



Empower Society

....Synergizing efforts for catalyzing Community Empowerment

Ref: ES/2023 24/35

Date: 21/06/23

' TO WHOM IT MAY CONCERN '

This is to certify that a gender audit survey was conducted in **May 2023** for Sri Guru Ram Rai University (SGRRU) West Patel Nagar, Dehradun, Uttarakhand 248001 and a report was prepared based on the questionnaire filled by the respondents and the inputs received by the University.

As part of the institution's initiative the University ensures that unbiased institutional practices are adopted.

We appreciate the immense effort taken by the students and staff towards the maintenance of gender equity at each platform of the institution.

Certificate issued on: **Wednesday, 21st June 2023**
Valid till: **20th June 2024**

Issued by: **Empower Society, Dehradun UK 248001**

Encl: Gender Audit Report

CC: Board Members – Empower Society
VP – Execution, Empower Society



GENDER AUDIT REPORT

Prepared for Shri Guru Ram Rai
University, Uttarakhand

Prepared by



INDEX

S. No.	Content	Page No.
1	Introduction and About SGRR	1-3
2	Gender Equality at SGRR	4-5
3	Gender Audit-Introduction	6-7
4	Gender Audit at SGRR	8
5	Gender Audit Survey Analysis	9-33
6	Conclusion and Suggestions	34-35
7	Gender Policy Draft	36-37
8	Annexure1: Internal Complaints Committee Report	38-40
9	Annexure2: Questionnaire	41-42
10	Annexure3: Photo Gallery	Appendix - 1
11	Annexure 4: Rapid assessment Sheet of Gender Audit	Appendix - 2
12	Minutes and Order passed on Internal Complaint Committee	Appendix - 3
13	List of events conducted on gender sensitization	Appendix - 4

VISION

"To establish Shri Guru Ram Rai University to be a Center of Excellence in higher education, innovation and social transformation by nurturing inquisitive and creative minds and by enabling the stakeholders to become committed professionals and educators of national and global relevance."

MISSION

To provide a comprehensive and sustainable educational experience that fosters the spirit of enquiry, scientific thinking and professional competence along with ethical and spiritual values.

To deliver a classic, well rounded learning experience that is distinctive and impactful on the young generation preparing them for a successful career.

To engage, inspire and challenge the stakeholders to become leaders with ethics and positive contributors to their chosen field and humane citizens.

To attract, train and retrain qualified staff to work efficiently to bring forth the maximum resource potential.

To develop committed and responsible professionals who work for the welfare of the society by providing innovative and efficient solutions and creating long term relationship with the stakeholders.

To create a sustainable career, by collaborating with stakeholders and participating in community partnership for life and livelihood in the local society in a responsive and dynamic way.

To make our students globally competent by introducing specialized training leading to professional capabilities and developing diverse skills in them for competitive advantage.

To establish quality standards for generations by epitomizing professionalism and integrity while raising the achievements of students.

To ceaselessly pursue excellence by strengthening a learning environment that makes the institution the most preferred destination in the country.

About Shri Guru Ram Rai University

Shri Guru Ram Rai University was established by a religious and philanthropic leader, Shri Mahant Devendra Dass Ji Maharaj in the year 2017. It is situated in the heart of city, Uttarakhand. We are extremely privileged to extend the values and ethos of the Shri Guru Ram Rai Education mission through SGRR University to impart quality education and in successfully placing more than 80% students in various companies across the globe. SGRR University has humongous campus spread over 80 acres of land. Its state-of-art facilities give opportunities to develop leadership skills and to achieve professional excellence. It has more than 9000 students from different countries, states and Union Territories and providing cultural mélange and global exposure to our students. One of the biggest boosts from university is its unmatched experience of 67 years of in delivering quality education that helps to develop confidence and will give you more knowledge, industry exposure, building good networking and high self-esteem. This will change your overall personality and develop you into a complete professional to face any challenge.

Shri Guru Ram Rai Darbar Sahib is a 346-year-old, social, religious and philanthropic organization established by Shri Guru Ram Rai Ji Maharaj and has been involved in social service since its inception. To keep pace with changing world, Shri Guru Ram Rai Education Mission and Shri Guru Ram Rai University were established in 1952 and 2017 respectively by the parent body of Shri Guru Rai Darbar Sahib. Its matter of great pride and satisfaction to note that, Shri Guru Ram Rai Education has carved a niche for itself in the field of Education, Medical Education and Health care during its long journey of more than 70 years.

Mission had brought revolutionary changes in the institution of learning by providing education to the underprivileged and girls, thereby making enormous difference in the society. Shri Guru Ram Rai University offers and all-inclusive ambience to the learners in consonance to its motto, "Quest for Excellence" which truly depicts our unending journey in pursuit of excellence to establish a room for global learning that reflects the best practices of the leading universities of the world. In a way an environment that triggers excellence physically, mentally and spiritually. Here the Learner's quest to gain access to information intensifies, making headway to achieve heights. SGRR University strives to provide quality teaching with innovative research, effective communication, use of technology in the teaching-learning process and a variety of facilities to cater to all specialized groups.

It ensures good quality services that meet students' needs, such as sporting facilities, student's residences, eateries, libraries and student study spaces.

We also look up for peer mentoring programs, academic assistance, career and clubs & societies counseling and medical services. We nurture and provide environment that inculcate traits like, independence of thought, creativity, academic autonomy, risk-taking, diversity and multiculturalism. Today, the University has a proud accomplishment of evolving efficient, confident and highly knowledgeable, Scientists, Bureaucrats, Technocrats, Doctors, Army Officers, Engineers, Managers, Pharmacists and entrepreneurs with global thinking & futuristic mind-set with a strong adherence to corporate ethics thus contributing to nation building in a significant manner. In our Endeavour to be the best and preferred source of learning, University has always been a pioneer in laying academic milestone for others to follow.

During the recent pandemic, the University remained functional, without compromising with the health of its students and employees. The admissions, teaching, learning as well as Examination continued in online mode.

SGRR University is a temple of learning that focuses on empowering the society we live in with competent and responsible professionals.

GENDER EQUALITY AT SGRR

An educational institute plays very important role to sensitize the students towards gender issues. It is very important to rationalize them in set of students towards all sexes of the society, and to achieve this, the faculties put their best effort through counseling in the class rooms and campus or any other meeting place. The college is well prepared to handle and respond to any gender sensitive issues and provide an environment where everyone can work together with a sense of not only the personal security but also with dignity.

The institution strongly believes that gender equality, is not only limited to respecting each other's individuality but it further stretches towards providing equal rights and opportunities for everyone. Institution stands firm with the believe that gender equity means fairness of treatment to all genders according to their respective needs.

Gender is a cross-cutting issue that has been of persistent importance across the globe. Gender Equality, Women Empowerment, Choice of every gender to work are strategies to reduce poverty, reduce social injustices among the genders, accelerate growth levels, improve health standards and contribute to a healthy, financially strong and a conducive domestic environment in the country. Gender parity is also regarded as attainment of human rights and a pre-requisite for sustainable development therefore the institution has always made sure to regularly bring best-of-the-experts to speak on gender and its related issues and how to sensitize them.

Gender awareness paves the path for an individual to move beyond social stereotypes and rigid gender role definitions. In the light of the above, institution has organized many seminars and campaigns about Gender equality which has encouraged the individuals in the recent times to take spontaneous action against their oppression or exploitation. Gender equality denotes the individual having the same opportunities in life as others, including the ability to participate in the public sphere. This calls for a fair Gender Policy to be incorporated for an equitable treatment and opportunities at every podium. Implementation of the Gender Policy will require the commitment, participation and contribution of every staff member to which the institution is committed and ready to extend its horizons in order to achieve the same.

Gender equity denotes the equivalence in life out comes for all, recognizing their different needs and interests, and requiring a redistribution of power and resources. SGRR understand the importance of the policy making and therefore has incorporated different complaint and harassment regulating bodies within its campus which is committed to provide fair and justifiable treatment to all.

This policy aims to eliminate harassment on the basis of gender which is any act or threat by anyone that inflicts physical, sexual, or psychological harm on any individual because of their gender.

GENDER AUDIT - Introduction

The College/University conducted Gender Audit in **May 2023** to create awareness about respect for every individual and also to identify ways to make college campus safe and gender neutral for everyone.

A gender audit is a tool to check and assess the institutionalization of gender equality into organizations, including in their policies, programs, projects and/or provision of services, proceedings etc. The basic assumption of gender audit in an educational institution is that public policy impacts differently on female, male and other learners. The purpose of gender audit is to lead to changes in public policy that contribute to an increase in gender equality. Unless a gender audit is done, we cannot answer the question: Is the Institution doing everything it can to improve the status of individual in general and the presentation of their voices in particular? The audit report signifies that the institute fulfills most of the parameters of a gender-neutral environment in light of the aforesaid guidelines.

Objectives of Gender Audit

1. To identify the areas where the gender in equality exists
2. To identify the probable reason for the gender in-equality
3. To maintain good gender balance in all fields of college.
4. To advise ways to bridge the gender gap.
5. To implement prevention of sexual harassment effectively.

The Gender Audit was conducted in the following process:

- i) Orientation of the students and Staff members through various activities like Guest Lectures, Workshops and Research Conference. Posters, PPT Presentations, Debate Competitions and statistical research cases were also presented.
- ii) Questionnaire was circulated among the students to understand their awareness about gender equality in the college premises.
- iii) Statistical Gender Analysis was collected of all staff-members, students and management.

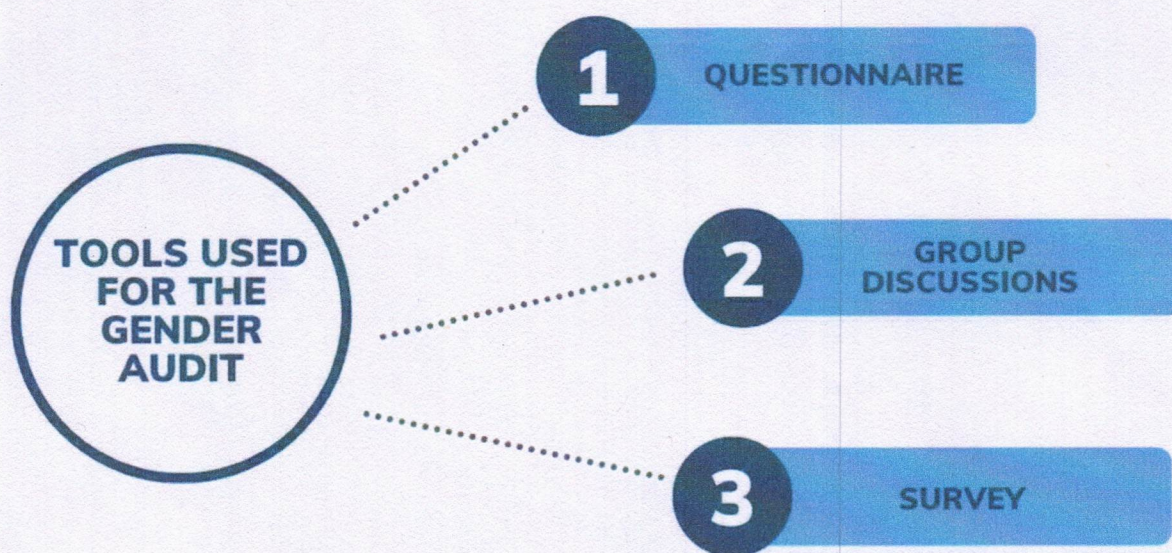
SGRR hopes to create, attract and retain gender sensitive staff who in turn would help achieve better relationships in the community and make all students responsible citizens of this country.

GENDER AUDIT AT SGRR

The details of gender audit survey for the year 2023:

Respondent wise Gender Inclusion for audit purpose: Total sample respondents (sample size) - 2287

Male Respondent inclusive of Student & Staff	Female Respondent inclusive of Student & Staff	Total Respondent
1265	1022	2287
1265	1022	2287



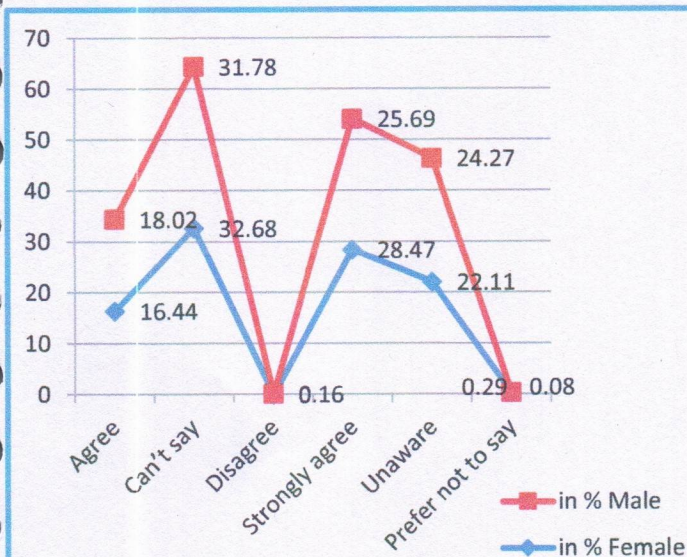
GENDER AUDIT SURVEY AND ANALYSIS

Q1] The college conducts gender sensitization program as a part of its curriculum?

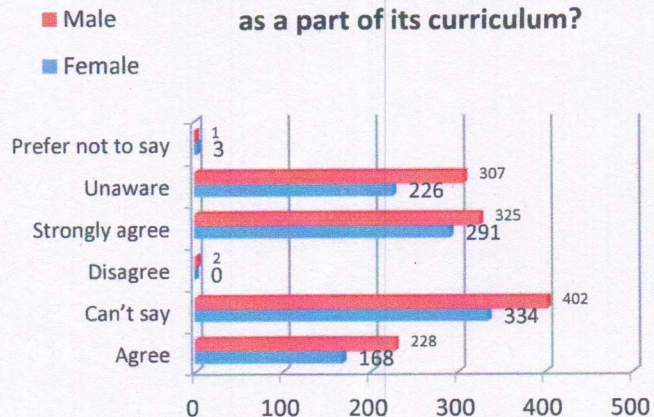
Response type	Female	Male	Total Respondents	in % (Female)	in % (Male)
Agree	168	228	396	16.44	18.02
Can't say	334	402	736	32.68	31.78
Disagree	0	2	2	0.00	0.16
Strongly agree	291	325	616	28.47	25.69
Unaware	226	307	533	22.11	24.27
Prefer not to say	3	1	4	0.29	0.08
Total	1022	1265	2287		

The total number of respondents was **2287**, out of which **1022** were **female** and **1265** were **male**. To gain a clear understanding of the scenario, relevant data indicates that **16.44%** of female respondents **agree** that college conducts gender sensitization program as a part of its curriculum, whereas **0.00%** of female respondents **disagreed**. **22.11%** were **unaware**, **28.47%** **strongly agreed**, **32.68%** **can't say** and **0.29%** preferred not to say.

