

# Sri Arvind Mahila College

(Kazipur, Patna, Bihar, India)

A constituent college of Patliputra University

## Certificate Of Gender Audit

This is to certify that Gender Audit was successfully conducted as per NAAC guidelines for 2020-21, 2021-22 and 2022-23 by San Creative Solutions Private Limited.

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## 1. Introduction

Sri Arvind Mahila College (hereon abbreviated as SAMC), founded in 1960, is a renowned institution dedicated to women's education, located in Kazipur, Patna, Bihar. Over the years, the college has built a reputation for empowering women through high-quality education while fostering a gender-sensitive and inclusive environment. With a diverse student body drawn from various social, economic, and cultural backgrounds, SAMC College is committed to providing an equitable academic experience for all its students.

Offering a wide range of undergraduate and postgraduate programs across disciplines such as Arts, Science, Commerce, and Vocational Studies, SAMC College ensures that its students receive a well-rounded education. The college has always prioritized creating a safe and supportive atmosphere for women, providing essential facilities such as well-maintained women's hostels, healthcare services, and a robust grievance redressal system, all of which contribute to a secure environment for students.

In alignment with its mission of promoting gender equality, SAMC College actively organizes gender sensitization workshops, leadership seminars, and awareness programs that address critical gender issues. The college's internal bodies, including the Anti-Sexual Harassment Committee and the Women's Development Cell, play a vital role in maintaining a culture of respect, equality, and safety for all.

The **Gender Audit** at SAMC College serves as an essential evaluation of the institution's commitment to gender equity. This audit focuses on key areas such as institutional policies, campus infrastructure, safety measures, academic and extracurricular participation, and representation of women in leadership roles. Through this process, SAMC College aims to identify its strengths and areas for improvement, ensuring that it continues to provide a gender-inclusive and empowering environment for all stakeholders in alignment with national goals of women's empowerment.



## 2. Objectives

The **Gender Audit** at SAMC College is a critical component of its assessment process, particularly for **NAAC (National Assessment and Accreditation Council)** accreditation. The audit seeks to evaluate how well the institution promotes gender equity and inclusivity, particularly in line with the guidelines provided by NAAC. The objectives of the gender audit are centred around understanding and enhancing the college's commitment to fostering a gender-sensitive environment that supports the personal, academic, and professional growth of women students, faculty, and staff. The following are the key objectives of the gender audit at SAMC College:

### 2.1 Evaluate Institutional Commitment to Gender Equity

The primary objective of the gender audit is to assess SAMC College's institutional commitment to gender equity as part of its governance and administration. The audit focuses on reviewing policies, regulations, and practices that address gender-based discrimination and promote equality. This includes analysing institutional documents, such as the mission and vision statements, as well as the operationalization of these policies through administrative processes.

The audit aims to ensure that gender equity is not just a stated goal but is actively integrated into the college's strategic plans, day-to-day operations, and overall institutional culture.

### 2.2 Assess Physical Infrastructure and Safety Measures for Women

One of the key aspects of gender equity is ensuring that the physical infrastructure supports the safety, dignity, and comfort of women on campus. The gender audit at SAMC College evaluates the availability and quality of gender-sensitive infrastructure, including:

- **Women's Washrooms:** Availability, cleanliness, accessibility, and maintenance.
- **Hostel Facilities:** Safety, security measures, and general living conditions in women's hostels.
- **Medical Facilities:** Access to gender-sensitive healthcare, including reproductive health services.



- Safety on Campus: Presence of security personnel, CCTV cameras, adequate lighting, and the overall safety of common areas such as libraries, laboratories, and recreational spaces.

The audit also assesses whether these facilities are regularly updated to meet the changing needs of the students and whether sufficient feedback mechanisms are in place for reporting and addressing issues related to physical infrastructure.

### 2.3 Evaluate Safety and Grievance Redressal Mechanisms

Creating a safe environment for students and staff is crucial for a gender-equitable institution. The gender audit evaluates the effectiveness of grievance redressal mechanisms for handling issues such as sexual harassment, gender-based violence, and other forms of gender discrimination. Key areas of focus include:

- Anti-Sexual Harassment Committee: The functioning and effectiveness of the committee, including awareness about the committee's existence, ease of access, confidentiality of complaints, and time taken to address grievances.
- Grievance Redressal System: The availability of multiple avenues (both online and offline) for reporting grievances related to gender issues.
- Campus Safety Measures: Policies and measures aimed at ensuring a secure and respectful environment, such as anti-ragging policies, awareness drives, and regular safety audits.

### 2.4 Analyse Participation and Representation of Women in Governance

Another critical objective of the gender audit is to assess the representation of women in decision-making processes. The audit examines the gender composition of various governing bodies at the college, including the Board of Governors, IQAC (Internal Quality Assurance Cell), and departmental committees. It focuses on whether women have adequate representation in leadership roles, both at the academic and administrative levels.

The audit also explores the institution's efforts to support the professional development of women faculty and staff. This includes examining policies related to promotions, maternity leave, and opportunities for career advancement through leadership and training programs.



