



**MAEER'S
MAHARASHTRA INSTITUTE OF DENTAL
SCISCIENCES & RESEARCH (DENTAL COLLEGE)**



Address: Vishwnath Puram,
Ambajogai Road
Latur.413531 (Maharashtra)

Tel. (02382) 228063, 227703,
227444, fax : (02382) 228063

Email:
principal@mitmidr.edu.in
dsr.iatur@gmail.com
Website: www.mitmidr

WOMEN'S WELFARE & GRIEVANCE COMMITTEE
Annual Report-2025

LIST OF PROGRAMME:

Sr No	Name of the Program	No of Participants
01	International women's day celebration	48
02	UG orientation program	100
03	PG orientation program	28
04	Gender sensitization course	100

PROGRAMME 1: UG Orientation Program For Batch 2025

NAME OF EVENT- UG orientation program

DATE -03/01/2025

NO. OF PARTICIPANTS- 100

Report of UG Orientation Programme 2025

The Undergraduate Orientation Programme was organized by the Women's Welfare and Grievance Committee of MIDSr Dental College, Latur, with the objective of helping newly admitted undergraduate student's transition smoothly into college life. The programme aimed to introduce them to the academic environment, institutional culture, support systems, and core values of the institution.

Orientation is a critical step in preparing students for a new phase in life and education. Through this event, students were familiarized with college protocols, faculty members, academic expectations, and opportunities for holistic development.

The event was successfully organized under the leadership and active participation Dr. Gauri Ugale, Dr. Amol Doiphode, Dr. Varsha Sangle, Dr. Sheeraz Badal, Dr. Amol Badgire. Their collective efforts ensured that the programme was insightful, engaging, and beneficial to the new entrants.

Programme Highlights:

a. Welcome Address & Introduction:

The programme began with a traditional lamp lighting ceremony, symbolizing the removal of darkness and the ushering in of knowledge. This was followed by the “Vishwa Shanti” prayer, invoking peace and harmony for all, setting a serene and respectful tone for the day’s proceedings.

The orientation began with a formal welcome and introduction session to extend a warm greeting to the newly joined students. The purpose of the orientation was explained, and an overview of the institution’s academic structure and support systems was provided.

b. Felicitation of Topper Student:

To encourage academic excellence and motivate the freshers, a felicitation ceremony was held to honour a top-performing student. The felicitation aimed to recognize merit and install inspiration among the new batch.

c. Guest Lectures:

Two insightful lectures were delivered as part of the orientation programme:

- Dr. Varsha Sangle, addressed the students on professional conduct, academic discipline, and the importance of a strong foundational approach in dentistry.
- Dr. Gauri Ugale delivered an informative and motivational lecture highlighting gender sensitivity, college ethics, stress management, and personal development for young dental professionals.

These lectures were interactive, student-focused, and emphasized the holistic growth and ethical responsibilities of a budding healthcare provider.

d. Interactive Campus Introduction:

Students were given an overview of the campus layout, departmental structure, library, laboratories, and support facilities. Emphasis was placed on utilizing available resources effectively.

e. Institutional Values & Code of Conduct:

The speakers repeated the importance of aligning with the institution's mission and values, emphasizing ethics, inclusivity, responsibility, and professionalism in all aspects of student life.

3. Outcomes of the Programme:

- Students became familiar with the academic, social, and cultural framework of the institution.
- The lectures and interactions helped reduce anxiety, increase motivation, and build a sense of belonging.
- The felicitation of toppers set a positive precedent for academic excellence.
- The programme fostered early connections between students and faculty, paving the way for a healthy educational relationship.
- Orientation also sensitized students to gender equality, mental wellness, time management, and other life skills crucial for college success.

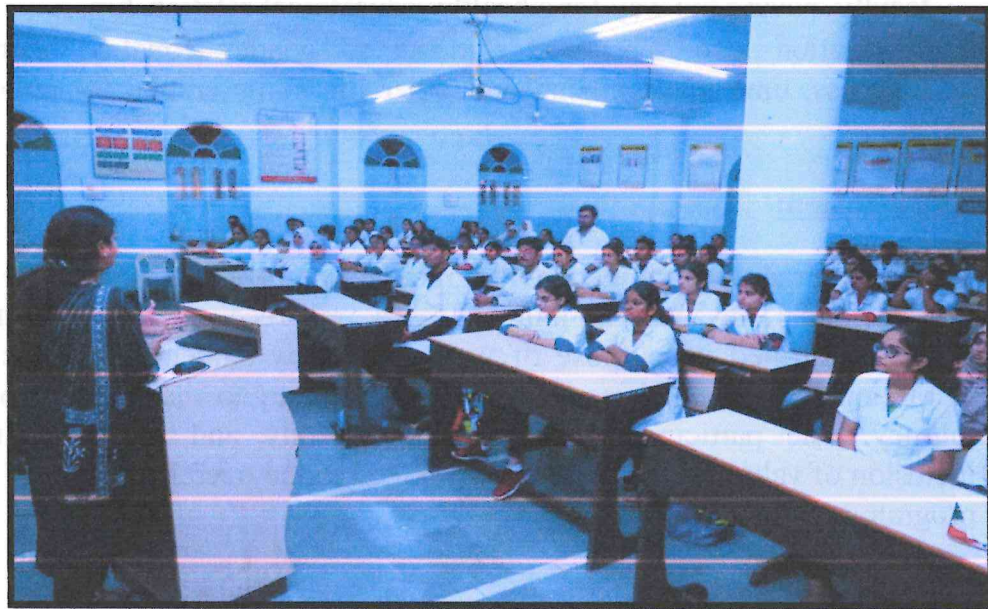
4. Conclusion:

The Undergraduate Orientation Programme organized by the Women's Welfare and Grievance Committee was a well-received and impactful event. It fulfilled its purpose of welcoming new students, introducing institutional values, and inspiring a confident start to their professional journey. The participation of dedicated faculty and the thoughtful inclusion of value-based sessions contributed to the overall success of the programme.

A) Photographs



Dr. Varsha Sangle Felicitated to Topper Student



Dr. Varsha Sangle Delivering a Lecture



Dr. Gauri Ugale Delivering a Lecture

B) SOCIAL MEDIA POST



**PROGRAMME 2: CELEBRATION OF 'INTERNATIONAL WOMEN'S DAY'
2024**

NAME OF EVENT -International Women's day

DATE & VENUE - 08th March 2025 at Oral Pathology hall

NO. OF PARTICIPANTS – 48

Report of International Women's Day-2025

To honor and celebrate the spirit of International Women's Day, Women's welfare and grievance committee, MIDSR Dental College, Latur, organized a special programme emphasizing the values of gender equality, empowerment, inclusivity and awareness. This significant occasion served as a reminder of the progress made towards women's rights and the continued journey toward achieving fairness and dignity for all genders, especially within academic and healthcare environments

Objectives of the Programme:

The aim of the celebration was to:

- Raise awareness about gender sensitivity and equity in professional and academic settings.
- Educate attendees about the POSH (Prevention of Sexual Harassment) Act, its implementation, and institutional obligations.
- Inspire dialogue and reflection on the challenges and opportunities in achieving true gender equality.

Inaugural Ceremony:

- The event commenced with the Vishwa Shanti prayer, invoking peace, harmony, and unity among all. This was followed by the lighting of the ceremonial lamp, a symbolic act representing the pursuit of wisdom and enlightenment. The dignitaries on the dais and invited guests were then respectfully felicitated by the organizing faculty, in keeping with the tradition of expressing gratitude and admiration for their contributions

Chief Guest and Keynote Address:

The chief guest and keynote speaker for the event was Dr. Sneha Ganmukhi, Her keynote lecture, titled "Gender Equality and POSH Guidelines: Because Fairness is Not a Myth!", was the highlight of the programme. In her address, Dr. Ganmukhi explored into pressing topics, including:

- The concept and legal framework of gender equality, emphasizing that equal rights are not privileges but entitlements irrespective of gender identity.

- The recognition of gender biases, both overt and subtle, and how they affect workplace and academic dynamics.

Strategies for creating safe, inclusive, and equitable environments in educational institutions and healthcare settings.

- The POSH Act, its key provisions, scope of application, and the responsibilities of employees and institutions in enforcing it.
- The role of individuals and leadership in challenging stereotypes, ensuring fairness, and promoting gender-balanced representation in decision-making roles.

Her session was highly interactive and educational, empowering attendees with knowledge and practical approaches to foster a respectful, inclusive culture within the college.

Special Address and Dignitary Presence:

The programme was further elevated by the presence of Dr. Varsha Sangle, Professor and Head of the Department of Oral Pathology. In her brief address, she appreciated the relevance of the theme and emphasized the importance of continued efforts towards eliminating gender-based disparities in dental education and healthcare delivery.

Welcome and Context Setting:

The session was warmly introduced by Dr. Gauri Ugale, Professor, Department of Periodontics. In her welcome address, she set the tone for the programme by highlighting the global importance of International Women's Day and its resonance within professional circles. Dr. Gauri Ugale spoke about the need for increased awareness, sensitization, and proactive initiatives to ensure that gender equality is not just a theoretical ideal but a practiced institutional value.

Participation:

The programme witnessed enthusiastic participation from a cross-section of the college community, including:

- Undergraduate students keen to learn about workplace safety and gender rights.

The interactive nature of the session allowed participants to ask questions, share experiences, and seek clarifications making it a truly inclusive and enriching experience.

Outcomes and Impact:

The event successfully met its objectives by:

- Enhancing awareness and understanding of gender rights and institutional responsibilities.

- Encouraging reflection and dialogue on gender roles, equity, and inclusion.
- Equipping participants with knowledge of legal protections and redressal mechanisms under the POSH Act.
- Fostering a sense of collective responsibility towards creating a safe, respectful, and inclusive academic environment.

Participants expressed their appreciation for the insightful session and recommended organizing such awareness events regularly as part of institutional development and training.