Graphical Representation percentage wise:



The college conducts gender sensitization program as a part of its curriculum?



31.78% of male respondents **agree** that college conducts gender sensitization program as a part of its curriculum, whereas **0.16%** of male respondents **disagreed**. **24.11%** were **unaware**, **25.69%** **strongly agreed**, **31.78%** **can't say** and **0.08%** preferred not to say.

Note: The percentage of responses extracted was calculated by analyzing response types out of the total number of respective gender responses. For example, when the auditor says "16.44% agree that college conducts gender sensitization program as a part of its curriculum," it means that out of the total 1022 females, 168 agree, which equates to 35.85%.

Q2] The college conducts gender awareness programs, such as awareness of sexual harassment, as a part of its curriculum?

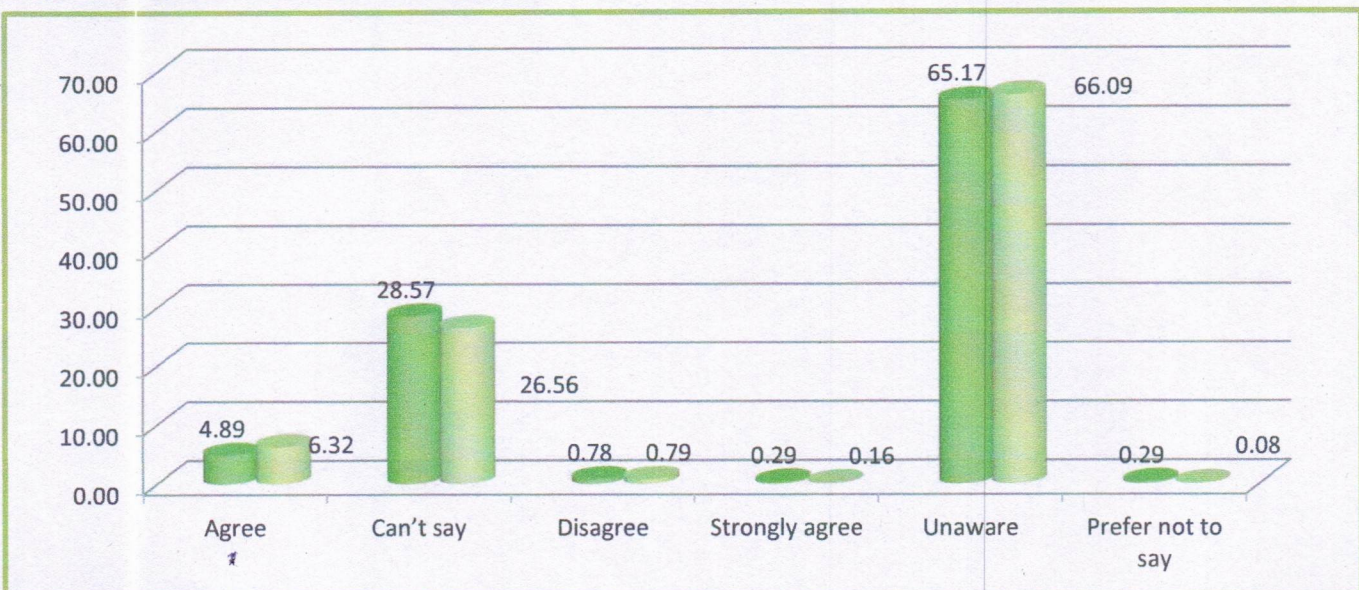
Response type	Female	Male
Agree	50	80
Can't say	292	336
Disagree	8	10
Strongly agree	3	2
Unaware	666	836
Prefer not to say	3	1
Total	1022	1265

Response type	% of Female	% of Male
Agree	4.89	6.32
Can't say	28.57	26.56
Disagree	0.78	0.79
Strongly agree	0.29	0.16
Unaware	65.17	66.09
Prefer not to say	0.29	0.08

The total number of respondents was **2287**, out of which **1022** were **female** and **1265** were **male**. To gain a clear understanding of the scenario, relevant data indicates **4.89%** of female respondents **agree** that the college conducts gender awareness programs, such as awareness of sexual harassment, as a part of its curriculum whereas **0.78%** of female **disagreed**. **65.17%** were **unaware**, **0.29%** **strongly agreed**, **28.57%** **can't say** and **0.29%** **preferred not to say**.

6.32% of male respondents **agree** that that the college conducts gender awareness programs, whereas **0.79%** of male **disagreed**. **66.09%** were **unaware**, **0.16%** **strongly agreed**, **26.56%** **can't say** and **0.08%** **preferred not say**.

Graphical Representation percentage wise:



Note: The percentage of responses extracted was calculated by analyzing response types out of the total number of respective gender responses. For example, when the auditor says "4.89% agree that there that the college conducts gender awareness programs," it means that out of the total 1022 females, 50 agree, which equates to 4.89%.

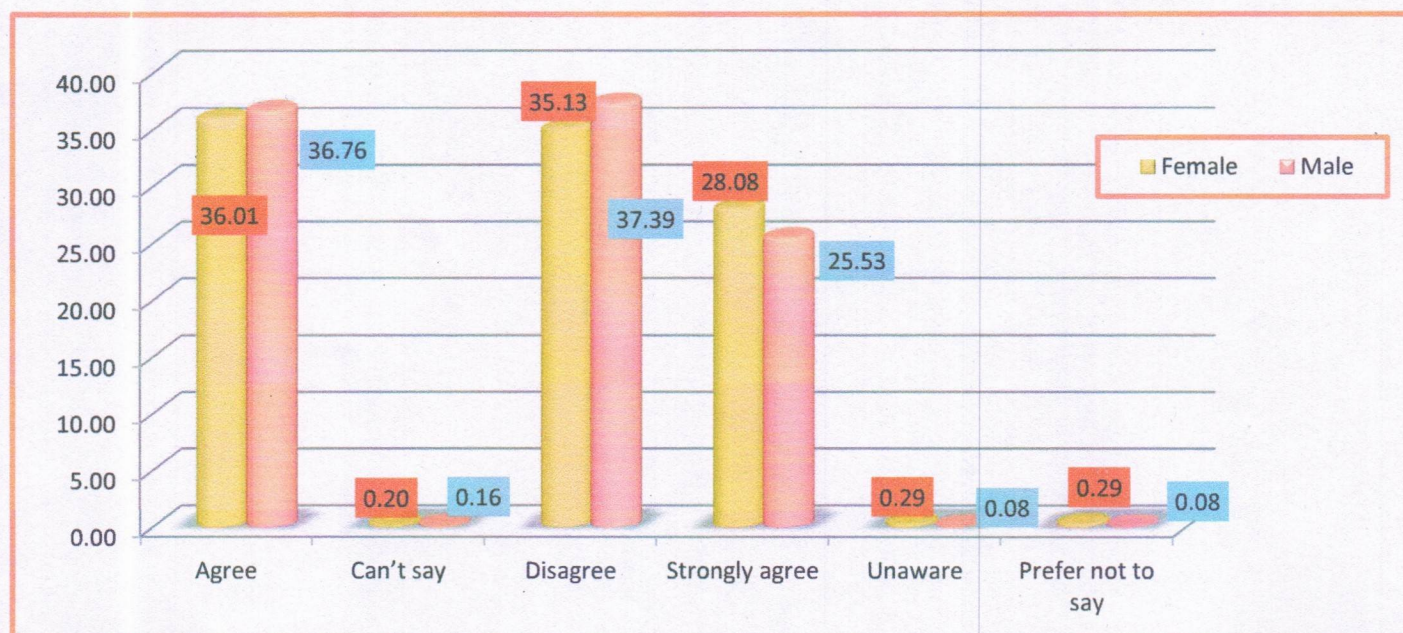
Q3] Are There Adequate numbers of washrooms are available in the campus for girls?

Response type	Female	Male
Agree	368	465
Can't say	2	2
Disagree	359	473
Strongly agree	287	323
Unaware	3	1
Prefer not to say	3	1
Total	1022	1265

Response type	Female	Male
Agree	36.01	36.76
Can't say	0.20	0.16
Disagree	35.13	37.39
Strongly agree	28.08	25.53
Unaware	0.29	0.08
Prefer not to say	0.29	0.08

The total number of respondents was **2287**, out of which **1022** were **female** and **1265** were **male**. To gain a clear understanding of the scenario, relevant data indicates **36.01%** of female respondents **agree** that there are adequate numbers of washrooms are available in the campus for girls, whereas **35.13%** of female **disagreed**. **0.29%** were **unaware**, **28.08%** **strongly agreed**, **0.20%** **can't say** and **0.29%** **preferred not to say**. **36.76%** of male respondents **agree** that agree that there are adequate numbers of washrooms are available in the campus for girls, whereas **37.39%** of male **disagreed**. **0.08%** were **unaware**, **25.53%** **strongly agreed**, **0.16%** **can't say** and **0.08%** **preferred not say**.

Graphical Representation:



Note: The percentage of responses extracted was calculated by analyzing response types out of the total number of respective gender responses. For example, when the auditor says "36.02% agree that there that agree that there are adequate numbers of washrooms are available in the campus for girls, it means that out of the total 1022 females, 368 agree, which equates to 36.02%.

Q4] Wash rooms (Ladies)/Common room has vending machine? (ONLY FOR GIRL STUDENTS)

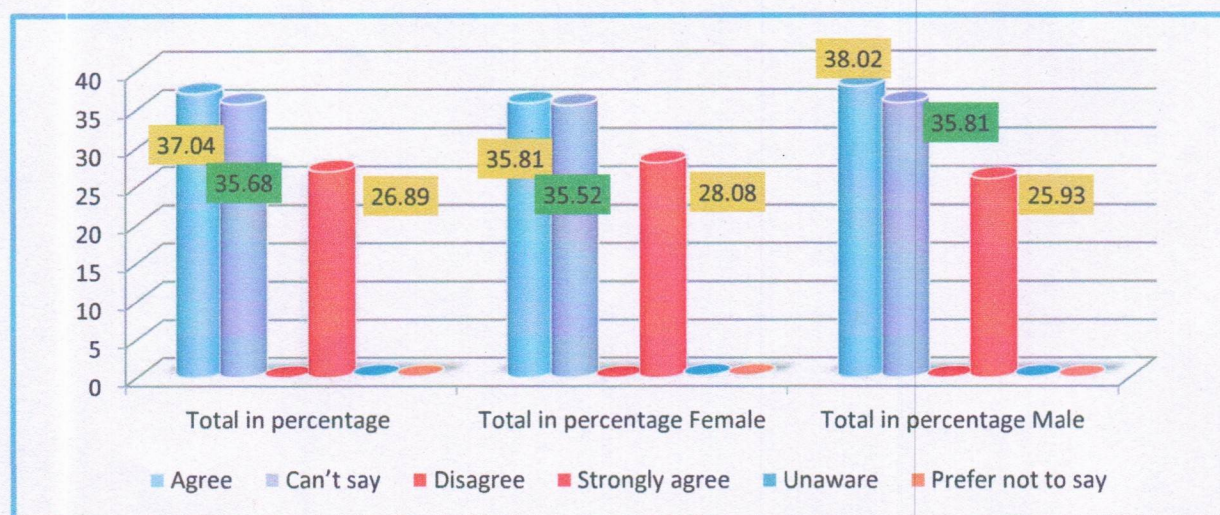
Response type	Female	Male	Total	Total in percentage
Agree	366	481	847	37.04
Can't say	363	453	816	35.68
Disagree	0	0	0	
Strongly agree	287	328	615	26.89
Unaware	3	2	5	0.22
Prefer not to say	3	1	4	0.17
Total	1022	1265	2287	100.00

Response type	Total in percentage Female	Total in percentage Male
Agree	35.81	38.02
Can't say	35.52	35.81
Disagree	0.00	0.00
Strongly agree	28.08	25.93
Unaware	0.29	0.16
Prefer not to say	0.29	0.08

The total number of respondents was **2287**, out of which **1022** were **female** and **1265** were **male**. To gain a clear understanding of the scenario, relevant data indicates **35.81%** of female respondents **agree** that wash rooms (Ladies)/Common room has vending machine, whereas **0.00%** of female **disagreed**. **0.29%** were **unaware**, **28.08%** **strongly agreed**, **35.52%** **can't say** and **0.29%** **preferred not to say**.

38.02% of male respondents **agree** that agree wash rooms (Ladies)/Common room has vending machine, whereas **0.00%** of male **disagreed**. **0.16%** were **unaware**, **25.93%** **strongly agreed**, **35.81%** **can't say** and **0.08%** **preferred not say**. However, there is also a huge proportion of female who said can't say which is 35.52% (issue of concern).

Graphical representation:



Note: The percentage of responses extracted was calculated by analyzing response types out of the total number of respective gender responses. For example, when the auditor says "36.02% agree that there that agree that Wash rooms (Ladies)/Common room has vending machine, it means that out of the total 1022 females, 366 agree, which equates to 35.81%.