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## 2.5 Review Academic and Extracurricular Participation of Female Students

SAMC College offers a wide range of academic and extracurricular activities, and the gender audit assesses whether these opportunities are equitably available to all students, especially women. The audit evaluates:

- **Academic Participation:** Enrolment trends, gender-specific challenges in academics, and availability of support systems like tutoring, mentoring, or remedial programs tailored for female students.
- **Extracurricular Involvement:** Participation of women in cultural, sports, and other extracurricular activities. The audit looks at whether women have access to the same level of resources and support as their male counterparts, even in traditionally male-dominated activities.
- **Skill Development Programs:** Access to skill development, entrepreneurship training, and other capacity-building initiatives aimed at improving career prospects for women students.

## 2.6 Promote Gender Sensitization and Awareness

The gender audit examines the college's efforts to promote gender sensitization among students, faculty, and staff. This includes reviewing:

- **Gender Sensitization Programs:** Workshops, seminars, and courses focused on gender equality, women's rights, and gender-based violence prevention.
- **Awareness Campaigns:** Regular campaigns to promote gender sensitivity, respect, and equality within the campus community.
- **Training for Staff and Faculty:** Gender sensitization training for the teaching and non-teaching staff, ensuring they are equipped to handle gender-related issues with sensitivity and care.

The goal is to ensure that SAMC College is continuously fostering a culture of inclusivity and respect, with ongoing efforts to raise awareness about gender issues.

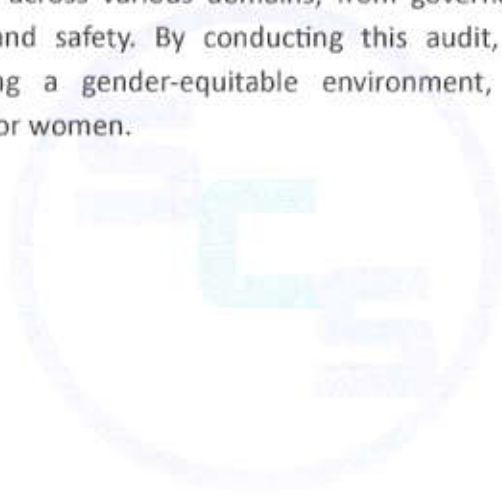


## 2.7 Identify Areas of Improvement and Recommend Solutions

Finally, the gender audit identifies gaps or areas where the college can improve its gender equity efforts. Based on the findings, the audit provides actionable recommendations to enhance policies, infrastructure, and support systems. These recommendations are aligned with **NAAC's guidelines** for fostering an equitable and inclusive environment for all students and staff.

By implementing the suggested improvements, SAMC College can strengthen its commitment to gender equity and continue its legacy of empowering women through education.

In summary, the Gender Audit at SAMC College for NAAC serves to evaluate the institution's gender inclusivity efforts across various domains, from governance and infrastructure to academic participation and safety. By conducting this audit, the college reaffirms its commitment to fostering a gender-equitable environment, ensuring a holistic and empowering experience for women.





## 3. Methodology

The Gender Audit at SAMC College follows a structured and systematic methodology designed to assess the institution's commitment to gender equity and inclusivity. This methodology is aligned with the standards and expectations of NAAC (National Assessment and Accreditation Council), ensuring a comprehensive evaluation of gender-related aspects across different areas of the college. The methodology employs both qualitative and quantitative research methods, providing a balanced assessment based on data collection, analysis, and stakeholder participation.

Here are the detailed steps in the methodology:

### 3.1 Formation of the Gender Audit Committee

The first step in conducting the gender audit is the formation of a Gender Audit Committee, consisting of representatives from different sections of the college community. The committee includes institutional bodies like the Women's Development Cell and the Anti-Sexual Harassment Committee. External experts with experience in gender studies and audit processes may also be included to provide objective insights.

The committee is responsible for overseeing the entire audit process, from designing the data collection tools to analysing findings and preparing the final report. This interdisciplinary committee ensures that diverse perspectives are taken into account during the audit.

### 3.2 Defining the Scope of the Audit

The scope of the audit is clearly defined at the outset to ensure that all relevant areas of gender equity are covered. The audit focuses on key domains such as:

- **Institutional Policies and Governance:** Assessment of the college's gender policies and leadership structures.
- **Infrastructure and Safety:** Examination of gender-sensitive infrastructure, such as hostels, washrooms, and safety measures.



- **Student Participation:** Evaluation of gender-based trends in academic and extracurricular participation.
- **Grievance Redressal Mechanisms:** Review of systems in place to handle gender-based complaints.
- **Gender Sensitization Initiatives:** Assessment of programs aimed at raising awareness about gender issues.

The scope is designed to reflect both NAAC's focus on equity and the institution's mission to empower women.