Conclusion and Commemoration:

The programme concluded on a positive and empowering note, with reaffirmation of MIDSR Dental College's commitment to gender justice, professional dignity, and inclusive growth. A group photograph was taken to mark the occasion, symbolizing solidarity and shared responsibility towards upholding the values of equality and respect for all

Acknowledgment:

The organizing committee extends its heartfelt gratitude to the Principal, management, faculty members, students, and non-teaching staff for their support and participation in making this event a success. Special thanks are due to Dr. Sneha Ganmukhi and Dr. Varsha Sangle for their valuable time, knowledge, and encouragement.

Other necessary documents:

Photographs



Introduction of guest speaker



Lamp lightening by dignitaries & guest speaker



Felicitation of guest speaker & dignitaries



Dr Sneha Ganmukhidelivering lecture on 'Gender equality and POSH guidelines

SOCIAL MEDIA POST



PROGRAMME 3: PG Orientation Program For Batch 2025

NAME OF EVENT- PG orientation program

DATE -17/09/2025

NO. OF PARTICIPANTS- 28

Report of PG Orientation Programme 2025

The Postgraduate Orientation Programme for the Batch 2025–26 was successfully organized by the Academic Committee & Women's welfare and Grievance Committee of MIDSAR Dental College, Latur to welcome and guide newly admitted postgraduate students into their academic journey. The orientation served as a foundational platform to help students integrate into the institution's academic, clinical, and research ecosystem.

The programme aimed to align students with the college's expectations, introduce them to the available resources, and equip them with the tools necessary to thrive during their postgraduate training. Emphasis was placed on academic rigor, clinical excellence, research integrity, and ethical practice.

Inauguration Ceremony

The programme commenced with a traditional lamp lighting ceremony performed by the Principal, Dr. Suresh Kangane, along with esteemed committee members. The lighting of the lamp symbolized the dispelling of ignorance and the embrace of knowledge, wisdom, and learning.

The entire orientation programme was coordinated under the leadership of the Academic Committee & Women's welfare and Grievance Committee, with contributions from senior faculty members and department heads who provided detailed briefings and presentations on key areas of postgraduate education and practice.

Key Sessions and Speakers

The programme featured informative and enlightening sessions by eminent faculty members:

- Dr. Pravinkumar Marure – Delivered an address on the Postgraduate Curriculum, departmental structure, and clinical responsibilities.
- Dr. Abhay Kulkarni – Spoke on Research and Scientific Publication, covering research methodology, ethics in publishing, and how to prepare a quality manuscript.

- Dr. Ashwini Biradar – Explained the role and importance of Institutional Ethics Committees, ethical clearance procedures, and responsible research conduct.
- Dr. Raghavendra Metri – Provided an overview of Intellectual Property Rights (IPR) and demonstrated the use of hospital software for case documentation, scheduling, and electronic health records.
- Dr. Shital Nagime – Guided students through key aspects of women's welfare, grievance redressal system and importance of the POSH Act for safe and inclusive campus environment.

Programme Goals and Components

a. Academic Readiness

- Overview of postgraduate curriculum structure and learning objectives.
- Introduction to departmental goals, clinical protocols, and academic evaluation.
- Familiarization with research responsibilities and journal clubs.

b. Resource Awareness

- Information on access to institutional libraries, digital databases, research laboratories, and IT infrastructure.
- Presentation of mentorship programs, academic advisors, and peer learning opportunities.

c. Skill Building

- Planned workshops on Research methodology, Scientific writing, Time management, Effective presentation techniques.

d. Networking and Community Building

- Interactive sessions and meet-and-greet opportunities with faculty, seniors, and fellow batchmates to encourage collaboration and peer support.

e. Policy Familiarization

- Education on Academic integrity, University rules and code of conduct.

f. Personal and Professional Development

- Information on Internship opportunities, Clinical postings, Conferences and CME programs, Research funding and grants.

g. Well-being and Student Support

- Orientation to mental health services, stress management programs, and counseling support offered by the institution.

Outcomes of the Programme

- Students gained clarity on their academic journey, research expectations, and institutional support structures.
- A stronger sense of preparedness and direction was established among the new postgraduates.
- Interactions with senior faculty and committee members helped foster open communication and mentorship.
- Awareness about academic policies, ethical obligations, and digital tools prepared students to engage responsibly and professionally from day one.