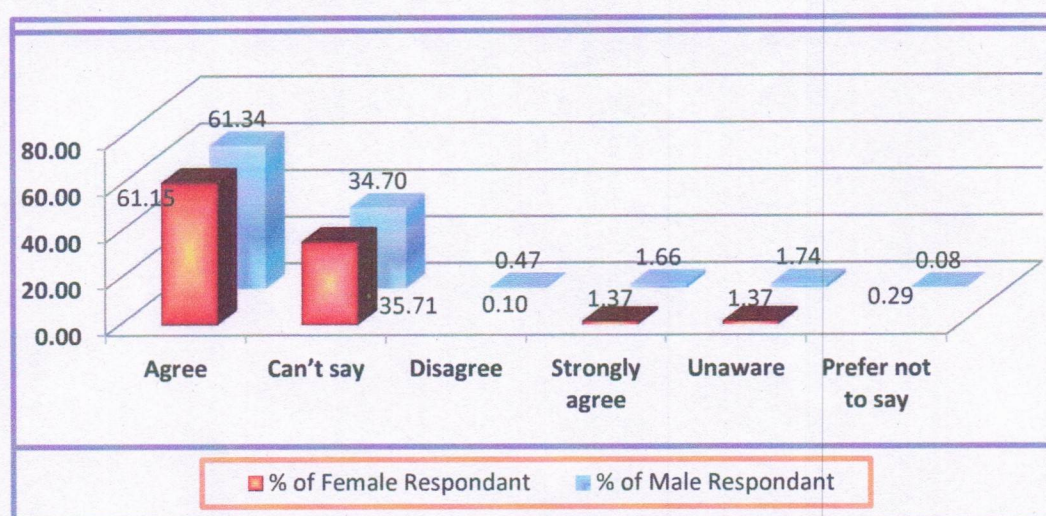
Q5] Adequate facilities are available inside the toilet keeping in mind the need of the girl students?

Response type	Female	Male
Agree	625	776
Can't say	365	439
Disagree	1	6
Strongly agree	14	21
Unaware	14	22
Prefer not to say	3	1
Total	1022	1265

Response type	% of Female Respondent	% of Male Respondent
Agree	61.15	61.34
Can't say	35.71	34.70
Disagree	0.10	0.47
Strongly agree	1.37	1.66
Unaware	1.37	1.74
Prefer not to say	0.29	0.08

The total number of respondents was **2287**, out of which **1022** were **female** and **1265** were **male**. To gain a clear understanding of the scenario, relevant data indicates **61.15%** of female respondents **agree** Adequate facilities are available inside the toilet keeping in mind the need of the girl students, whereas **0.10%** of female **disagreed**. **1.37%** were **unaware**, **1.37%** **strongly agreed**, **35.71%** **can't say** and **0.29%** **preferred not to say**.

61.34% of male respondents **agree** that Adequate facilities are available inside the toilet keeping in mind the need of the girl students, whereas **0.47%** of male **disagreed**. **1.74%** were **unaware**, **1.66%** **strongly agreed**, **34.70%** **can't say** and **0.08%** **preferred not say**.



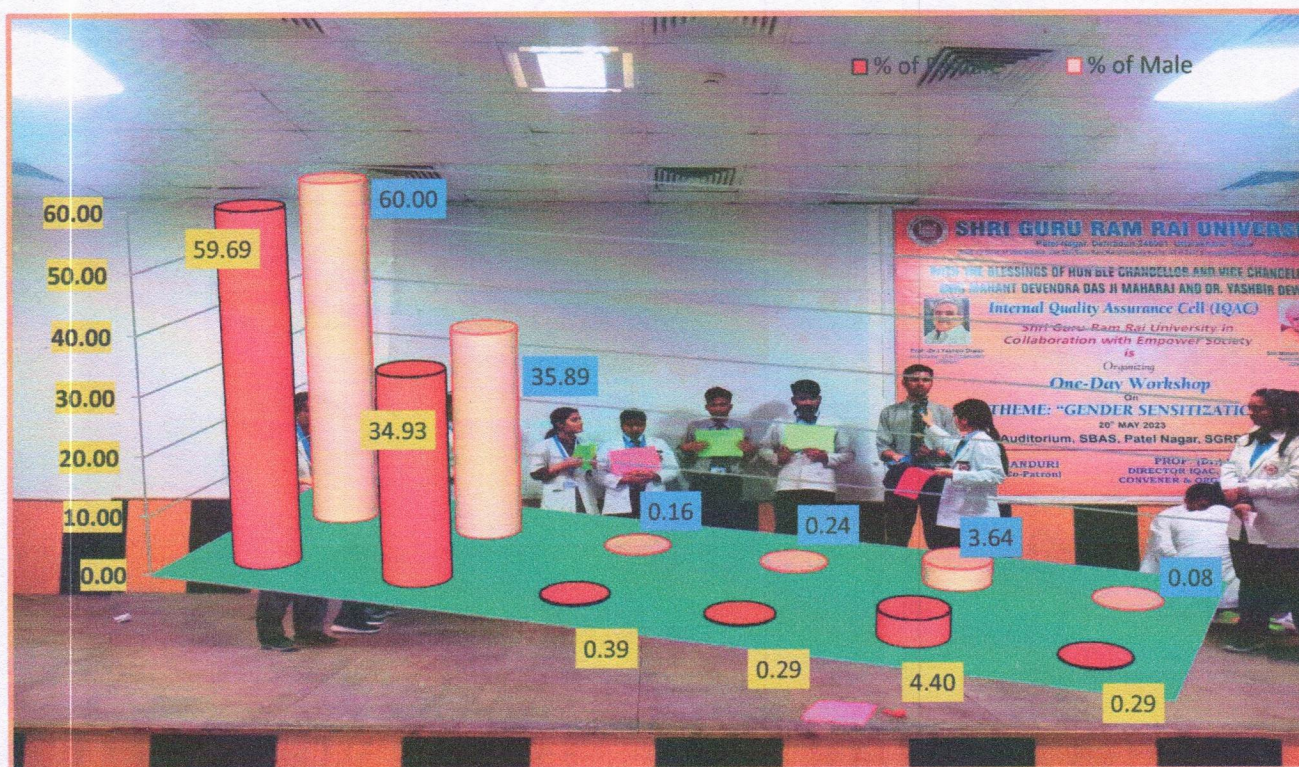
Note: The percentage of responses extracted was calculated by analyzing response types out of the total number of respective gender responses. For example, when the auditor says "61.15% agree that adequate facilities are available inside the toilet keeping in mind the need of the girl students, it means that out of the total 1022 females, 625 agree, which equates to 61.15%.

Q6] Adequate disposal bins are available in the toilet?

Response type	Female	Male	% of Female	% of Male
Agree	610	759	59.69	60.00
Can't say	357	454	34.93	35.89
Disagree	4	2	0.39	0.16
Strongly agree	3	3	0.29	0.24
Unaware	45	46	4.40	3.64
Prefer not to say	3	1	0.29	0.08
Total	1022	1265		

The total number of respondents was **2287**, out of which **1022** were **female** and **1265** were **male**. To gain a clear understanding of the scenario, relevant data indicates **59.69%** of female respondents **agree** that Adequate disposal bins are available in the toilet, whereas **0.39%** of female **disagreed**. **4.40%** were **unaware**, **0.29%** **strongly agreed**, **34.93%** **can't say** and **0.29%** **preferred not to say**.

60.00% of male respondents **agree** that Adequate disposal bins are available in the toilet, whereas **0.16%** of male **disagreed**. **3.64%** were **unaware**, **0.24%** **strongly agreed**, **35.89%** **can't say** and **0.08%** **preferred not say**.



Note: The percentage of responses extracted was calculated by analyzing response types out of the total number of respective gender responses. For example, when the auditor says "59.69% agree that Adequate disposal bins are available in the toilet, it means that out of the total 1022 females, 610 agree, which equates to 59.69%.

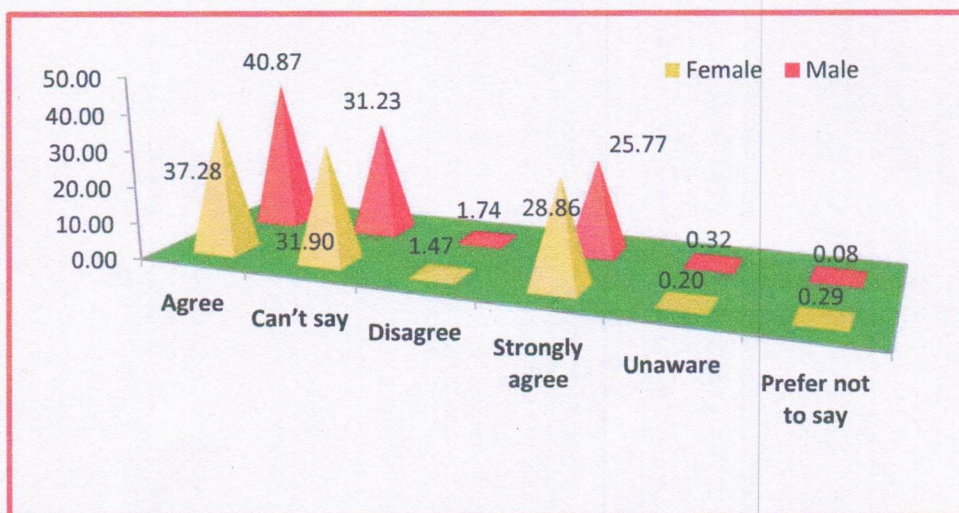
Q7] Adequate lightning is available inside the campus during night, including but not limited to, adequate light in corridor, classrooms, common areas, toilets etc.?

Response type	Female	Male
Agree	381	517
Can't say	326	395
Disagree	15	22
Strongly agree	295	326
Unaware	2	4
Prefer not to say	3	1
Total	1022	1265

Response type	Female	Male
Agree	37.28	40.87
Can't say	31.90	31.23
Disagree	1.47	1.74
Strongly agree	28.86	25.77
Unaware	0.20	0.32
Prefer not to say	0.29	0.08

The total number of respondents was **2287**, out of which **1022** were female and **1265** were male. To gain a clear understanding of the scenario, relevant data indicates **37.28%** of female respondents **agree** that Adequate lightning is available inside the campus during night, including but not limited to, adequate light in corridor, classrooms, common areas, toilets etc., whereas **1.47%** of female **disagreed**. **0.20%** were **unaware**, **28.86%** **strongly agreed**, **31.90%** **can't say** and **0.29%** **preferred not to say**.

40.87% of male respondents **agree** that Adequate lightning is available inside the campus during night, including but not limited to, adequate light in corridor, classrooms, common areas, toilets etc., whereas **1.74%** of male **disagreed**. **0.32%** were **unaware**, **25.77%** **strongly agreed**, **31.23%** **can't say** and **0.08%** **preferred not say**.



Note: The percentage of responses extracted was calculated by analyzing response types out of the total number of respective gender responses. For example, when the auditor says "37.28% agree that Adequate lightning is available inside the campus during night, including but not limited to, adequate light in corridor, classrooms, common areas, toilets etc., it means that out of the total 1022 females, 381 agree, which equates to 37.28%.

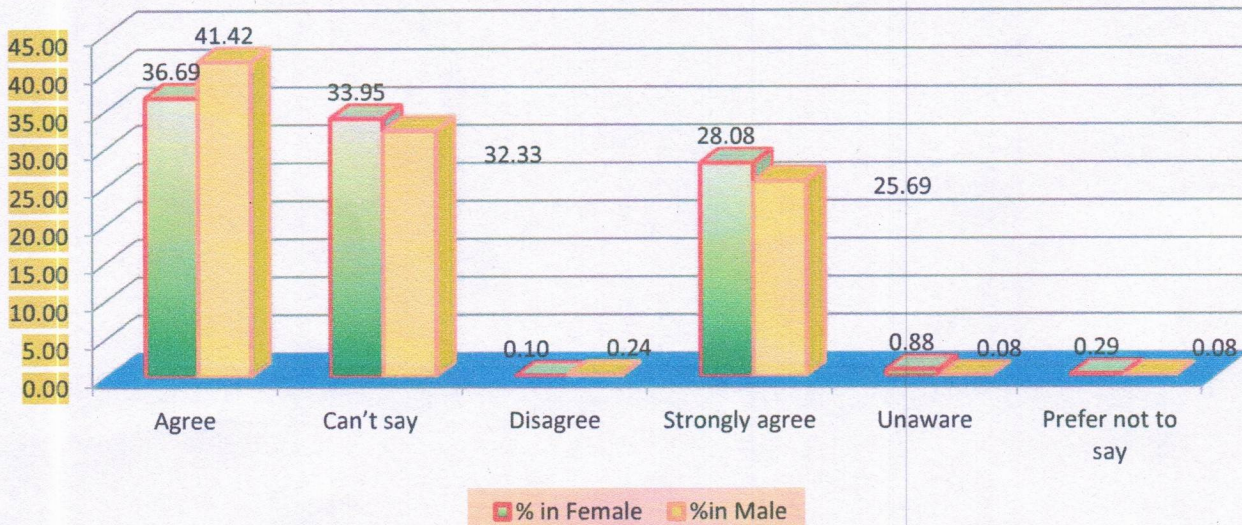
Q8] Adequate security arrangements have been made in the campus and common areas during day and night?

Response type	Female	Male
Agree	375	524
Can't say	347	409
Disagree	1	3
Strongly agree	287	325
Unaware	9	3
Prefer not to say	3	1
Total	1022	1265

Response type	% in Female	%in Male
Agree	36.69	41.42
Can't say	33.95	32.33
Disagree	0.10	0.24
Strongly agree	28.08	25.69
Unaware	0.88	0.08
Prefer not to say	0.29	0.08

The total number of respondents was **2287**, out of which **1022** were female and **1265** were male. To gain a clear understanding of the scenario, relevant data indicates **36.69%** of female respondents **agree** Adequate security arrangements have been made in the campus and common areas during day and night, whereas **0.10%** of female **disagreed**. **0.88%** were **unaware**, **28.08%** **strongly agreed**, **33.95%** **can't say** and **0.29%** **preferred not to say**.

41.42% of male respondents **agree** that Adequate security arrangements have been made in the campus and common areas during day and night, whereas **0.24%** of male **disagreed**. **0.08%** were **unaware**, **25.69%** **strongly agreed**, **32.33%** **can't say** and **0.08%** **preferred not say**.



Note: The percentage of responses extracted was calculated by analyzing response types out of the total number of respective gender responses. For example, when the auditor says "36.69 % agree that Adequate security arrangements have been made in the campus and common areas during day and night, it means that out of the total 1022 females, 375 agree, which equates to 36.69%.