### 3.3 Data Collection Tools

A variety of data collection tools are employed to gather comprehensive information for the gender audit. These include:

#### a. Surveys and Questionnaires

Surveys are administered to various stakeholders, including students, faculty, administrative staff, and support staff. The surveys include both closed-ended and open-ended questions to gather quantitative data and qualitative insights. Key areas covered in the surveys include:

- Perceptions of gender equity and inclusivity on campus.
- Experiences with gender-related issues, such as discrimination or harassment.
- Awareness and effectiveness of institutional policies.
- Feedback on safety measures and gender-specific infrastructure.

Separate questionnaires were designed for students and staff to address their distinct experiences and perspectives. The sample questionnaire are added to appendix A.

#### b. Focus Group Discussions (FGDs)

Focus Group Discussions (FGDs) are organized with selected groups of students, faculty, and staff. These discussions provide in-depth qualitative data and allow participants to voice their opinions and concerns regarding gender equity in a safe and supportive environment. FGDs are particularly useful for exploring sensitive topics like sexual harassment, leadership opportunities, and gender stereotypes on campus.

#### c. Interviews with Key Stakeholders



In addition to surveys and FGDs, structured interviews are conducted with key stakeholders, including college management, senior faculty members, and leaders of the Women's Development Cell and Anti-Sexual Harassment Committee. These interviews help gather insights into the implementation and effectiveness of institutional policies related to gender equity and inclusivity.

#### d. Document Review

The audit team conducts a thorough review of institutional documents to assess the formal commitment to gender equity. Documents reviewed include:

- **Institutional Policies:** Gender equity policies, anti-sexual harassment policies, maternity leave policies, etc.
- **Committee Reports:** Annual reports from committees dealing with gender issues.
- **NAAC-related Documentation:** Any reports submitted to NAAC related to gender equity and inclusion.

The document review helps to evaluate whether the institution's policies are effectively aligned with its stated goals.

### 3.4 Campus Walkthrough and Infrastructure Assessment

A physical inspection of the campus is conducted to evaluate the availability and quality of gender-sensitive infrastructure. The audit committee visits key areas like:

- **Women's Hostels:** Assessing safety, security measures, cleanliness, and living conditions.
- **Restrooms:** Availability, cleanliness, and maintenance of women's washrooms.
- **Medical Facilities:** Access to gender-sensitive healthcare, including reproductive health services.
- **Campus Safety Measures:** Checking the presence of security personnel, CCTV cameras, and lighting in common areas.

This step allows the committee to verify the adequacy of infrastructure and ensure it meets the needs of female students and staff.



### 3.5 Data Analysis

After collecting the data through surveys, FGDs, interviews, and document reviews, the audit committee proceeded with data analysis. Both qualitative and quantitative methods were used:

- **Quantitative Analysis:** Survey data was analysed statistically to identify trends and patterns related to gender equity. Metrics such as gender-wise enrolment, participation in extracurricular activities, and representation in leadership roles were studied.
- **Qualitative Analysis:** Responses from FGDs and interviews were analysed thematically to capture common themes, challenges, and suggestions for improvement.

Data analysis helped the committee draw meaningful conclusions about the state of gender equity at SAMC College.

### 3.6 Reporting and Recommendations

Based on the data analysis, the audit committee prepares a detailed report highlighting the key findings of the audit. The report includes:

- **Strengths:** Areas where the college excels in promoting gender equity.
- **Challenges:** Gaps and issues identified during the audit.
- **Recommendations:** Actionable suggestions to improve gender equity on campus, aligned with NAAC's guidelines.

The report is shared with the college administration and relevant stakeholders to facilitate the implementation of recommendations.

### 3.7 Follow-Up and Monitoring

The final step involves setting up a mechanism for follow-up and monitoring the implementation of the recommendations. The audit committee suggests timelines for each recommendation and encourages periodic reviews to assess progress. This ensures that the gender audit is not just a one-time evaluation but a continuous process of improvement.



## 4. Analysis and Findings

The Gender Audit at SAMC College was conducted with a comprehensive and participatory approach to assess gender equity across various domains of the institution. By using a combination of surveys, interviews, focus group discussions (FGDs), and document reviews, the audit aimed to identify strengths, areas for improvement, and potential solutions for fostering a gender-sensitive environment. The following detailed analysis and findings provide insights into key aspects such as institutional policies, infrastructure, safety, participation, and awareness regarding gender equity at SAMC College.

### 4.1 Institutional Commitment to Gender Equity

One of the primary areas evaluated during the Gender Audit was the institutional commitment to gender equity. SAMC College has demonstrated a strong commitment to promoting gender equity through its mission and vision statements, which explicitly mention women's empowerment and inclusive education as core values. The college's leadership is proactive in implementing gender-sensitive policies and ensuring that these policies are integrated into the daily operations of the institution.

#### Findings:

- **Outcome:** The college has a clear gender equity policy that is regularly reviewed and updated to reflect current societal needs. This policy ensures that all stakeholders, including students, faculty, and staff, have equal opportunities to thrive within the institution. Additionally, the policy explicitly addresses anti-discrimination practices, ensuring that any form of gender bias is met with strict consequences.
- **Implementation:** The college's leadership, including the principal and governing bodies, have shown consistent support for gender equity initiatives. This includes organizing gender-sensitization programs and ensuring that female students and staff are well-represented in leadership roles. Women hold significant positions in the college's Internal Quality Assurance Cell (IQAC), governing boards, and departmental committees, which enhances the institution's ability to make informed decisions related to gender equity.