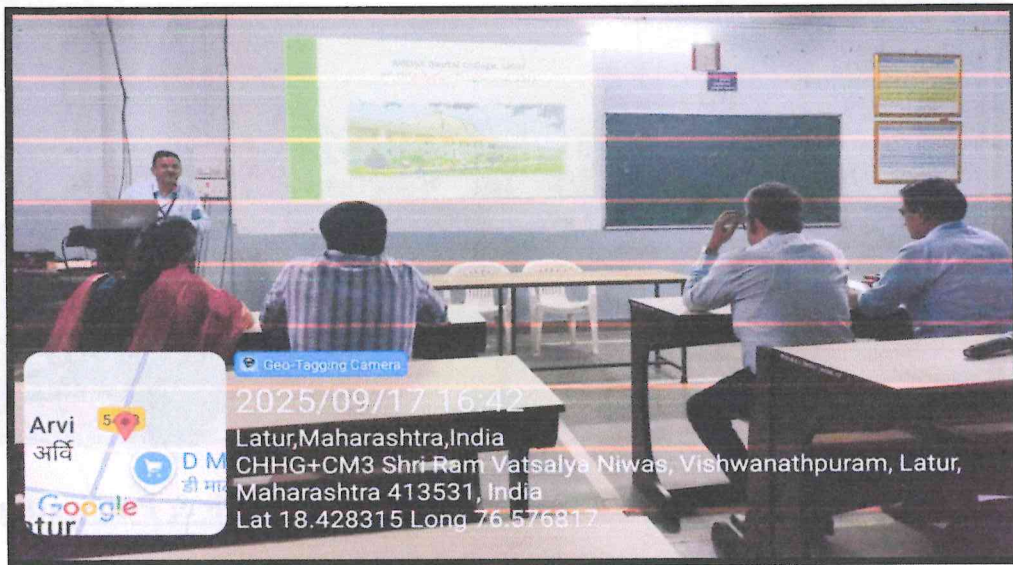
Conclusion

The Postgraduate Orientation Programme for Batch 2024–25 at MIDSR Dental College, Latur, was a successful initiative that provided incoming students with essential information, practical guidance, and emotional reassurance. The sessions encouraged students to approach their postgraduate training with confidence, ethical commitment, and a research-oriented mindset.

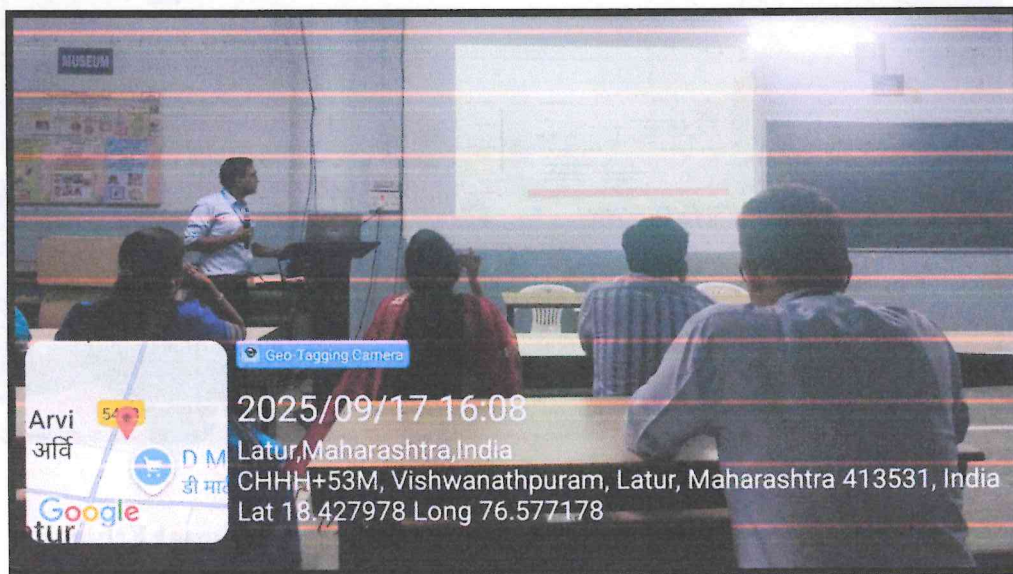
The Committee acknowledges the support of all faculty members, administrative staff, and student coordinators who contributed to the smooth execution of the programme.

Other necessary documents:

A) Photographs



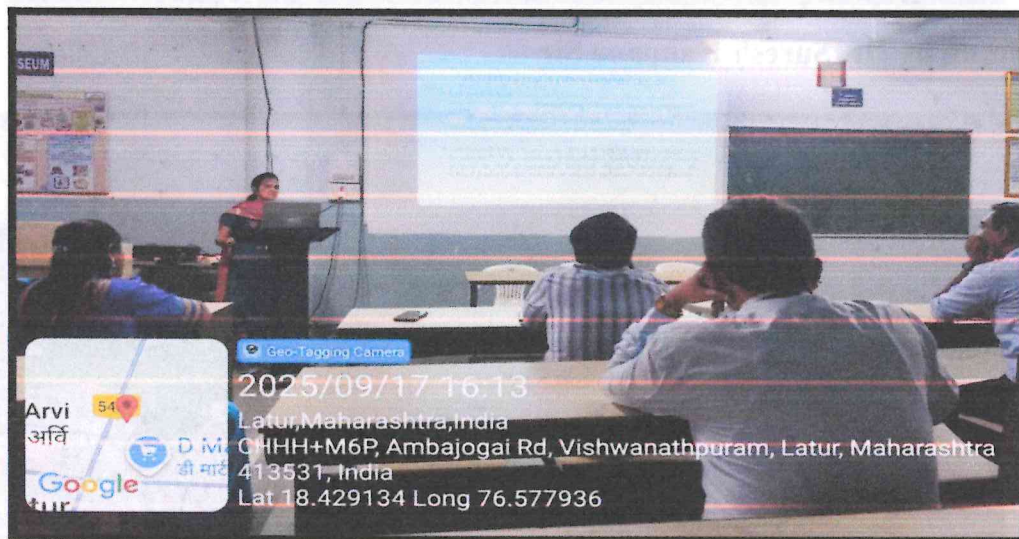
Guiding by Dr. Suresh Kangane Sir



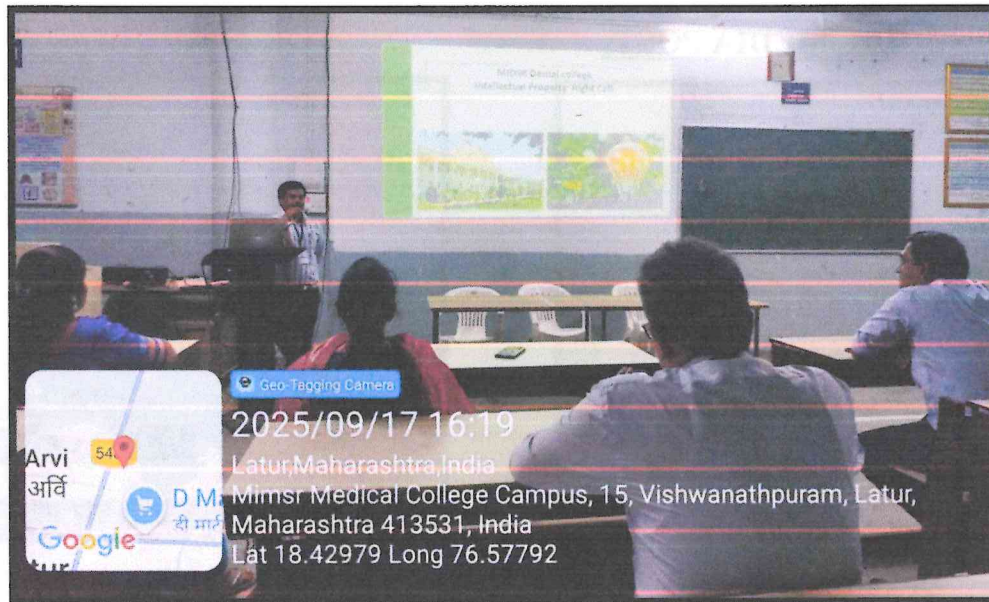
Guiding by dr. Pravin Marure regarding PG Curriculum



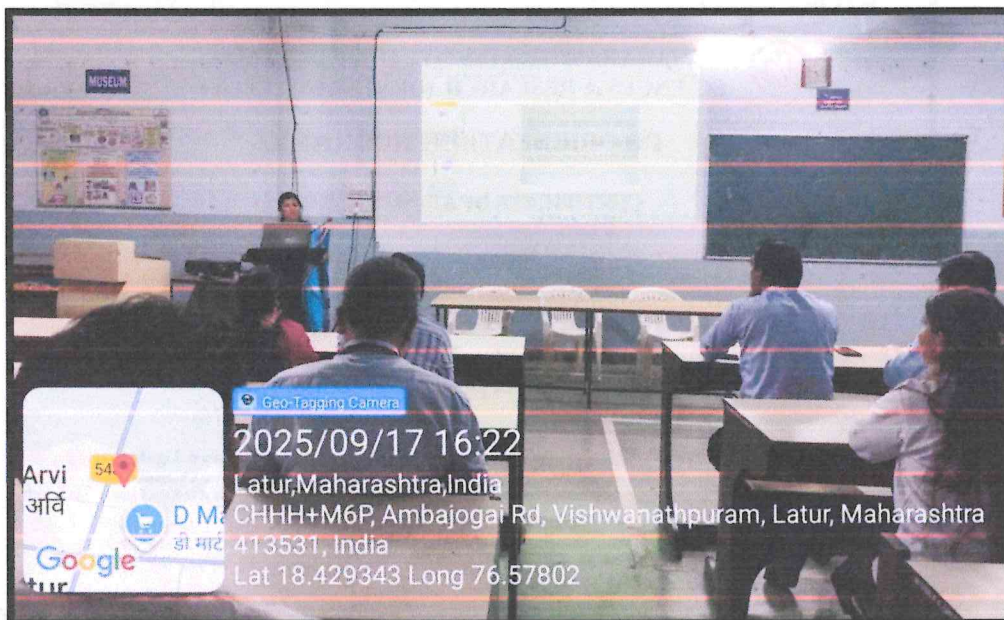
Guiding by Dr. Abhay Kulkarni regarding Research & Publication



Guiding by Dr. Ashwini Biradar regarding Institutional Ethics



Guiding by Dr. Raghavendra Metri regarding IPR & Hospital Software Working



Guiding by Dr. Shital Nagime regarding Womens welfare & POSH Act .