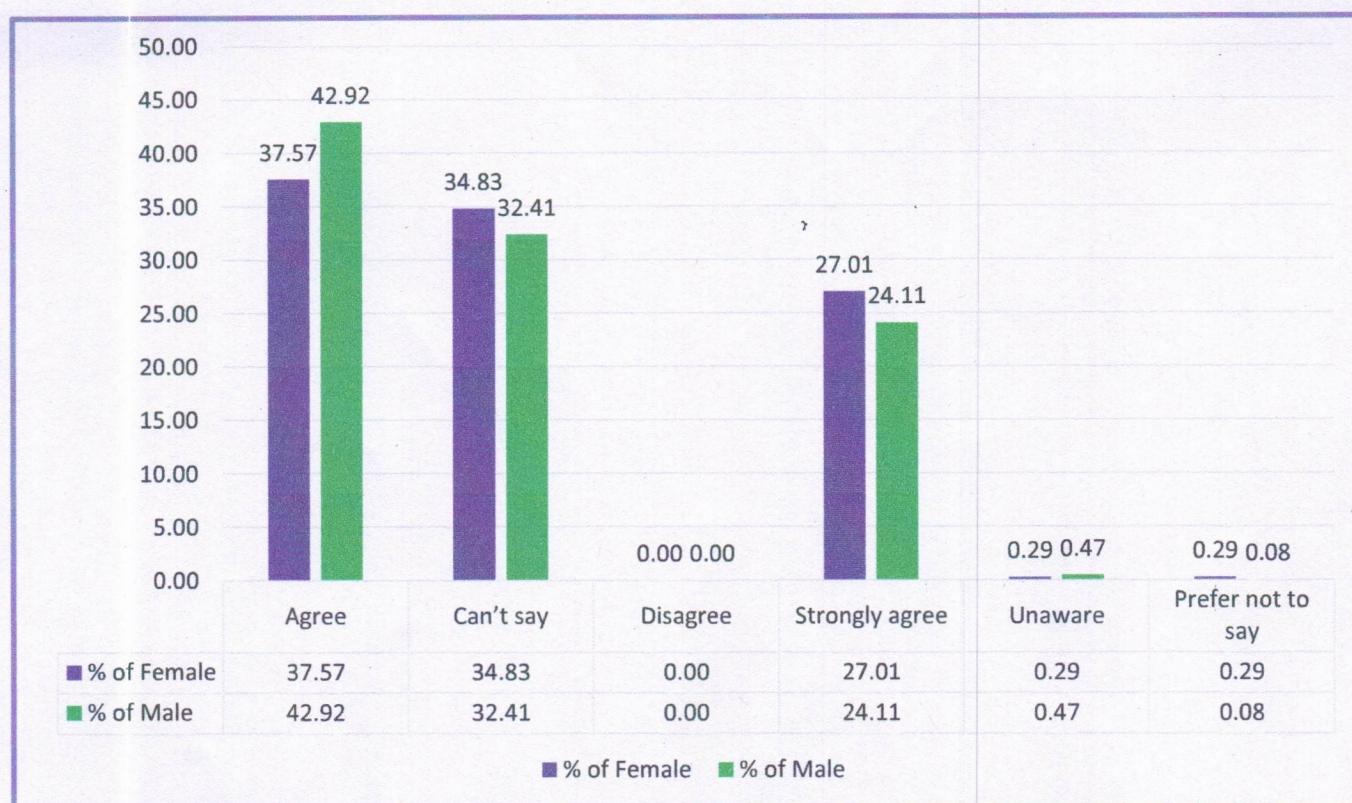
Q9] Female staff available for maintenance of ladies 'toilets?

Response type	Female	Male
Agree	384	543
Can't say	356	410
Disagree	0	0
Strongly agree	276	305
Unaware	3	6
Prefer not to say	3	1
Total	1022	1265

Response type	% of Female	% of Male
Agree	37.57	42.92
Can't say	34.83	32.41
Disagree	0.00	0.00
Strongly agree	27.01	24.11
Unaware	0.29	0.47
Prefer not to say	0.29	0.08

The total number of respondents was **2287**, out of which **1022** were female and **1265** were male. To gain a clear understanding of the scenario, relevant data indicates **37.57%** of female respondents **agree** of Female staff available for maintenance of ladies' toilets, whereas **0.00%** of female **disagreed**. **0.29%** were **unaware**, **27.01%** **strongly agreed**, **34.83%** **can't say** and **0.29%** **preferred not to say**.

42.92% of male respondents **agree** that Female staff available for maintenance of ladies' toilets, whereas **0.00%** of male **disagreed**. **0.47%** were **unaware**, **24.11%** **strongly agreed**, **32.41%** **can't say** and **0.08%** **preferred not to say**.



Note: The percentage of responses extracted was calculated by analyzing response types out of the total number of respective gender responses. For example, when the auditor says "37.57 % agree that Female staff available for maintenance of ladies' toilets, it means that out of the total 1022 females, 384 agree, which equates to 37.57%.

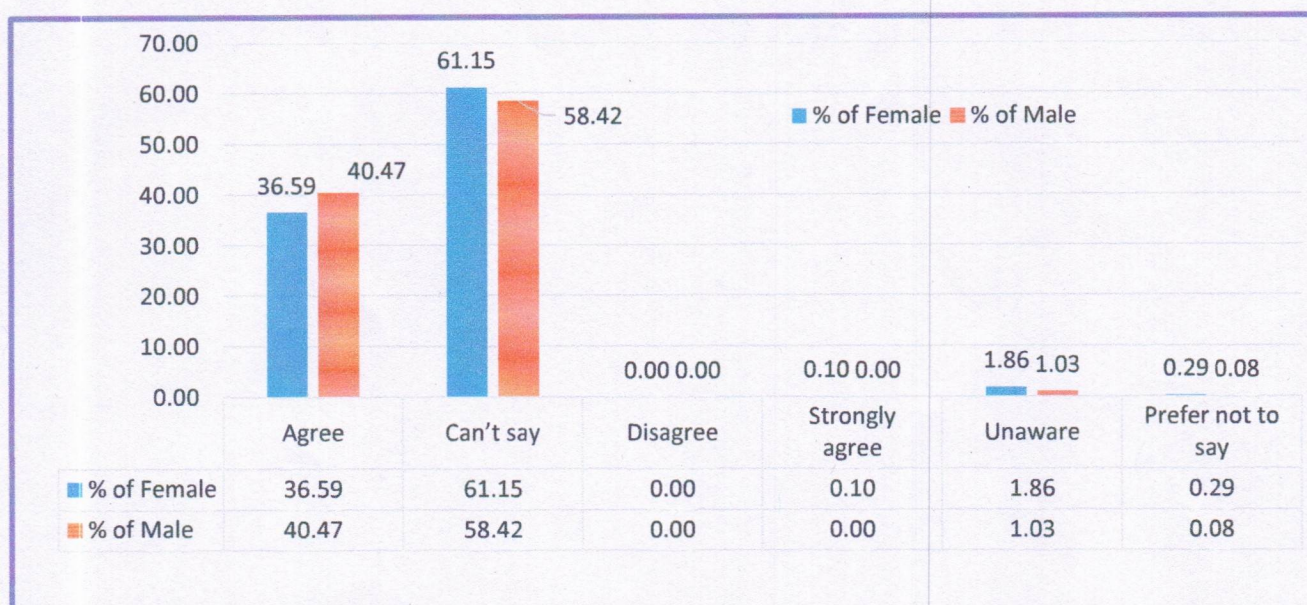
Q10] A women development cell (WDC) is set up in the college and students are aware about the same?

Response type	Female	Male
Agree	374	512
Can't say	625	739
Disagree	0	0
Strongly agree	1	0
Unaware	19	13
Prefer not to say	3	1
Total	1022	1265

Response type	% of Female	% of Male
Agree	36.59	40.47
Can't say	61.15	58.42
Disagree	0.00	0.00
Strongly agree	0.10	0.00
Unaware	1.86	1.03
Prefer not to say	0.29	0.08

The total number of respondents was **2287**, out of which **1022** were female and **1265** were male. To gain a clear understanding of the scenario, relevant data indicates **36.59%** of female respondents **agree** that a Women Development Cell (WDC) is set up in the college and students are aware about the same, whereas **0.00%** of female **disagreed**. **1.86%** were **unaware**, **0.10%** **strongly agreed**, **61.15%** **can't say** and **0.29%** **preferred not to say**.

40.47% of male respondents **agree** that a women development cell (WDC) is set up in the college and students are aware about the same, whereas **0.00%** of male **disagreed**. **1.03%** were **unaware**, **0.00%** **strongly agreed**, **58.42%** **can't say** and **0.08%** **preferred not to say**.



Note: The percentage of responses extracted was calculated by analyzing response types out of the total number of respective gender responses. For example, when the auditor says "36.59% agree that a women development cell (WDC) is set up in the college and students are aware about the same, it means that out of the total 1022 females, 374 agree, which equates to 36.59%.

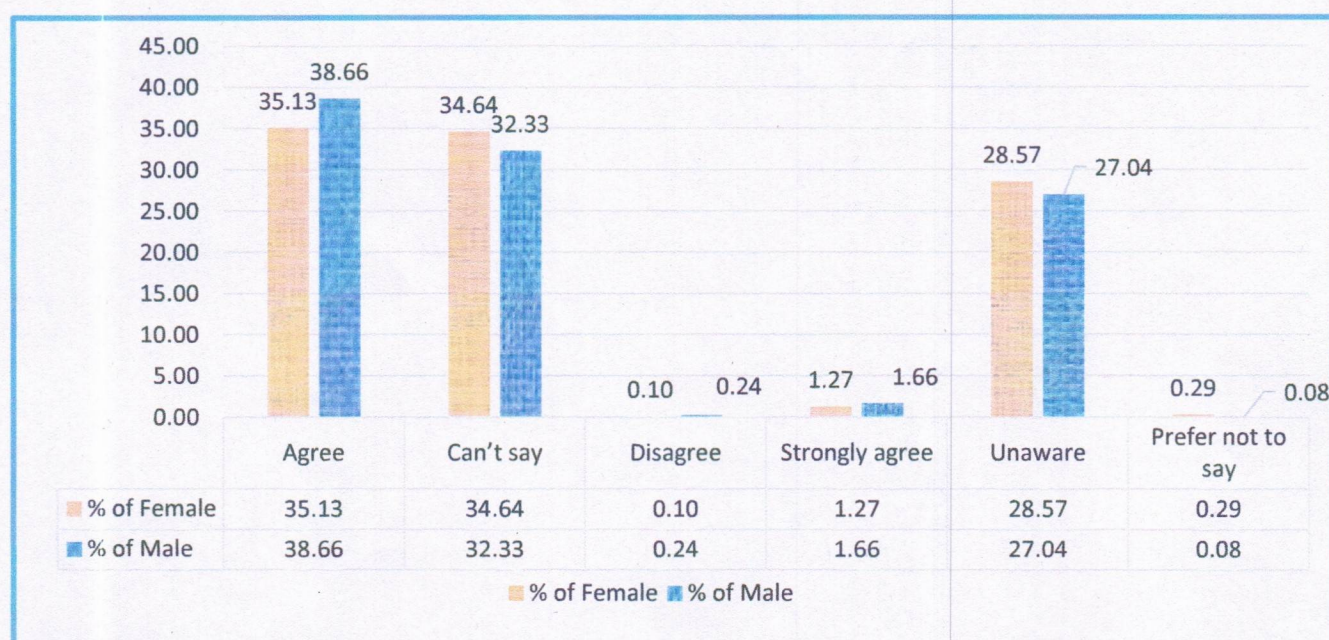
Q11] The WDC and ICC conducts gender sensitization events?

Response type	Female	Male
Agree	359	489
Can't say	354	409
Disagree	1	3
Strongly agree	13	21
Unaware	292	342
Prefer not to say	3	1
Total	1022	1265

Response type	% of Female	% of Male
Agree	35.13	38.66
Can't say	34.64	32.33
Disagree	0.10	0.24
Strongly agree	1.27	1.66
Unaware	28.57	27.04
Prefer not to say	0.29	0.08

The total number of respondents was **2287**, out of which **1022** were female and **1265** were male. To gain a clear understanding of the scenario, relevant data indicates **35.13%** of female respondents **agree** that the WDC and ICC conducts gender sensitization events, whereas **0.10%** of female **disagreed**. **28.57%** were **unaware**, **1.27** strongly agreed, **34.64%** can't say and **0.29%** preferred not to say.

38.66% of male respondents **agree** that the WDC and ICC conducts gender sensitization events, whereas **0.24%** of male **disagreed**. **27.04%** were **unaware**, **1.66%** strongly agreed, **32.33%** can't say and **0.08%** preferred not say.



*Note: The percentage of responses extracted was calculated by analyzing response types out of the total number of respective gender responses. For example, when the auditor says "**35.13% agree**" that the WDC and ICC conducts gender sensitization events, it means that out of the total **1022 females**, **359 agree**, which equates to **35.13%**.*

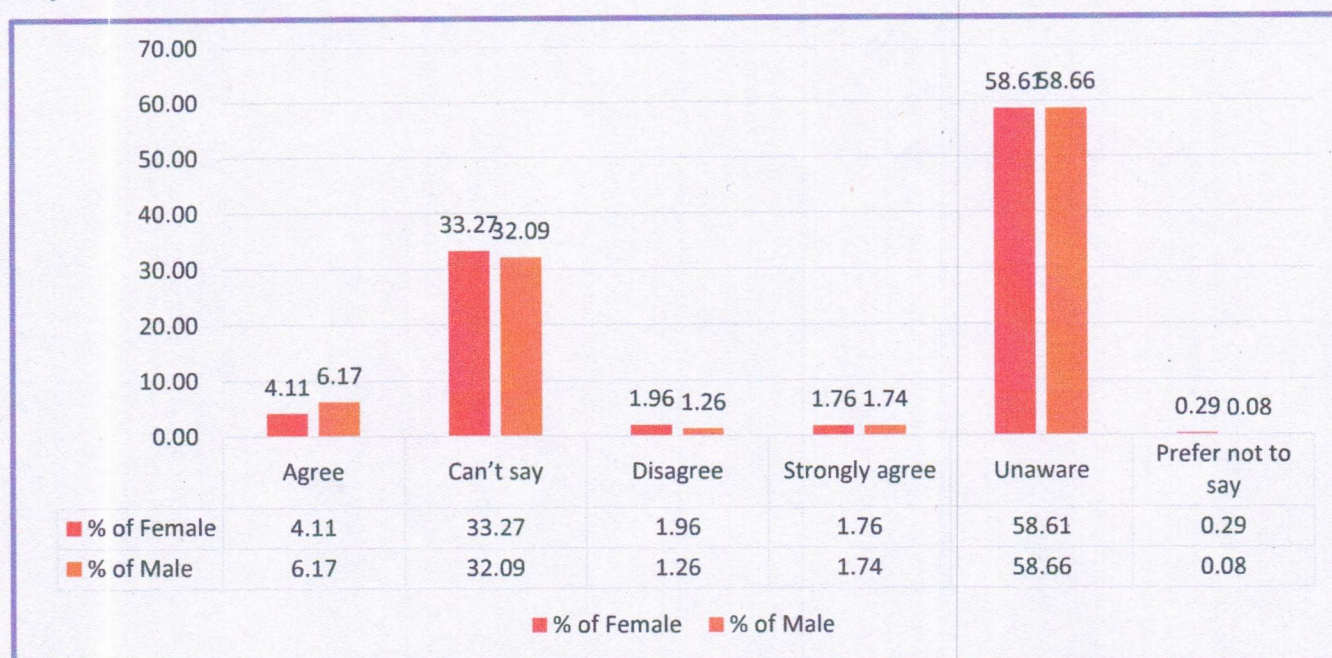
Q12] Are you aware about ICC that deals with sexual harassment issues in your college?

