YouTube Channel

This webinar is especially designed for all parents and adults.

Please find attached the poster for the event which has the date, timings, and other details that will guide you to be a part of the workshop. We request maximum participation for the event!

Request all the admin officers to share with students and their parents .

Thanks and Regards,  
Dr Girija Mahale  
Head, SCEW  
SB Road  
Contact No.8669987065



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