## 4.2 Infrastructure and Safety Measures

The physical infrastructure at SAMC College was a key area of focus during the audit, as it plays a vital role in ensuring a gender-sensitive and safe environment for women. The availability of adequate facilities, such as women's hostels, restrooms, and healthcare services, was assessed.

### Findings:

- **Outcome:** The audit found that the campus infrastructure at SAMC College is well-maintained and designed to support the safety and comfort of women students. Separate washrooms for women are available in all academic buildings, and these facilities are clean, well-lit, and regularly monitored for maintenance. In addition, common rooms for women, designated as safe spaces for female students to relax, are available in key locations on campus.
- **Hostel Safety:** The women's hostel at SAMC College was evaluated, and students reported feeling safe and secure in the hostel environment. The hostel is equipped with CCTV cameras, and security personnel are present 24/7 to ensure the safety of residents. The college also conducts night rounds to enhance security, and hostel authorities are prompt in addressing any concerns raised by students.
- **Medical Facilities:** The college provides access to healthcare services, including regular visits from gynaecologists and trained nurses who address women's health issues. In addition, the health centre is well-equipped to handle emergencies, and there is a focus on providing gender-sensitive healthcare, especially concerning reproductive and mental health.

### Overall Impact:

SAMC College's emphasis on providing a safe and secure environment for women has contributed significantly to students' feelings of safety on campus. Students expressed confidence in the college's efforts to maintain a gender-sensitive infrastructure, contributing to a positive learning experience. These findings suggest that the college is actively working to create a welcoming and supportive environment for its female students.

## 4.3 Safety and Grievance Redressal Mechanisms



The audit also focused on the grievance redressal mechanisms available at SAMC College to address gender-related issues, including sexual harassment and discrimination. Ensuring that students and staff have access to effective redressal systems is critical in maintaining a gender-inclusive atmosphere.

**Findings:**

- **Outcome:** SAMC College has a well-functioning Anti-Sexual Harassment Committee that is proactive in addressing complaints and conducting awareness programs. The committee regularly holds workshops and seminars to inform students about their rights and the procedures for reporting harassment. The college follows the Vishakha Guidelines, ensuring that all complaints are handled with confidentiality and sensitivity.
- **Grievance Redressal System:** The grievance redressal mechanism is accessible both online and offline, making it easy for students and staff to report issues. Students are aware of the procedures in place, and the response time for resolving complaints has been efficient, with most cases being addressed within a short period.
- **Campus Safety:** The college has implemented robust safety measures, including well-lit pathways, security patrols, and CCTV cameras covering key areas of the campus. In addition, self-defence workshops are organized for female students, empowering them to protect themselves in potentially unsafe situations.

**Overall Impact:**

The availability of multiple channels for reporting grievances, combined with a supportive and transparent system for handling complaints, has led to a significant reduction in cases of harassment and discrimination. The college's emphasis on educating students and staff about these mechanisms has also contributed to a culture of respect and safety on campus.

## 4.4 Participation and Representation of Women in Governance

The Gender Audit evaluated the representation of women in governance and decision-making processes at SAMC College. The inclusion of women in leadership positions is a critical indicator of gender equity and an essential factor in ensuring that institutional policies reflect the needs of all stakeholders.

**Findings:**



- **Outcome:** Women hold key leadership positions at SAMC College, including roles on the IQAC, governing boards, and various departmental committees. Female faculty members are actively involved in decision-making processes, ensuring that their voices are heard when important policies related to academics, student welfare, and gender equity are developed.
- **Faculty Development:** The college has implemented professional development programs aimed at empowering women faculty members to take on leadership roles. These programs include leadership training workshops, opportunities for research collaboration, and mentorship programs that pair junior faculty members with experienced women leaders in academia.
- **Student Leadership:** The audit found that female students are well-represented in student government and other leadership positions on campus. The college actively encourages women to participate in leadership roles in extracurricular clubs, academic committees, and student organizations.

#### Overall Impact:

The high level of women's participation in governance has created a more inclusive and equitable decision-making process at SAMC College. By promoting women's leadership in both academic and administrative spheres, the college ensures that gender equity is integrated into all aspects of institutional governance.

## 4.5 Academic and Extracurricular Participation

Another key area evaluated during the audit was the academic and extracurricular participation of female students at SAMC College. This area is critical for understanding how gender dynamics affect students' academic success and involvement in campus life.

#### Findings:

- **Outcome:** The audit found that there are no significant gender disparities in academic participation at SAMC College. Female students are actively engaged in all academic programs offered by the college, including STEM fields that are traditionally male-dominated. Faculty members reported that there is equal access to academic resources and opportunities for all students, regardless of gender.
- **Extracurricular Involvement:** Female students are also well-represented in sports teams, cultural clubs, and other extracurricular activities. The college provides a wide



range of opportunities for students to participate in leadership roles within these activities, and many women students have excelled in these areas.