Response type	Female	Male
Agree	42	78
Can't say	340	406
Disagree	20	16
Strongly agree	18	22
Unaware	599	742
Prefer not to say	3	1
Total	1022	1265

Response type	% of Female	% of Male
Agree	4.11	6.17
Can't say	33.27	32.09
Disagree	1.96	1.26
Strongly agree	1.76	1.74
Unaware	58.61	58.66
Prefer not to say	0.29	0.08

The total number of respondents was **2287**, out of which **1022** were female and **1265** were male. To gain a clear understanding of the scenario, relevant data indicates **4.11%** of female respondents **agree** that they were aware about ICC that deals with sexual harassment issues in their college, whereas **1.96%** of female **disagreed**. **58.61%** were **unaware**, **1.76%** **strongly agreed**, **33.27%** **can't say** and **0.29%** **preferred not to say**.

6.17% of male respondents **agree** that they are aware about ICC that deals with sexual harassment issues in their college, whereas **1.26%** of male **disagreed**. **58.66%** were **unaware**, **1.74%** **strongly agreed**, **32.09%** **can't say** and **0.08%** **preferred not say**.



*Note: The percentage of responses extracted was calculated by analyzing response types out of the total number of respective gender responses. For example, when the auditor says "**4.113% agree**" they were aware about ICC that deals with sexual harassment issues in your college, it means that out of the total **1022 females**, **42 agree**, which equates to **4.11%**.*

Q13] Can you reach out to the ICC that deals with sexual harassment related grievances?

Response type	Female	Male	Total
Agree	38	42	80
Can't say	363	422	785
Disagree	1	4	5
Strongly agree	13	23	36
Unaware	604	773	1377
Prefer not to say	3	1	4
Total	1022	1265	2287

Response type	% of Female	% of Male
Agree	3.72	3.32
Can't say	35.52	33.36
Disagree	0.10	0.32
Strongly agree	1.27	1.82
Unaware	59.10	61.11
Prefer not to say	0.29	0.08

The total number of respondents was **2287**, out of which **1022** were female and **1265** were male. To gain a clear understanding of the scenario, relevant data indicates **3.72%** of female respondents **agree** that they can reach out to the ICC that deals with sexual harassment related grievances, whereas **0.10%** of female **disagreed**. **59.10%** were **unaware**, **1.27%** **strongly agreed**, **35.52%** **can't say** and **0.29%** **preferred not to say**.

3.32% of male respondents **agree** that they can reach out to the ICC that deals with sexual harassment related grievances, whereas **0.32%** of male **disagreed**. **61.11%** were **unaware**, **1.82%** **strongly agreed**, **33.36%** **can't say** and **0.08%** **preferred not to say**.



Note: The percentage of responses extracted was calculated by analyzing response types out of the total number of respective gender responses. For example, when the auditor says "3.72% agree they can reach out to the ICC that deals with sexual harassment related grievances, it means that out of the total 1022 females, 38 agree, which equates to 3.72%.

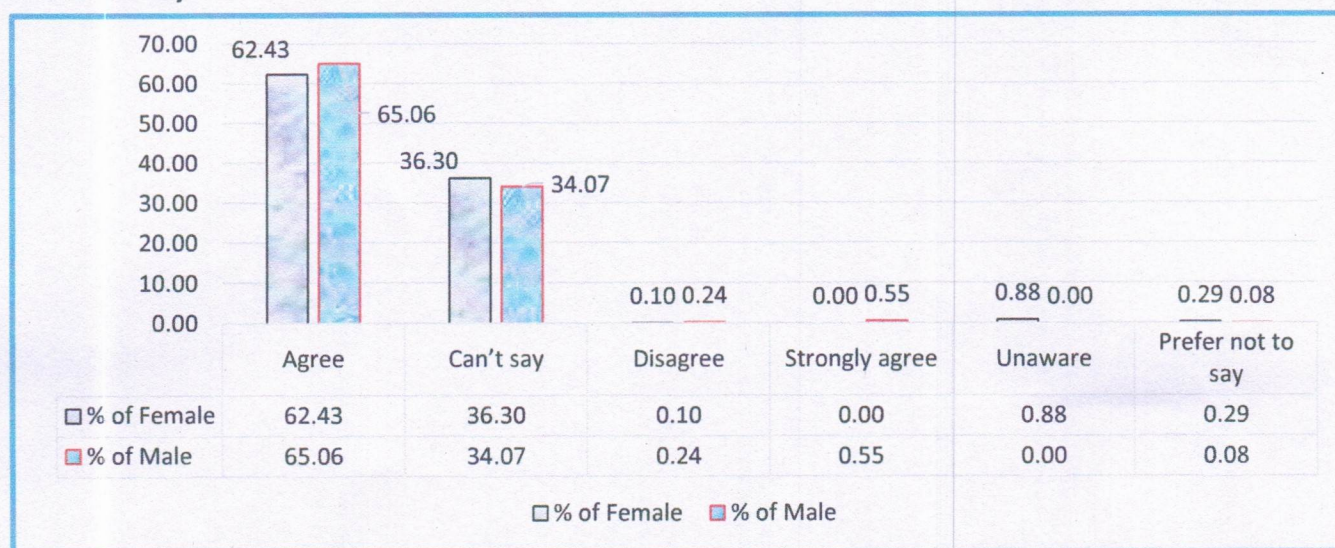
Q14] Are you aware of College Grievance and Redressal Cell in your College?

Response type	Female	Male	Total
Agree	638	823	1461
Can't say	371	431	802
Disagree	1	3	4
Strongly agree	0	7	7
Unaware	9	0	9
Prefer not to say	3	1	4
Total	1022	1265	2287

Response type	% of Female	% of Male
Agree	62.43	65.06
Can't say	36.30	34.07
Disagree	0.10	0.24
Strongly agree	0.00	0.55
Unaware	0.88	0.00
Prefer not to say	0.29	0.08

The total number of respondents was **2287**, out of which **1022** were female and **1265** were male. To gain a clear understanding of the scenario, relevant data indicates **62.43%** of female respondents **agree** that they were aware of College Grievance and Redressal Cell in their College, whereas **0.10%** of female **disagreed**. **0.88%** were **unaware**, **0.00%** **strongly agreed**, **36.30%** **can't say** and **0.29%** **preferred not to say**.

65.06% of male respondents **agree** that they were aware of College Grievance and Redressal Cell in their College, whereas **0.24%** of male **disagreed**, **0.00%** were **unaware**, **0.55%** **strongly agreed**, **34.07%** **can't say** and **0.08%** **preferred not to say**.



Note: The percentage of responses extracted was calculated by analyzing response types out of the total number of respective gender responses. For example, when the auditor says "62.43% agree they were aware of College Grievance and Redressal Cell in their College, it means that out of the total 1022 females, 638 agree, which equates to 62.43%.

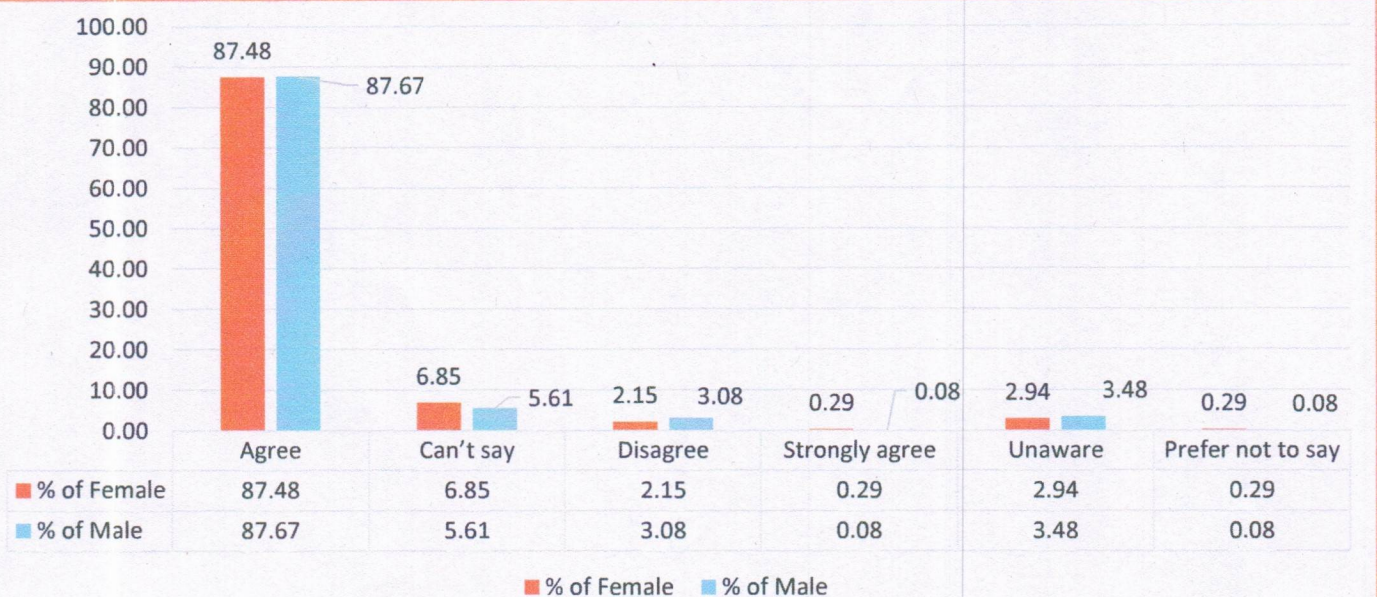
Q15) The Classroom offers equal opportunities to all genders?

Response type	Female	Male	Total
Agree	894	1109	2003
Can't say	70	71	141
Disagree	22	39	61
Strongly agree	3	1	4
Unaware	30	44	74
Prefer not to say	3	1	4
Total	1022	1265	2287

Response type	% of Female	% of Male
Agree	87.48	87.67
Can't say	6.85	5.61
Disagree	2.15	3.08
Strongly agree	0.29	0.08
Unaware	2.94	3.48
Prefer not to say	0.29	0.08

The total number of respondents was **2287**, out of which **1022** were female and **1265** were male. To gain a clear understanding of the scenario, relevant data indicates **87.48%** of female respondents **agree** that they were aware that the classroom offers equal opportunities to all genders, whereas **2.15%** of female **disagreed**. **2.94%** were **unaware**, **0.29%** strongly agreed, **6.85%** can't say and **0.29%** preferred not to say.

87.67% of male respondents **agree** that they were that the classroom offers equal opportunities to all genders, whereas **3.08%** of male **disagreed**. **3.48%** were **unaware**, **0.08%** strongly agreed, **5.61%** can't say and **0.08%** preferred not say.



Note: The percentage of responses extracted was calculated by analyzing response types out of the total number of respective gender responses. For example, when the auditor says "87.67% agree they were aware that the classroom offers equal opportunities to all genders, it means that out of the total 1022 females, 894 agree, which equates to 87.48%.

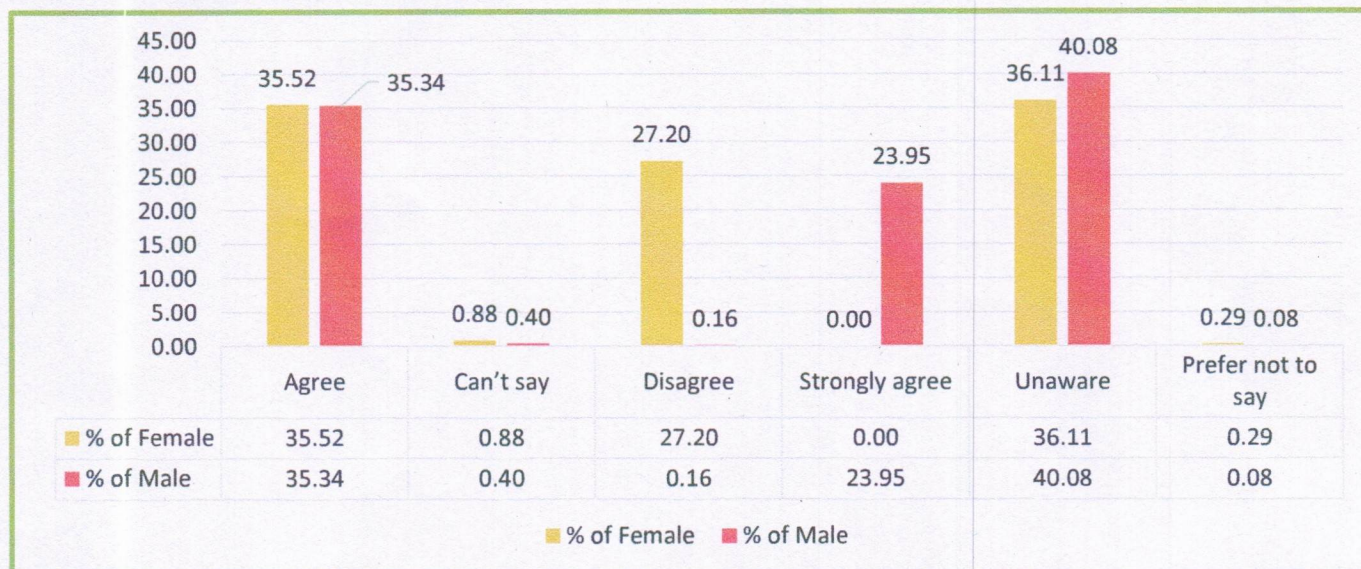
Q16) The Classroom offers equal opportunities to all genders on sports?