A) SOCIAL MEDIA POST:



Certificate of Appreciation

PROGRAMME 04:GENDER SENSITIZATION COURSE 2025

NAME OF EVENT- Gender Sensitization course 2025

DATE & VENUE - 15th and 18th October 2025 at main lecture hall

NO. OF PARTICIPANTS – 100

Report of Gender sensitization course

The Gender sensitization Training Programme was conceptualized and executed by the Women's Welfare and Grievance Committee at MIDSR Dental College, Latur, as a part of its ongoing efforts to promote gender equity and create a safe, inclusive, and respectful academic environment.

The course aimed to address the growing need for gender awareness among young professionals, especially those entering the healthcare field. As future dentists and healthcare providers, students must be sensitized to the social and psychological aspects of gender identity, equality, and justice.

Contrary to the common misconception that gender sensitivity pits one gender against another, the course emphasized mutual respect, equity, and understanding, fostering an environment where both women and men are empowered and supported equally. The programme focused on debunking myths, challenging stereotypes, and cultivating critical thinking towards traditional gender roles and biases.

Gender sensitivity education is not only an ethical responsibility but also a step towards better interpersonal relationships, professional ethics, and overall societal development.

2.Objectives of the Training:

The core objectives of the training were:

1. To sensitize students to gender-related issues and promote empathy, respect, and dignity among all genders.
2. To create awareness about the vulnerabilities, inequalities, and challenges faced by both women and men in academic, professional, and social settings.
3. To educate students on the various government schemes, legislations, constitutional rights, and support mechanisms available for the protection and empowerment of women.
4. To encourage active participation in social reform through the formation and operation of Social Action Committees, which would take up campus and community-based gender issues and initiatives.

3.Course Eligibility:

Participation in the training was mandatory for all first-year undergraduate students enrolled at MIDSR Dental College. This inclusive approach ensured that gender awareness and equality were introduced at the foundational stage of their professional education.

4.Course Structure:

The programme was designed to be interactive, experiential, and learner-centric, delivered through four comprehensive modules, each of four hours duration, total 16 hours of engagement.

Teaching & Learning Methods Used:

- Lectures by faculty and external experts using PowerPoint presentations
- Videos, case scenarios, and real-life examples to explain complex social issues
- Group discussions and debates to encourage active participation
- Reflection exercises to help students explore their own biases and perspectives
- Use of posters, infographics, and resource handouts to support visual learning

5.Learning Outcomes:

By the end of the programme, students were expected to:

- Demonstrate a clear understanding of gender-related terminologies and social dynamics.
- Recognize and challenge stereotypical assumptions and discriminatory behaviour.
- Understand the constitutional and legal rights of individuals concerning gender equality.
- Be aware of schemes like Beti Bachao Beti Padhao, Protection of Women from Domestic Violence Act, POSH (Prevention of Sexual Harassment at Workplace) Act, and other national initiatives.
- Show readiness to contribute to gender-sensitive practices both in personal life and professional settings.
- Take the initiative to address and report gender-based grievances through proper channels

6.Social Action Committees:

A unique feature of the programme was the formation of Social Action Committees involving student volunteers, guided by faculty mentors. These committees were tasked with:

- Identifying gender-related concerns within the campus
- Planning awareness drives, campaigns, and peer-led workshops
- Acting as support systems and liaisons between students and grievance redressal cells
- Ensuring a healthy and safe environment for all genders in college

7.Feedback and Reflections:

Feedback from students was collected through structured questionnaires at the end of the course. The responses reflected:

- High levels of engagement and appreciation for the course content
- A newfound awareness about gender roles and equity
- Student interest in taking leadership roles in future gender-sensitization initiatives

Many students expressed that the course helped them view social and professional relationships in a new light, and that gender sensitivity was essential for them as future healthcare providers.

8.Conclusion:

The Gender Sensitivity Training Programme stands as a testament to MIDSR Dental College's commitment to equality, social responsibility, and professional ethics. By initiating such a programme early in the academic journey, the institution not only imparts theoretical knowledge but also shapes the character, mindset, and social values of future professionals.

The Women's Welfare and Grievance Committee intends to continue this programme annually and introduce advanced-level workshops, guest lectures, and research opportunities on gender studies in the coming academic years.