- **Skill Development Programs:** The college offers capacity-building programs and skill development workshops specifically designed to improve the employability of women students. These programs focus on areas such as entrepreneurship, digital literacy, and leadership skills, helping to prepare female students for successful careers after graduation.

#### Overall Impact:

The high levels of academic and extracurricular participation among female students indicate that SAMC College provides an environment that promotes equal opportunities for growth and development. By offering a diverse range of activities and academic programs, the college ensures that women students have access to the resources and support needed to succeed in their academic and professional pursuits.

## 4.6 Gender Sensitization and Awareness Programs

Gender sensitization and awareness initiatives are vital for creating a campus culture that promotes respect, equality, and understanding. The audit assessed the effectiveness of these programs at SAMC College.

#### Findings:

- **Outcome:** SAMC College regularly organizes gender sensitization workshops and awareness campaigns that focus on issues such as gender stereotypes, sexual harassment prevention, and women's rights. These programs are well-attended by both students and staff, indicating a high level of engagement and commitment to promoting gender equity on campus.
- **Training for Faculty and Staff:** The college conducts regular training programs for faculty and administrative staff on gender sensitivity and inclusivity. These programs are designed to equip staff with the knowledge and skills needed to handle gender-related issues with care and professionalism.
- **Student Engagement:** Students reported feeling more aware of gender issues and more confident in addressing these issues within their peer groups. The college's Women's Development Cell plays a key role in organizing these events and ensuring that they are relevant and impactful.

#### Overall Impact:



The gender sensitization programs at SAMC College have contributed to a more inclusive and respectful campus culture. By raising awareness and educating students and staff about gender issues, the college has successfully fostered an environment where gender equity is not only promoted but actively practiced.

## 4.7 Some notable programs and events organised at campus:

### 4.7.1 Event: “Fresher party cum gender sensitization awareness”

**Objective:** To discuss the challenges faced by women in educational institutions and explore opportunities for creating a gender-equal academic environment.

**Participants:** Students

**Event Date:** 19 March 2024

**Key Topics:**

- Gender stereotypes in academic disciplines.
- Barriers to equal participation for women in STEM fields.
- Institutional policies supporting gender equity in academics.
- Opportunities for mentorship and leadership for women in education.

**Outcome:** Identifying actionable strategies to overcome challenges and ensure equal opportunities for women in academics.

### 4.7.2 Workshop: “International women’s day celebration cum awareness on women’s health and hygiene”

**Objective:** To explore the importance of health and hygiene on campus and gather insights on how SAMC College can improve its infrastructure and health measures for women.

**Participants:** Students, hostel residents, campus security personnel, and faculty.

**Event Date:** 07 March 2022

**Key Topics:**



Importance of health measures like sanitary vending machines.

Dispensary for quick health support.

How students can report and address health concerns.

Review of current health and hygiene policies and facilities (e.g., hostel facilities, campus facilities).

**Outcome:** Practical suggestions for improving campus health and hygiene, to empower students to use available resources effectively.

#### 4.7.3 Seminar: “Dr. Bhim Rao Ambedkar and Hindu code bill with special reference to Women’s rights”

**Objective:** Seminar to spread awareness for women’s rights, contribution of DR. Bhim Rao Ambedkar, and the Hindu code bill with special reference to women’s rights.

**Participants:** Faculty, female student leaders, and administrative staff, and guests.

**Event Date:** 13 April 2022

##### Key Topics:

Contribution of Dr. Bhim Rao Ambedkar.

How the Hindu code bill with reference to women’s right was pushed to parliament by him, its contents and why it could not be passed.

His contribution in providing rules to empower women.

Representation of women in administrative roles and governance bodies.

Barriers to women’s leadership in academia.

How to cultivate a culture of inclusivity and support for women leaders.

Personal experiences of women in leadership positions at SAMC College.

**Outcome:** Recommendations to increase women’s participation in leadership roles and create pathways for future women leaders.

#### 4.7.4 Event: “Celebration of World Breastfeeding Week(01-07 August)”

**Objective:** To raise awareness about importance of breastfeeding and its impact.

**Participants:** Faculty, non-teaching staff, and students.



**Event Date:** 03 March 2022

**Key Topics:**

Common gender biases in everyday interactions.

Breastfeeding importance with scientific data.

Importance of in college facilities to provide staff and students safe space for breastfeeding.

How stereotypes affect academic and professional growth for women.

Role of faculty and administration in addressing and correcting biases.

Case studies of successful gender sensitization programs.

Outcome: Increased awareness of breastfeeding, gender biases and actionable steps for creating a more inclusive environment at SAMC College.

**4.8 Statistics:**

Here the bar chart denotes the exact gender ratio of teaching and non-teaching staffs.