Response type	Female	Male	Total
Agree	363	447	810
Can't say	9	5	14
Disagree	278	2	280
Strongly agree	0	303	303
Unaware	369	507	876
Prefer not to say	3	1	4
Total	1022	1265	2287

Response type	% of Female	% of Male
Agree	35.52	35.34
Can't say	0.88	0.40
Disagree	27.20	0.16
Strongly agree	0.00	23.95
Unaware	36.11	40.08
Prefer not to say	0.29	0.08

The total number of respondents was **2287**, out of which **1022** were female and **1265** were male. To gain a clear understanding of the scenario, relevant data indicates **35.52%** of female respondents **agree** that they were aware that the classroom offers equal opportunities to all genders on sports, whereas **27.20%** of female **disagreed**. **36.11%** were **unaware**, **0.00 %** **strongly agreed**, **0.88%** **can't say** and **0.29%** **preferred not to say**.

35.34% of male respondents **agree** that they were aware that the classroom offers equal opportunities to all genders on sports, whereas **0.16%** of male **disagreed**. **40.08%** were **unaware**, **23.95 %** **strongly agreed**, **0.40%** **can't say** and **0.08%** **preferred not to say**.



Note: The percentage of responses extracted was calculated by analyzing response types out of the total number of respective gender responses. For example, when the auditor says "35.52% agree they were aware that the classroom offers equal opportunities to all genders on sports, it means that out of the total 1022 females, 362 agree, which equates to 35.52%.

Q17 The college has cultural committees?

Response type	Female	Male	Total
Agree	6	11	17
Can't say	370	447	817
Disagree	277	0	277
Strongly agree	0	303	303
Unaware	366	503	869
Prefer not to say	3	1	4
Total	1022	1265	2287

Response type	% of Female	% of Male
Agree	0.59	0.87
Can't say	36.20	35.34
Disagree	27.10	0.00
Strongly agree	0.00	23.95
Unaware	35.81	39.76
Prefer not to say	0.29	0.08

The total number of respondents was **2287**, out of which **1022** were female and **1265** were male. To gain a clear understanding of the scenario, relevant data indicates **0.59%** of female respondents **agree** that they were aware that the college has cultural committees, whereas **27.10%** of female **disagreed**. **35.81%** were **unaware**, **0.00%** **strongly agreed**, **36.20%** **can't say** and **0.29%** **preferred not to say**.

0.87% of male respondents **agree** that they were aware that they were aware that the college has cultural committees, whereas **0.00%** of male **disagreed**. **39.76%** were **unaware**, **23.95%** **strongly agreed**, **35.34%** **can't say** and **0.08%** **preferred not say**.



Note: The percentage of responses extracted was calculated by analyzing response types out of the total number of respective gender responses. For example, when the auditor says 0.59% agree they were aware that the college has cultural committees, it means that out of the total 1022 females, 6 agree, which equates to 0.59%.

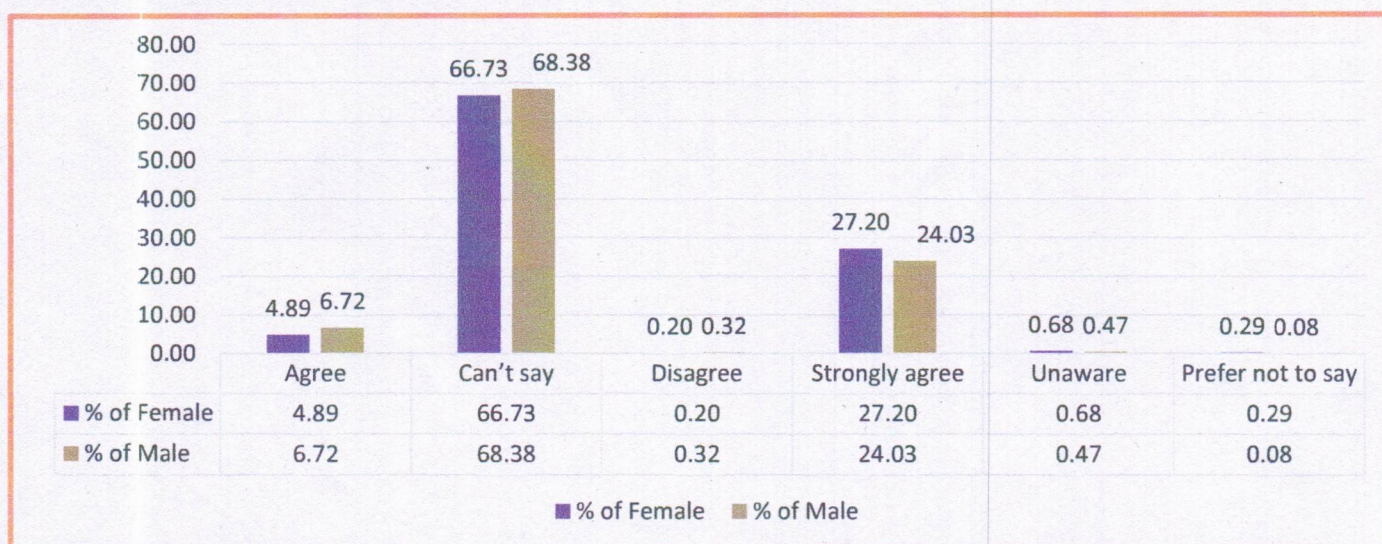
Q18 The is equal opportunity to all genders to work with various clubs & forums?

Response type	Female	Male	Total
Agree	50	85	135
Can't say	682	865	1547
Disagree	2	4	6
Strongly agree	278	304	582
Unaware	7	6	13
Prefer not to say	3	1	4
Total	1022	1265	2287

Response type	% of Female	% of Male
Agree	4.89	6.72
Can't say	66.73	68.38
Disagree	0.20	0.32
Strongly agree	27.20	24.03
Unaware	0.68	0.47
Prefer not to say	0.29	0.08

The total number of respondents was **2287**, out of which **1022** were female and **1265** were male. To gain a clear understanding of the scenario, relevant data indicates **4.89%** of female respondents **agree** that they were aware that the is equal opportunity to all genders to work with various clubs & forums, whereas **0.20%** of female **disagreed**. **0.68%** were **unaware**, **27.20%** **strongly agreed**, **66.73%** **can't say** and **0.29%** **preferred not to say**.

6.72% of male respondents **agree** that they were aware that the is equal opportunity to all genders to work with various clubs & forums, whereas **0.32%** of male **disagreed**. **0.47%** were **unaware**, **24.03%** **strongly agreed**, **68.38%** **can't say** and **0.08%** **preferred not say**.



Note: The percentage of responses extracted was calculated by analyzing response types out of the total number of respective gender responses. For example, when the auditor says 4.89% agree they were aware that that they were aware equal opportunity to all genders to work with various clubs & forums, it means that out of the total 1022 females, 50 agree, which equates to 4.89%.

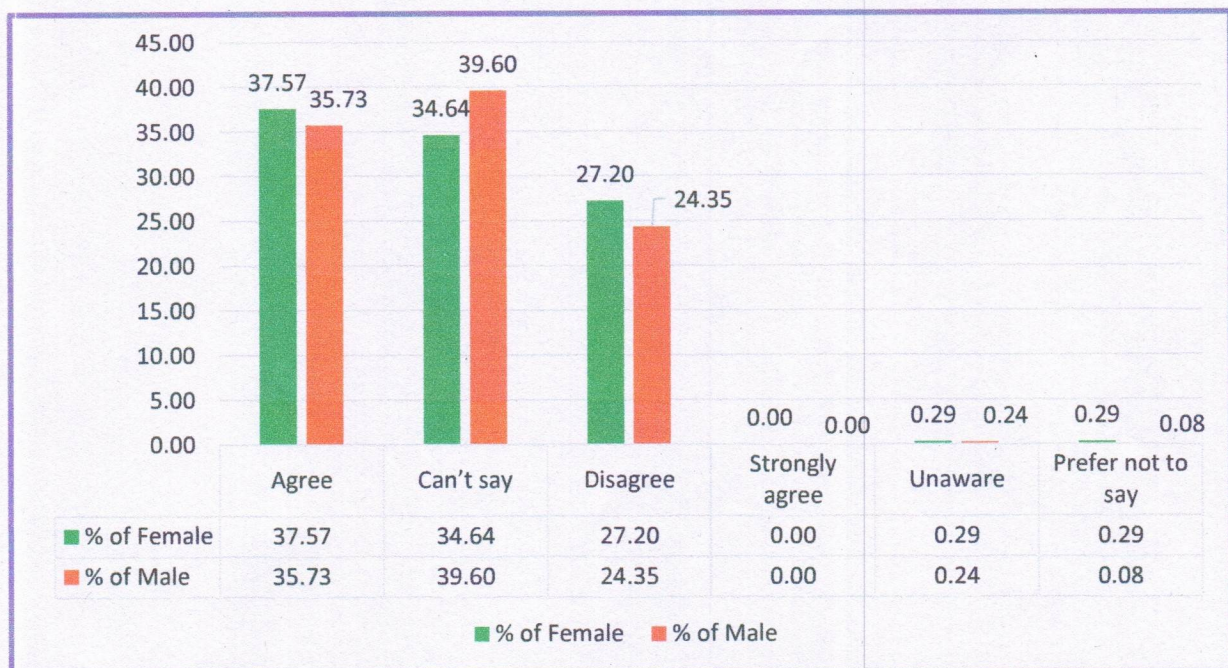
Q19 There is equal opportunity to all genders for free and fair expression of ideas?

Response type	Female	Male	Total
Agree	384	452	836
Can't say	354	501	855
Disagree	278	308	586
Strongly agree	0	0	0
Unaware	3	3	6
Prefer not to say	3	1	4
Total	1022	1265	2287

Response type	% of Female	% of Male
Agree	37.57	35.73
Can't say	34.64	39.60
Disagree	27.20	24.35
Strongly agree	0.00	0.00
Unaware	0.29	0.24
Prefer not to say	0.29	0.08

The total number of respondents was **2287**, out of which **1022** were female and **1265** were male. To gain a clear understanding of the scenario, relevant data indicates **37.57%** of female respondents **agree** that There is equal opportunity to all genders for free and fair expression of ideas, whereas **27.20%** of female **disagreed**. **0.29%** were **unaware**, **0.00%** **strongly agreed**, **34.64%** **can't say** and **0.29%** **preferred not to say**.

35.73% of male respondents **agree** that they were aware that, there is equal opportunity to all genders for free and fair expression of ideas, whereas **24.35%** of male **disagreed**. **0.24%** were **unaware**, **0.00%** **strongly agreed**, **39.60%** **can't say** and **0.08%** **preferred not say**.



Note: The percentage of responses extracted was calculated by analyzing response types out of the total number of respective gender responses. For example, when the auditor says 37.57 % agree they were aware that There is equal opportunity to all genders for free and fair expression of ideas, it means that out of the total 1022 females, 384 agree, which equates to 37.57%.

Q20) Representation of women in academic / Administrative and policy making bodies?

Response type	Female	Male
Agree	342	410
Can't say	643	803
Disagree	13	2
Strongly agree	0	20
Unaware	21	29
Prefer not to say	3	1
Total	1022	1265

Response type	% of Female	% of Male
Agree	33.46	32.41
Can't say	62.92	63.48
Disagree	1.27	0.16
Strongly agree	0.00	1.58
Unaware	2.05	2.29
Prefer not to say	0.29	0.08

The total number of respondents was **2287**, out of which **1022** were female and **1265** were male. To gain a clear understanding of the scenario, relevant data indicates **33.46%** of female respondents **agree** that there is Representation of women in academic / Administrative and policy making bodies, whereas **1.27%** of female **disagreed**. **2.05%** were **unaware**, **0.00%** **strongly agreed**, **62.92%** **can't say** and **0.29%** **preferred not to say**.

32.41% of male respondents **agree** that they were aware that there is representation of women in academic / Administrative and policy making bodies, whereas **0.16%** of male **disagreed**. **2.29%** were **unaware**, **1.58%** **strongly agreed**, **63.48%** **can't say** and **0.08%** **preferred not say**.



Note: The percentage of responses extracted was calculated by analyzing response types out of the total number of respective gender responses. For example, when the auditor says 33.46 % agree they were aware Representation of women in academic / Administrative and policy making bodies, it means that out of the total 1022 females, 342 agree, which equates to 33.46%.

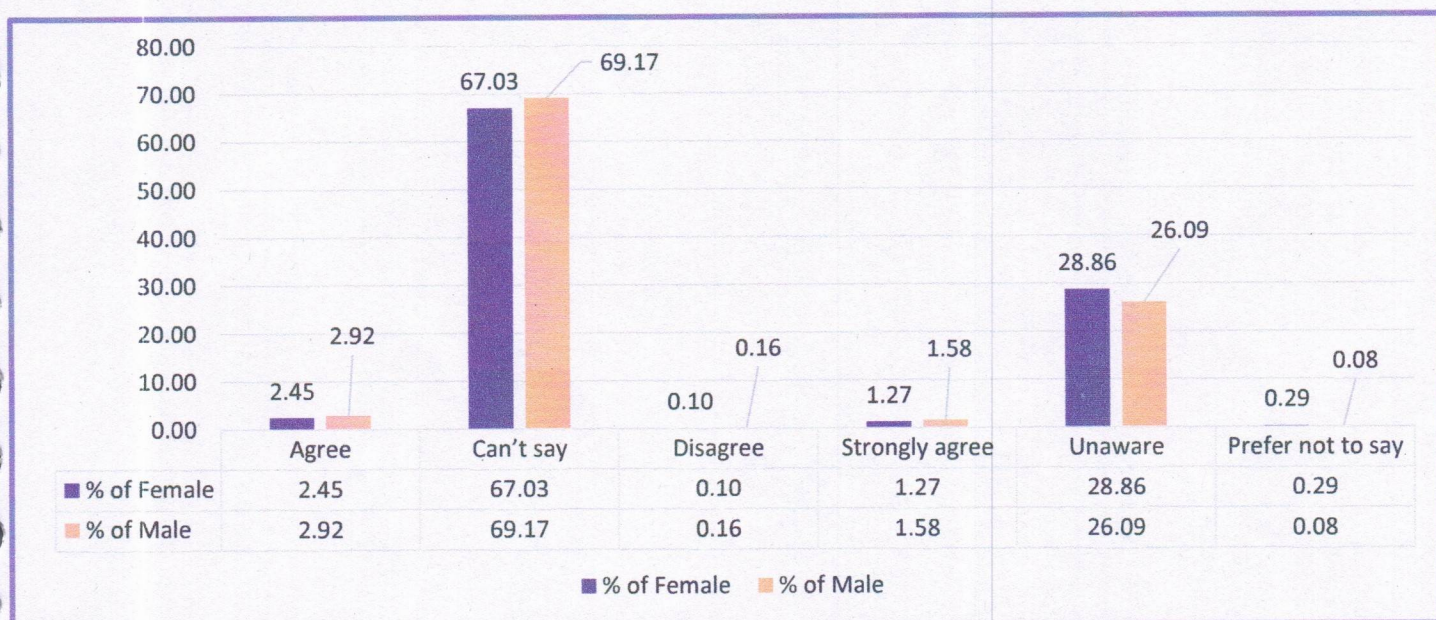
Q21) Ramps etc. available for differently abled students or person?