Course details:

Module	Topic	Content	Time
Module -1	1. Registration & Introduction		1 hr
	2. Gender Vs Sex		1 hr
	3. Self sharing & Group activity		1 hr
	4. Task allotment		1 hr
Module -2	1. Gender discrimination	Social problems in men and women	1 hr
	2. Identification of gender Discrimination	<ul style="list-style-type: none"> • Social Status of male and female any difference?? • Gender biased attitudes and behavior 	1 hr
	3. Gender based violence	<ul style="list-style-type: none"> • Bad social practices against female • Interactive session with participants 	1 hr
	4. Exercise- Street play and performance/dance /act -	<ul style="list-style-type: none"> • Different Forms of violence against women • Causes of violence against women, • Impact of violence against women. • Domestic violence on women 	
Module -3	1. Gender Equity	<ul style="list-style-type: none"> • Difference between equity and equality 	1 hr
	2. Women empowerment & whether it is possible through sensitization? Parameters of W.E	<ul style="list-style-type: none"> • How to achieve??? • Need for women empowerment • Indicators of women empowerment Facilitating and constraining factors of empowerment 	2hr
	3. Exercise- debut topic	<ul style="list-style-type: none"> • Regaining Identity Building Solidarity Fight for equal opportunities 	
Module 4	1. Vishakha guidelines for- Sexual	<ul style="list-style-type: none"> • Types of abuse Physical, psychological, sexual 	1 hr

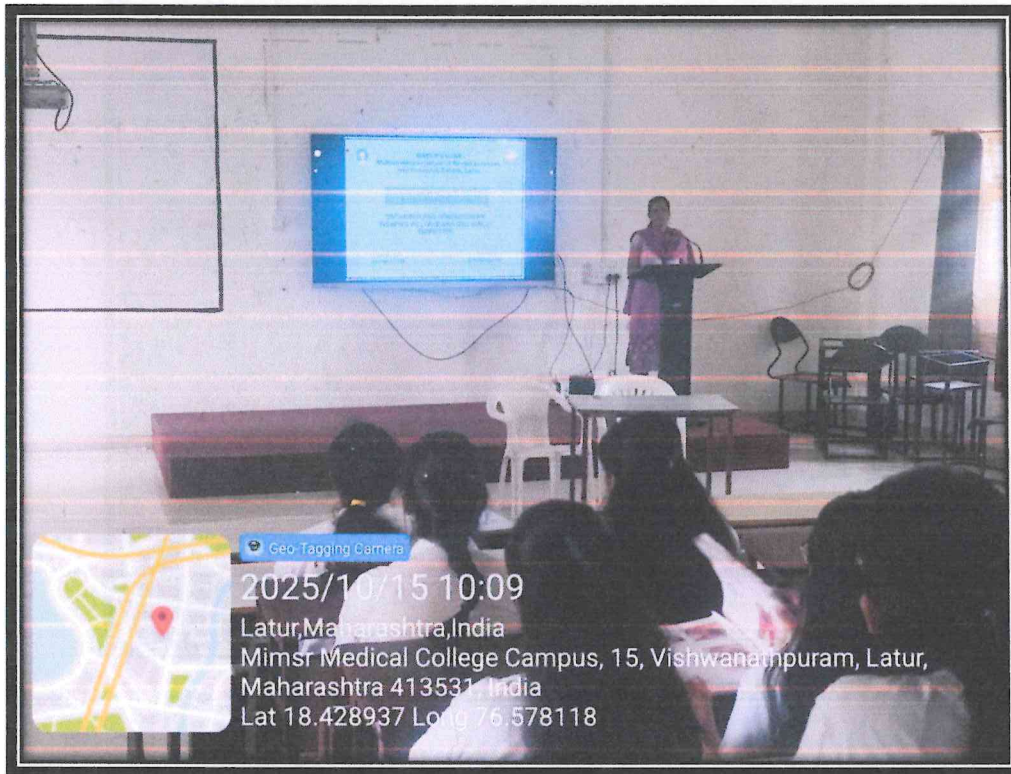
	harassment at work place	<ul style="list-style-type: none"> • Prevention of abuse • Process of complaint lodgment. 	1hr
	2. Laws supporting women- Rights & Acts	<ul style="list-style-type: none"> • Processes to access Rights & Acts 	1hr
	3. Assessment of participants Financial Independence and Awareness among females	<ul style="list-style-type: none"> • Hiring services of legal adviser • Problems faced by women and related laws 	30 min
	4. Concluding session	<ul style="list-style-type: none"> • Awareness building on rights, laws and entitlements and how to access • Protocols and methodologies to be followed during resolving the cases. 	

The course was conducted by women's welfare and grievance committee MIDSR Dental College Latur. At the end of 4th module participants were presented with the e-certificate; provided that he/she should have completed the course.

Date	Time	Topic	Speaker
15/10/25	9.30 am to 11.30 pm 2 hrs	<ul style="list-style-type: none"> • Introduction & registration • Gender vs Sex 	Dr. Sneha Chole Dr. Shital Nagime
15/10/25	12.00 pm to 2.00 pm 2hrs	<ul style="list-style-type: none"> • Self sharing & Group activity • Task allotment 	Dr. Gauri ugale
16/10/25	9.30 am to 11.30 pm 2 hrs	<ul style="list-style-type: none"> • Gender discrimination • Identification of Gender discrimination 	Dr. Sneha Chole
16/10/25	12.00 pm to 2.00 pm 2hrs	<ul style="list-style-type: none"> • Gender based violence • Exercise- performance /Act 	Dr. Shital Nagime
17/10/25	9.30 am to 11.30 pm 2 hrs	<ul style="list-style-type: none"> • Gender Equity • Women empowerment & whether it is possible through sensitization? Parameters of W.E 	Dr. Sneha Chole
17/10/25	12.00 pm to 2.00 pm 2hrs	Exercise	Dr. Shital Nagime
18/10/25	9.30 am to 11.30 pm 2 hrs	<ul style="list-style-type: none"> • Vishakha guidelines for- Sexual harassment at work place • Laws supporting women- Rights & Acts Student activity 	Dr. Gauri ugale
18/10/25	12.00 pm to 2.00 pm 2hrs	<ul style="list-style-type: none"> • Assessment of participants Financial Independence and Awareness among females • Concluding session 	Dr. Sneha Chole