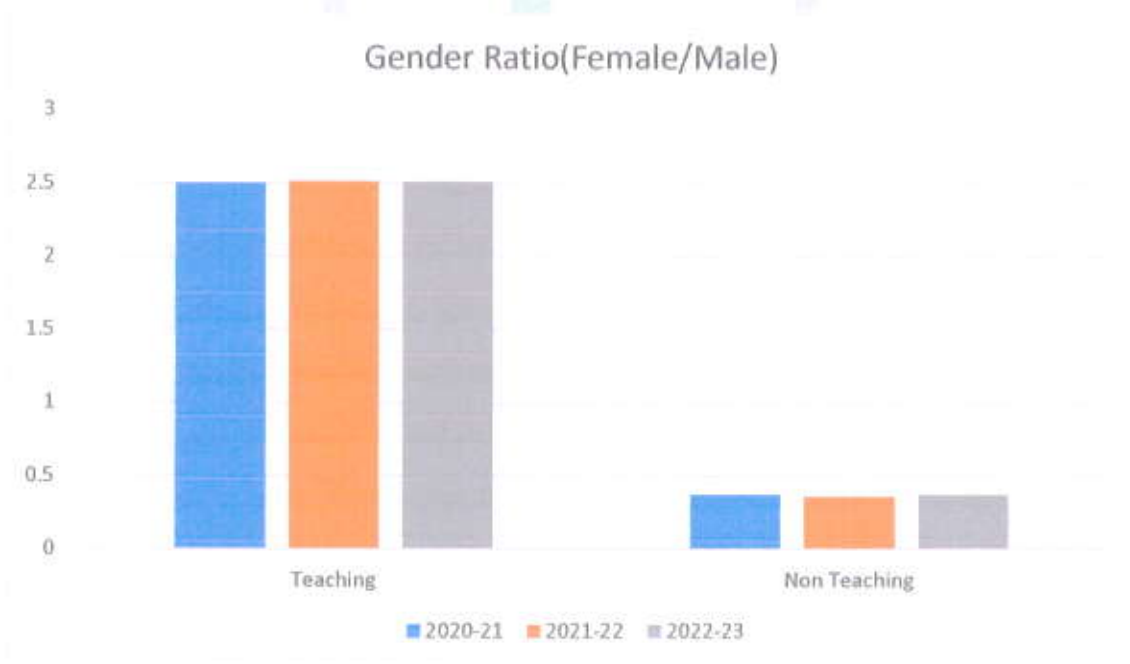


Figure 1.0 : Gender Ratio of staffs.



Legend:

Gender Ratio(Female/Male)	2020-21	2021-22	2022-23
Teaching Staffs	2.5	2.51	2.51
Non- Teaching Staffs	0.37	0.36	0.37

Since this is a girls college, hence 100% of the students are female students.

## 4.9 Conclusion

The Gender Audit at SAMC College has revealed that the institution is strongly committed to promoting gender equity across multiple dimensions, from infrastructure and safety to academic participation and governance. The audit found several positive outcomes, including a gender-sensitive campus infrastructure, effective grievance redressal mechanisms, and high levels of participation by women in both academic and leadership roles.

Through its institutional policies, gender awareness programs, and commitment to creating a safe and inclusive environment, SAMC College has demonstrated its dedication to empowering women and fostering a culture of equality and respect. The findings suggest that the college's efforts have had a significant positive impact on the overall campus environment, contributing to a better academic and personal experience for its students and staff.

While the college has made great strides in promoting gender equity, the audit also identified a few areas where continuous improvement is needed, particularly in further expanding leadership opportunities for women and ensuring that all stakeholders remain engaged in gender equity initiatives. By addressing these areas, SAMC College can continue to enhance its reputation as a leader in women's education and a model for gender equity in higher education institutions.



## 5. Gender Specific Initiatives

SAMC College has implemented a wide range of gender-specific initiatives aimed at promoting gender equity, safety, and empowerment across its campus. These initiatives are designed to create a supportive environment for women students, faculty, and staff, ensuring that they have equal opportunities to succeed academically, personally, and professionally.

### 5.1 Women's Development Cell (WDC)

The Women's Development Cell (WDC) at SAMC College is one of the key institutional bodies responsible for promoting gender equity on campus. The WDC organizes regular workshops, seminars, and awareness programs that focus on issues related to women's rights, gender sensitization, and gender-based violence. These programs are designed to raise awareness about gender discrimination and equip students with the knowledge and tools to address gender-based challenges.

Key activities of the WDC include:

- **Self-defence workshops:** Empowering female students to protect themselves in unsafe situations.
- **Gender sensitization seminars:** Educating both students and staff about gender biases and stereotypes.
- **Leadership training programs:** Encouraging women to take on leadership roles both within the college and in their future careers.

### 5.2 Anti-Sexual Harassment Committee (ASHC)

The college has a proactive Anti-Sexual Harassment Committee (ASHC) that is dedicated to creating a safe environment for all members of the college. The committee conducts regular awareness campaigns about the Vishakha Guidelines and the process of reporting harassment. Students and staff are educated about their rights, and the committee ensures that any complaints are handled promptly and confidentially.