Response type	Female	Male
Agree	25	37
Can't say	685	875
Disagree	1	2
Strongly agree	13	20
Unaware	295	330
Prefer not to say	3	1
Total	1022	1265

Response type	% of Female	% of Male
Agree	2.45	2.92
Can't say	67.03	69.17
Disagree	0.10	0.16
Strongly agree	1.27	1.58
Unaware	28.86	26.09
Prefer not to say	0.29	0.08

The total number of respondents was **2287**, out of which **1022** were female and **1265** were male. To gain a clear understanding of the scenario, relevant data indicates **2.45%** of female respondents **agree** that Ramps etc. available for differently abled students or person, whereas **0.10%** of female **disagreed**. **28.86%** were **unaware**, **1.27%** **strongly agreed**, **67.03%** **can't say** and **0.29%** **preferred not to say**.

2.92% of male respondents **agree** that they were aware Ramps etc. available for differently abled students or person, whereas **0.16%** of male **disagreed**. **26.09%** were **unaware**, **1.58%** **strongly agreed**, **69.17%** **can't say** and **0.08%** **preferred not say**.



Note: The percentage of responses extracted was calculated by analyzing response types out of the total number of respective gender responses. For example, when the auditor says 2.92 % Ramps etc. available for differently abled students or person, it means that out of the total 1022 females, 25 agree, which equates to 2.45%.

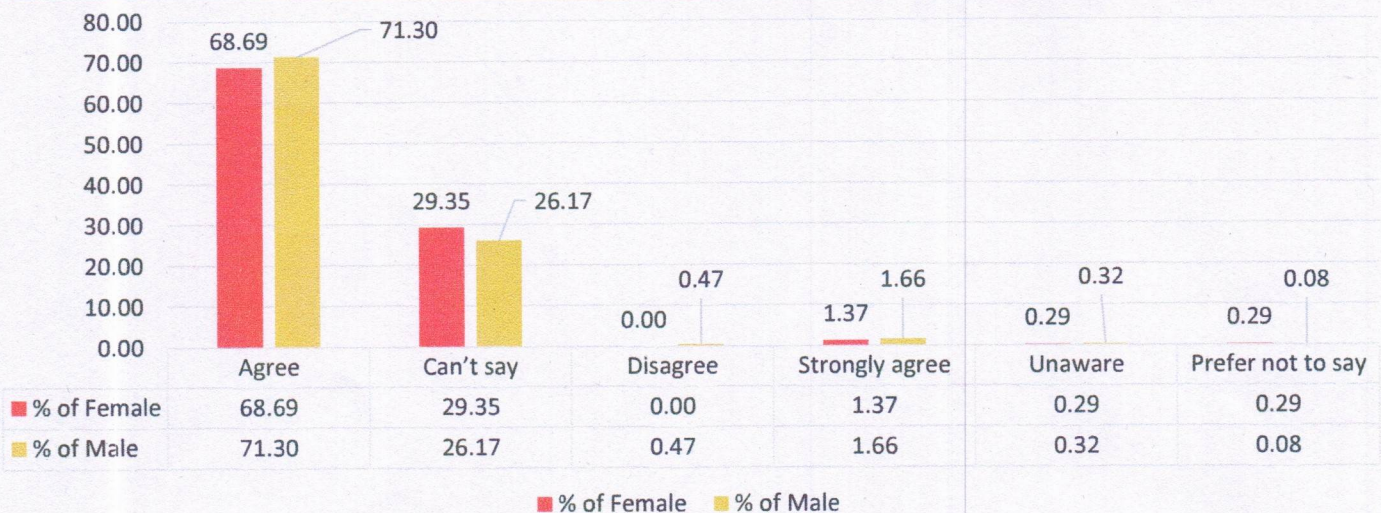
Q22) Separate toilets for differently abled students or person?

Response type	Female	Male	Total
Agree	702	902	1604
Can't say	300	331	631
Disagree	0	6	6
Strongly agree	14	21	35
Unaware	3	4	7
Prefer not to say	3	1	4
Total	1022	1265	2287

Response type	% of Female	% of Male
Agree	68.69	71.30
Can't say	29.35	26.17
Disagree	0.00	0.47
Strongly agree	1.37	1.66
Unaware	0.29	0.32
Prefer not to say	0.29	0.08

The total number of respondents was **2287**, out of which **1022** were female and **1265** were male. To gain a clear understanding of the scenario, relevant data indicates **68.69%** of female respondents **agree** Separate toilets for differently abled students or person, whereas **0.00%** of female **disagreed**. **0.29%** were **unaware**, **1.37%** **strongly agreed**, **29.35%** **can't say** and **0.08%** **preferred not to say**.

71.30% of male respondents **agree** that Separate toilets for differently abled students or person, whereas **0.47%** of male **disagreed**. **0.32%** were **unaware**, **1.66%** **strongly agreed**, **26.17%** **can't say** and **0.08%** **preferred not say**.



Note: The percentage of responses extracted was calculated by analyzing response types out of the total number of respective gender responses. For example, when the auditor says 68.69 % Separate toilets for differently abled students or person, it means that out of the total 1022 females, 702 agree, which equates to 68.69%.

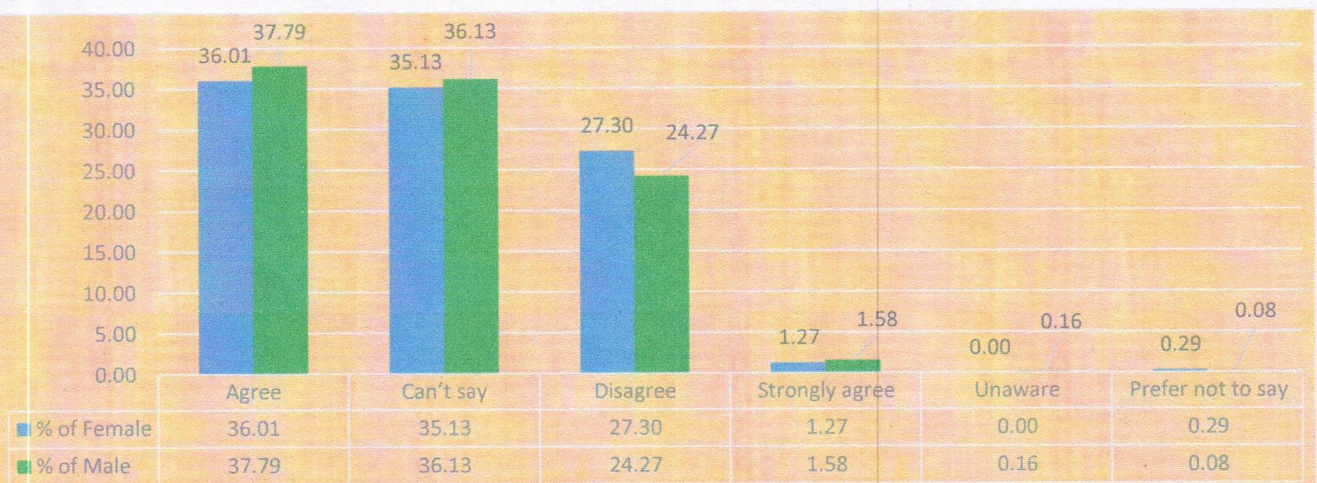
Q23) Is ICC in place and functional?

Response type	Female	Male	Total
Agree	368	478	846
Can't say	359	457	816
Disagree	279	307	586
Strongly agree	13	20	33
Unaware	0	2	2
Prefer not to say	3	1	4
Total	1022	1265	2287

Response type	% of Female	% of Male
Agree	36.01	37.79
Can't say	35.13	36.13
Disagree	27.30	24.27
Strongly agree	1.27	1.58
Unaware	0.00	0.16
Prefer not to say	0.29	0.08

The total number of respondents was **2287**, out of which **1022** were female and **1265** were male. To gain a clear understanding of the scenario, relevant data indicates **36.01%** of female respondents **agree** that ICC in place and functional, whereas **27.30%** of female **disagreed**. **0.00%** were **unaware**, **1.27%** **strongly agreed**, **35.13%** **can't say** and **0.29%** **preferred not to say**.

37.79% of male respondents **agree** that ICC in place and functional, whereas **24.27%** of male **disagreed**. **0.16%** were **unaware**, **1.58%** **strongly agreed**, **36.13%** **can't say** and **0.08%** **preferred not to say**.



Note: The percentage of responses extracted was calculated by analyzing response types out of the total number of respective gender responses. For example, when the auditor says 37.79 % agree that ICC in place and functional, it means that out of the total 1022 females, 368 agree, which equates to 36.01%.

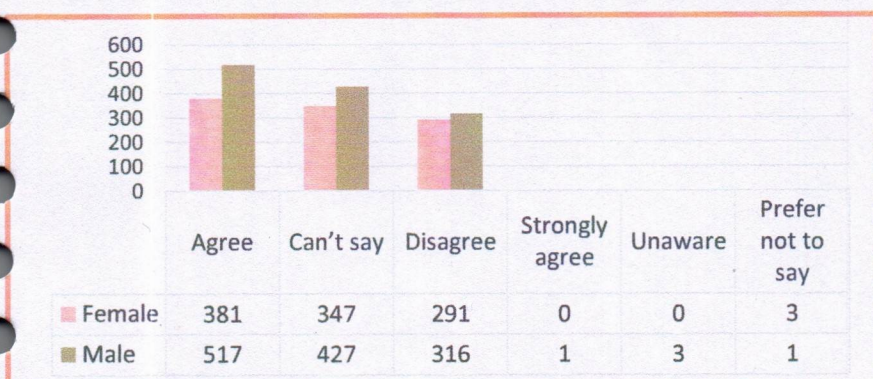
Q24) Scholarship for financially weak students?

Response type	Female	Male
Agree	381	517
Can't say	347	427
Disagree	291	316
Strongly agree	0	1
Unaware	0	3
Prefer not to say	3	1
Total	1022	1265

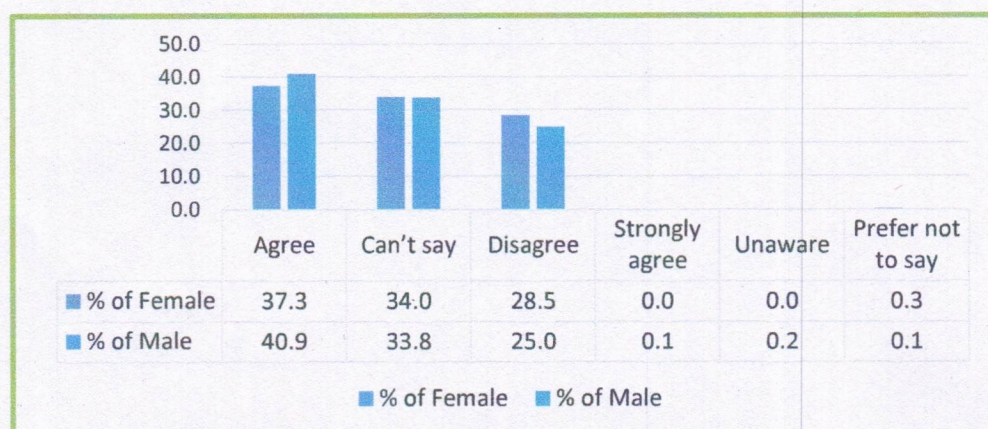
Response type	% of Female	% of Male
Agree	37.3	40.9
Can't say	34.0	33.8
Disagree	28.5	25.0
Strongly agree	0.00	0.10
Unaware	0.00	0.20
Prefer not to say	0.30	0.10

The total number of respondents was **2287**, out of which **1022** were female and **1265** were male. To gain a clear understanding of the scenario, relevant data indicates **37.3%** of female respondents **agree** that there is Scholarship for financially weak students, whereas **28.5%** of female **disagreed**. **0.00%** were **unaware**, **0.00%** **strongly agreed**, **34.0%** **can't say** and **0.3%** **preferred not to say**.

40.9% of male respondents **agree** that there is Scholarship for financially weak students, whereas **25.0%** of male **disagreed**. **0.20%** were **unaware**, **0.10%** **strongly agreed**, **33.8%** **can't say** and **0.10%** **preferred not say**.



Note: The percentage of responses extracted was calculated by analyzing response types out of the total number of respective gender responses. For example, when the auditor says 37.3 % agree that there is Scholarship for financially weak students, it means that out of the total 1022 females, 381 agree, which equates to 37.3%.