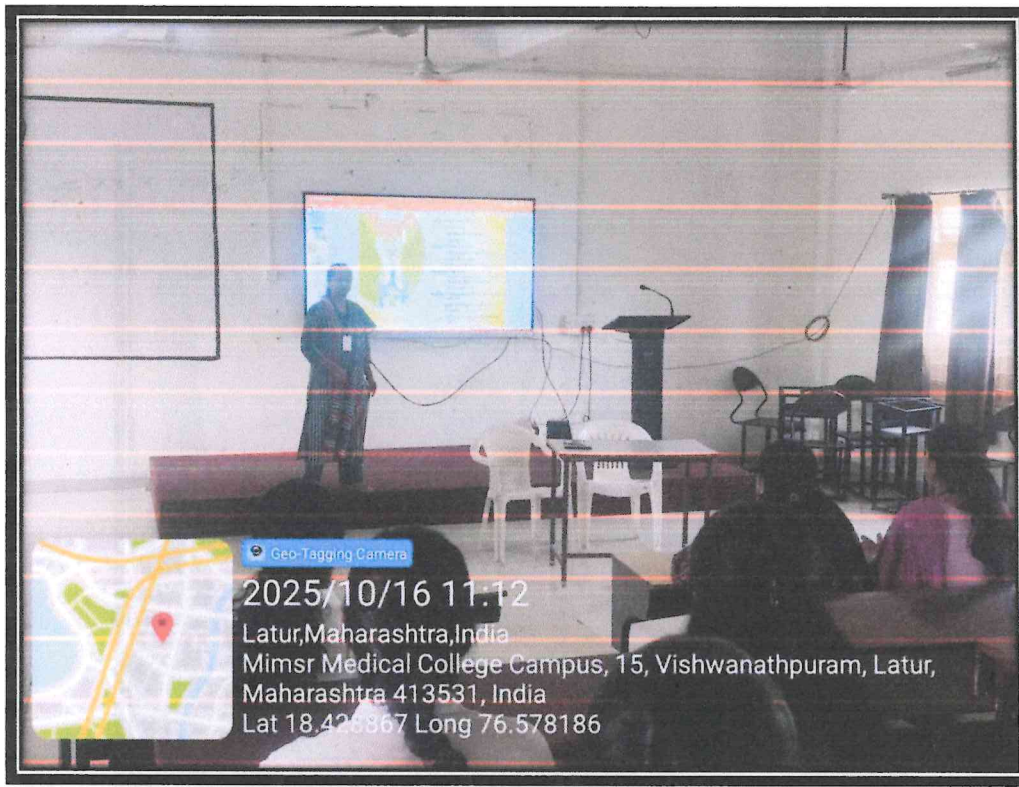
Other necessary documents:

A) Photographs:



Introductory session by Dr Sneha Chole






Explanation of Modules by Dr Gauri Ugale




Students Activity Conducted By Dr Shital Nagime

B) Brochure:



MAEER'S PUNE
Maharashtra Institute of Dental Sciences
and Research Centre, Latur



GENDER SENSITIZATION
A value added-course-2025

ORGANIZED AND CONDUCTED BY
WOMEN'S WELFARE AND GRIEVANCE
COMMITTEE

CHAIRPERSON
Dr. Sneha Chole

CONVENOR
Dr. Shital Nagime

TITLE OF THE COURSE	GENDER SENSITIZATION COURSE-2025
Organized by	WOMEN'S WELFARE AND GRIEVANCE COMMITTEE
Duration of course & type of course	16 hrs Programme/ Value Added Course
Date	15-10-25 to 18-10-25
Eligibility Criteria	All First BDS Students
Course Outcome & Benefits of Programme	Participants will be able to know about :Women's rights, Gender equality, Gender justice . As well they will get benefitted with Moral & Career Counseling in relation to these aspects.

C) CERTIFICATE:



**MAEER'S
MAHARASHTRA INSTITUTE OF DENTAL
SCIENCES & RESEARCH (DENTAL COLLEGE)**



Certificate of Participation

This is to certify that

Mr/Mrshas completed the "Gender Sensitization course held in year 15
-18 October 2025 by Womens welfare and Grievance committee, MIDSR dental
college, Latur

 Dr Shital Nagime Convenor WWGC	 Dr Sneha Chole Chairperson WWGC	 Dr Suresh Kangane Principal MIDSR Dental College
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