The committee also organizes workshops on topics such as:



- **Understanding sexual harassment:** Defining what constitutes sexual harassment and how to prevent it.
- **Reporting and grievance redressal mechanisms:** Informing students about the procedures for reporting issues and ensuring their safety. Both online and offline media are available.

### 5.3 Gender-Sensitive Infrastructure

SAMC College has made significant investments in gender-sensitive infrastructure to ensure the comfort and safety of women on campus. The college has well-maintained women's hostels, clean and accessible washrooms, and dedicated common rooms for female students. Security measures, such as CCTV cameras and round-the-clock security personnel, are in place to ensure that the campus remains safe for women.

### 5.4 Health and Wellness Initiatives

The college provides a range of health and wellness services that are designed to meet the specific needs of women. These include:

- Health check-ups by gynaecologists.
- Counselling services for stress, anxiety, and gender-based challenges.
- Workshops on menstrual health and hygiene to promote awareness and remove stigmas surrounding women's health issues.

### 5.5 Conclusion

These gender-specific initiatives reflect SAMC College's commitment to fostering a gender-inclusive and supportive environment. By focusing on safety, awareness, and empowerment, the college ensures that its female students and staff can thrive academically and personally, contributing to a more equitable and gender-sensitive campus culture.



## 6. Challenges Identified

Despite SAMC College's significant efforts to promote gender equity and inclusivity, the Gender Audit revealed several challenges that need to be addressed to further enhance the institution's commitment to creating a gender-sensitive environment.

### 6.1 Awareness and Engagement with Gender Policies

While the college has well-established gender equity policies, the audit found that a portion of students and staff were unaware of the existence or specifics of these policies, particularly regarding grievance redressal mechanisms and the role of the Anti-Sexual Harassment Committee (ASHC). This lack of awareness can prevent stakeholders from effectively utilizing these resources when necessary.

Additionally, some students reported feeling hesitant to approach committees or file complaints due to concerns about confidentiality or fear of social stigma.

### 6.2 Representation of Women in Higher Leadership Roles

Although SAMC College promotes women's participation in decision-making bodies, the audit noted a lower representation of women in senior leadership positions such as key administrative roles or chairs of committees. While there is strong female representation in governance, greater efforts are needed to ensure more women are empowered to take on senior leadership roles within the institution.

### 6.3 Limited Participation in Extracurricular Activities

While women students actively participate in academic programs, the audit highlighted a gender disparity in sports participation and other extracurricular activities traditionally dominated by men. There are perceived cultural and societal barriers that discourage women from fully engaging in these areas, despite the availability of resources and support from the institution.



## 6.4 Continuous Gender Sensitization

Though gender sensitization programs are regularly organized, the audit revealed that some staff members, particularly non-teaching personnel, had limited exposure to these sessions. Expanding gender awareness and ensuring that all staff undergo continuous training on gender sensitivity are essential for fostering a more inclusive environment.





## 7. Recommendations

Based on the findings from the Gender Audit at SAMC College, several recommendations have been identified to strengthen the institution's commitment to gender equity and inclusivity. These recommendations aim to address the challenges discovered and ensure that all students, faculty, and staff experience a safe, supportive, and gender-sensitive environment.

### 7.1 Increase Awareness of Gender Policies and Grievance Mechanisms

SAMC College should take steps to ensure that all students and staff are fully aware of the gender equity policies and the Anti-Sexual Harassment Committee (ASHC). This can be achieved by conducting regular awareness campaigns, both online and offline, to educate stakeholders on the existence and functions of these committees. Holding mandatory orientation sessions for new students and staff on gender policies and grievance redressal processes also improves engagement and usage of these resources.

### 7.2 Strengthen Female Representation in Leadership

To promote greater gender balance in senior leadership positions, SAMC College should focus on empowering more women to take on key roles within the institution. This could include leadership development programs tailored to female faculty and staff, providing mentorship and networking opportunities to enhance their skills and confidence in taking up senior administrative positions. Additionally, gender quotas in leadership committees can be explored to ensure more equitable representation.

### 7.3 Encourage Women's Participation in Extracurricular Activities

SAMC College should work towards increasing women's participation in sports and extracurricular activities by addressing cultural and societal barriers. This could involve awareness programs that challenge stereotypes and promote the benefits of sports for women. Providing additional support, such as dedicated coaching, female role models, and safe environments for training, can encourage more women to participate.

### 7.4 Continuous Gender Sensitization Training

Gender sensitization should be an ongoing process. SAMC College should ensure that all staff, including non-teaching personnel, undergo regular training on gender sensitivity. Expanding



these workshops to reach all levels of staff fosters a more inclusive and gender-sensitive campus culture.

Implementing these recommendations helps SAMC College further promote gender equity, ensuring a safer, more inclusive, and empowering environment for its students and staff.





## 8. Conclusions

The Gender Audit at SAMC College has revealed significant progress in fostering a gender-sensitive environment that promotes equity, inclusivity, and empowerment. The college's commitment to providing safe infrastructure, gender-focused policies, and support systems for women students and staff reflects its dedication to creating an inclusive educational atmosphere. Initiatives like the Women's Development Cell (WDC), Anti-Sexual Harassment Committee (ASHC), and gender-sensitization workshops have had a positive impact, contributing to a culture of awareness and respect.