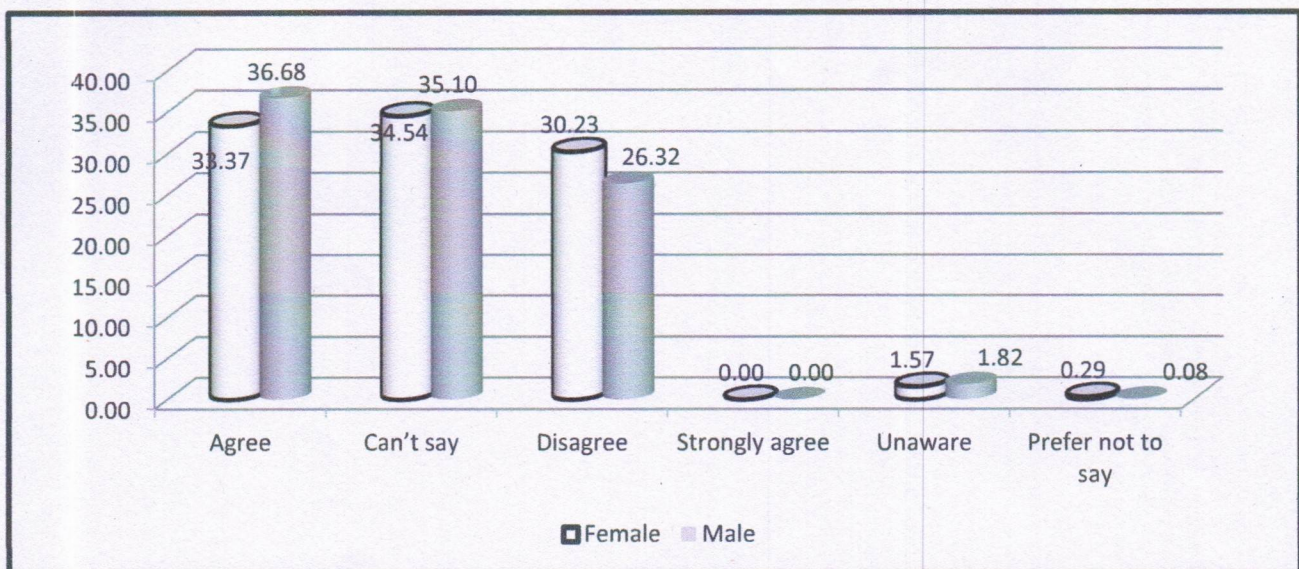
Q25) Admission quota for financially weak female students?

Response type	Female	Male
Agree	341	464
Can't say	353	444
Disagree	309	333
Strongly agree	0	0
Unaware	16	23
Prefer not to say	3	1
Total	1022	1265

Response type	% of Female	% of Male
Agree	33.37	36.68
Can't say	34.54	35.10
Disagree	30.23	26.32
Strongly agree	0.00	0.00
Unaware	1.57	1.82
Prefer not to say	0.29	0.08

The total number of respondents was **2287**, out of which **1022** were female and **1265** were male. To gain a clear understanding of the scenario, relevant data indicates **33.37%** of female respondents **agree** that there is **Admission quota for financially weak female students**, whereas **30.23%** of female **disagreed**. **1.57%** were **unaware**, **0.00%** strongly agreed, **34.54%** can't say and **0.29%** preferred not to say.

36.68% of male respondents **agree** that there is **Admission quota for financially weak female students**, whereas **26.32%** of male disagreed. **1.82%** were **unaware**, **0.00%** strongly agreed, **35.10%** can't say and **0.08%** preferred not say.

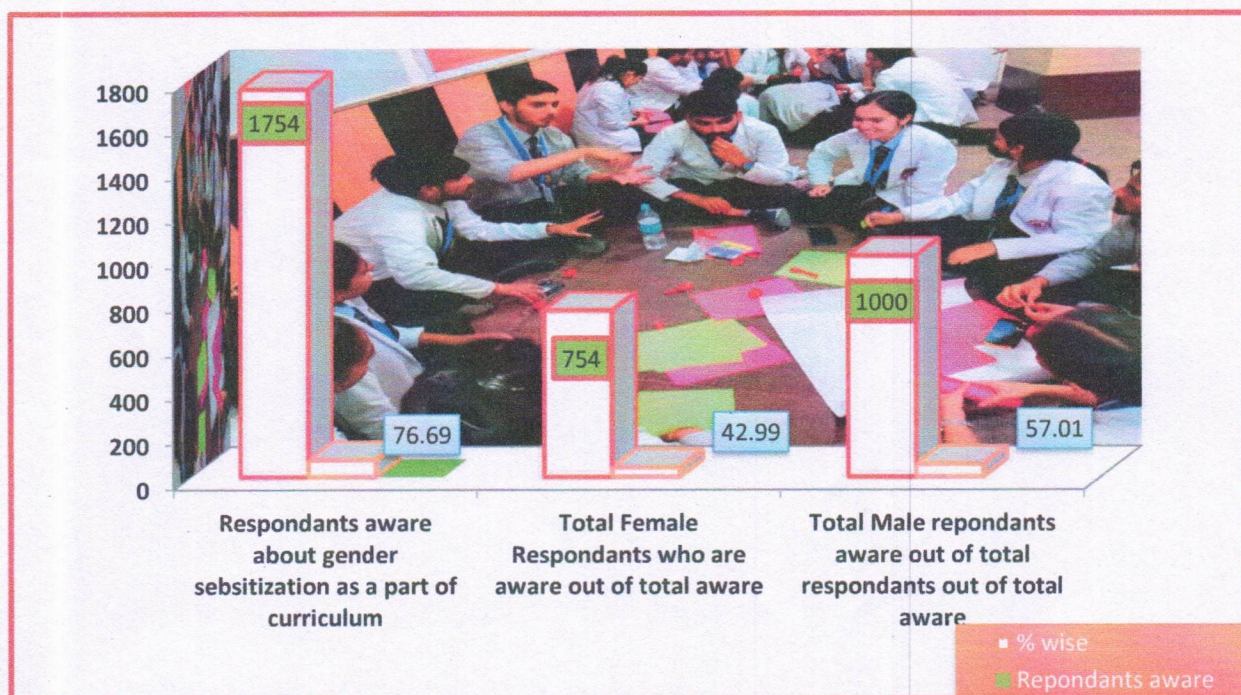


Note: The percentage of responses extracted was calculated by analyzing response types out of the total number of respective gender responses. For example, when the auditor says **33.37 % agree** that there is **Admission quota for financially weak female students**, it means that out of the total 1022 females, 341 agree, which equates to 33.37%.

CONCLUSION

1. It is found that prima facie, students are fairly aware about the gender sensitization as a part of their curriculum. Out of the total 2287 respondents, 76.67% (i.e.,1754 in nos.) are aware about gender sensitization and only 23.33% (i.e.,533 in nos.) are unaware.

Out of the "aware" category of 1754 respondents, 42.99 % (i.e.,754 in nos.) are Females and 57.01% (i.e.,1000 in nos.) are Males.



2. 99.91% of the total respondents are **aware** about **Internal Complaints Committee** and its functionality of handling all sexual harassment cases and merely .09% surveyed are **unaware** about Internal Complaints Committee and its functionality of handling all sexual harassment cases.

3. It was also observed that a number of best practices such as Awareness Drives, Gender Sensitization Campaigns/workshops, Discussions and Empowerment Programs etc. are conducted in the campus (Pls to ref Annexure 3 –Photo Gallery)

4. Students have given satisfactory responses towards the infrastructural facilities and safety and cleanliness.

5. 83% Male and 90% of female students surveyed agreed that classroom, library and laboratory offer equal opportunities for all genders.

6. However, a large percentage of respondents in terms of sports activity related queries indicated that they are unaware about it (40.08% in boys and 38.11% amongst girls) which is an issue of concern. It is specifically necessary to motivate girls for participating in sports. It can improve their physical strength and fitness.

7. The overall gender related facilitation performance is good at both UG and PG level. A Rapid assessment gives at a glance view of the same.

SUGGESTIONS

- More awareness programs on Legal rights should be conducted and encourage students and faculty for better participation.
- Encourage soft skill trainings as part of the curriculum.
- **Shikayat Peti** (Complaint box) for grievance redressal should be installed minimum at two prime places such as common library, conference hall etc.
- The list of members with phone numbers of ICC should be publicly displayed at eminent places of the college/university.
- Though the College ensures the safety of students by installing CCTVs in the campus at all the strategic locations, However, installing CCTVs in all classrooms, laboratory and library can be considered. Professional female security guards can be deployed at college gates and other security places.
- The toilets should be made women friendly keeping in view the increase in number of female learners who have joined the college, along with that toilets must as be differently-abled friendly. There should be more sanitary napkin vending & disposal machine installed in the college campus mandatorily along staff toilets. Awareness about the same should be spread as well.

GENDER POLICY DRAFT

The Gender policy of SGRR College/University, Dehradun aims to promote equality of access and treatment to all genders working and studying at the College/University. SGRR affirms in the principles of equality, fairness and justice for everyone. Inclusive education and opportunities. The College believes in inclusivity in education and practices it with the complete commitment and involvement of its management, faculties and staff.

The College works on the following parameters to create an atmosphere of inclusivity and respect for all genders within the campus. The parameters are as follows:

- There shall not be any kind of discrimination on the basis of gender
- The institution shall provide equal opportunity for all genders
- Freedom for all genders to express of their opinion
- There must be an accessible, active, unbiased and confidential grievance redressal cell
- The institute shall arrange effective measures for the safety and security of all gender
- Regular communication with the stakeholders about the need to respect human dignity.
- Conducting guest lectures sessions for students on diversity, sensitivity to various genders and changing gender roles.
- Active Women Development Cell for representation of women.
- Regular activities to make faculties and students aware about gender-based issues.

The faculties of SGRR encourage students to learn from diversity in class and recognize the uniqueness, each gender has to offer. They create a learning environment which encourages participation, discussion and fairness. Students can approach the mentors to discuss their issues and resolve their problems with support of teacher's consultation.

The college focuses on the all-round development of students irrespective of their gender. The good gender equity is the characteristic of quality institute. The college strives to enhance the equity and ensure the equality of all genders in all activities through well planned policy. To promote gender awareness, the IQAC initiated **"Gender Audit"** for the stake holders in the college.

The audit was conducted with prime objectives to foster gender equality in all aspects of college life and throughout the college community; to examine the policies and regulations of the college towards the needs and interests of everyone in the college; and to take active steps and corrective measures to establish good gender-balance in the process of decision-making in all activities of the college.

ANNEXURE 1 – INTERNAL COMPLAINT COMMITTEE

In response to the **Vishaka** Judgment passed by the Supreme Court in 1997 and as per a circular received from University of Mumbai, all affiliated Institutions and Colleges have to comply with requirements as per the „The Sexual Harassment of Women at workplace (Prevention, Prohibition and Redressal) Act,2013 and (Prevention, Prohibition and Redressal of Sexual Harassment of Women employees and students in higher educational institutions)

Regulations, 2015 To comply with provisions under the above-mentioned Act, we have an Internal Complaints Committee under the above Act. In fact, as regards to the Corporate, the POSH Act, as of now, applies to the complaints of women, the UGC and AICTE Regulations apply to the male students also.

The regulations issued by UGC are gender neutral so far as students are concerned. Even the male, trans-sexual or third gender students can also file a complaint under these regulations, in case they face sexual harassment at campuses (as defined below).

In compliance of this directive of the University, the Internal Complaints Committee of SGRR College was set up in the year **2017**. It is an active committee comprising of staff members and students of SGRR College, and functions with an aim to prevent sexual harassment, to provide a healthy and congenial atmosphere to the staff and students of the College and create a gender sensitized community within campus as well as in the society.

Internal Complaint Committee was formed on,20....

Objectives

The aim of this policy is to promote a social, physical and psychological environment through the following objectives:

- ➡ To create awareness among all students, employees etc.
- ➡ To prohibit the unwelcoming behaviour that constitutes workplace sexual harassment or acts amounting to sexual harassment of any employee
- ➡ To ensure that all individuals are treated with equal respect and no discrimination or wrong treatment is done to anyone on grounds of gender.
- ➡ To provide unbiased yet empathetic redress process

Who all are protected under this act?

- All women working or engage with SGRRRC whether or in the capacity of regular, temporary, ad-hoc or daily wages basis is protected.
- This includes all women whether engaged directly or through an agent including a contractor.
- They may be working for remuneration, on a voluntary basis or otherwise.
- Further, she could be a co-worker, a contract worker, probationer, trainee, apprentice, and student (male, trans-sexual or third gender students).

Redressal

To handle the complaint of sexual harassment SGRR has constituted ICC, composition of this committee is listed in the attached list in the report.

ICC Committee List 2022-23

S. No.	Name	Designation	Email ID	Contact Details
1				
2				
3				
4				
5				
6				
7				
8				
9				
10				

ANNEXURE 2 - FORMAT OF QUESTIONNAIRE

Q. no	Control objective	Option
1	The college conducts gender sensitization program as a part of its curriculum?	Strongly agree
		Agree
		No opinion
		Disagree
		Strongly disagree
2	The college conducts gender awareness programs, such as awareness of sexual harassment, as a part of its curriculum?	Strongly agree
		Agree
		No opinion
		Disagree
		Strongly disagree
3	Adequate numbers of toilets are available in the campus for girls?	Strongly agree
		Agree
		No opinion
		Disagree
		Strongly disagree
4	Adequate facilities are available inside the toilet keeping in mind the need of the girl students? Adequate disposal bins are available in the toilet?	Strongly agree
		Agree
		No opinion
		Disagree
		Strongly disagree
5	Adequate lighting is available inside the campus during night, including but not limited to, adequate light in corridor, class rooms, common areas, toilets etc?	Strongly agree
		Agree
		No opinion
		Disagree
		Strongly disagree
6	Adequate security arrangements have been made in the campus and common areas during day and night?	Strongly agree
		Agree
		No opinion
		Disagree
		Strongly disagree
7	A women cell is set up in the college and students are aware about the women cell?	Strongly agree
		Agree
		No opinion
		Disagree
		Strongly disagree

8	The WDC and ICC conducts gender sensitization events?	Strongly agree
		Agree
		No opinion
		Disagree
9	Are you aware about ICC that deals with sexual Harassment issues In your college?	Strongly disagree
		Strongly agree
		Agree
		No opinion
		Disagree
10	Can you reach out to the ICC for sexual harassment related Grievances?	Strongly disagree
		Strongly agree
		Agree
		No opinion
		Disagree
11	Are you aware of College Grievance and Redressal Cell in your College?	Strongly disagree
		Strongly agree
		Agree
		No opinion
		Disagree
12	The classroom offers equal opportunities to all genders?	Strongly disagree
		Strongly agree
		Agree
		No opinion
		Disagree
13	The college offers equal opportunities to all genders on sports?	Strongly disagree
		Strongly agree
		Agree
		No opinion
		Disagree
14	There is equal opportunity to all genders to work with various clubs And forums?	Strongly disagree
		Strongly agree
		Agree
		No opinion
		Disagree
15	There is equal opportunity to all genders for free and fair expression Of ideas?	Strongly disagree
		Strongly agree
		Agree
		No opinion
		Disagree
		Strongly disagree

GENDER EQUALITY IS FOR EVERYBODY



**“A gender-equal society would be one where the word
‘gender’ does not exist: where everyone can be
themselves.”**

Let's begin.....to end differences!!!