However, the audit also identified areas that require attention, such as increasing awareness of gender policies, enhancing female representation in leadership roles, and boosting women's participation in extracurricular activities. Addressing these challenges is essential for strengthening the college's gender equity efforts. The recommendations provided, including awareness campaigns, leadership development programs, and continuous sensitization training, offer practical steps to further enhance the institution's commitment to gender equality.

SAMC College has laid a strong foundation for gender equity, but continuous efforts are required to ensure long-term success. By implementing the suggested improvements and fostering a more inclusive campus environment, the college can solidify its position as a leader in women's education. This commitment to gender equity does not only benefit current students and staff but also future generations, contributing to a more just and equitable society. The findings of this Gender Audit serve as a guiding framework for further action and progress towards complete gender inclusivity at SAMC College.



## 9. Annexures

### 9.1 Sample Gender Audit Questionnaire for Students

Instructions: Please fill out the following questions to help us understand your experiences and perspectives on gender equity and inclusivity at SAMC College. Your responses will remain confidential.

#### Section 1: Demographics

1. Name (Optional):
2. Age:
3. Year of Study:
4. Program of Study:
5. Are you residing in the college hostel? (Yes/No):

#### Section 2: Campus Environment

6. Do you feel safe on campus?
  - Always
  - Most of the time
  - Occasionally
  - Rarely
  - Never
7. Are there adequate safety measures (like CCTV, security personnel, proper lighting) in place on campus?
  - Yes
  - No
  - Don't know
8. How satisfied are you with the condition of the women's washrooms on campus?
  - Very satisfied
  - Satisfied



- Neutral
- Dissatisfied
- Very dissatisfied

9. Do you feel that the hostel (if applicable) is safe and secure?

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

### Section 3: Academic Participation

10. Do you feel there is equal academic opportunity for all genders at the college?

- ◆ Strongly Agree
- ◆ Agree
- ◆ Neutral
- ◆ Disagree
- ◆ Strongly Disagree

11. Have you faced any gender-based discrimination in the classroom (e.g., in grading, participation, or interactions with faculty)?

- ◆ Yes
- ◆ No

12. Are there enough opportunities for mentorship and guidance for female students?

- ◆ Yes
- ◆ No
- ◆ Unsure

### Section 4: Extracurricular Activities and Support

13. Are women students encouraged to participate in sports and cultural activities?



◆ Yes

◆ No

14. Have you participated in any gender sensitization workshops or events organized by the college?

◆ Yes

◆ No

15. Do you think the college provides sufficient support (such as counselling, grievance redressal mechanisms) for women students facing gender-based issues?

◆ Yes

◆ No

◆ Unsure

16. Are you aware of the college's Anti-Sexual Harassment Committee and its function?

◆ Yes

◆ No

#### Section 5: Suggestions and Feedback

17. Do you have any suggestions to improve gender equity or safety on campus? (Optional)

## 9.2 Sample Gender Audit Questionnaire for Staff (Teaching and Non-Teaching)

Instructions: Please fill out the following questions to help us understand your perspectives and experiences on gender inclusivity and policies at SAMC College. Your responses will remain confidential.

#### Section 1: Demographics

1. Name (Optional):

2. Age:



3. Position:

- ◆ Teaching Staff
- ◆ Non-Teaching Staff

4. Number of years working at SAMC College:

5. Department (if applicable):

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### Section 2: Gender Policies and Awareness

6. Are you aware of the gender equity policies implemented by the college?

- ◆ Yes
- ◆ No

7. Have you participated in any gender sensitization programs organized by the college?

- ◆ Yes
- ◆ No

8. Do you think the college has adequate gender-sensitive policies (e.g., maternity leave, equal opportunity policies)?

- ◆ Yes
- ◆ No
- ◆ Unsure

9. Are there sufficient opportunities for professional development and leadership roles for women staff at the college?

- ◆ Yes
- ◆ No

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### Section 3: Workplace Environment

10. Do you feel comfortable and respected in your workplace?

- ◆ Always
- ◆ Most of the time



◆ Occasionally

◆ Rarely

◆ Never

11. Have you experienced or witnessed any gender-based discrimination at work (e.g., in promotions, workload, or treatment by colleagues)?

◆ Yes

◆ No

12. Are you aware of the grievance redressal mechanism in place to address gender-related issues?

◆ Yes

◆ No

13. Do you believe that the Anti-Sexual Harassment Committee is accessible and effective in resolving complaints?

• Yes

• No

#### Section 4: Infrastructure and Safety

14. Do you feel the infrastructure of the college (e.g., washrooms, common rooms, safety measures) is adequate and gender-sensitive?

◆ Strongly Agree

◆ Agree

◆ Neutral

◆ Disagree

◆ Strongly Disagree

15. Do you think there are enough measures in place to ensure women's safety on campus (e.g., CCTV, proper lighting, security personnel)?

◆ Yes

◆ No



◆ Unsure

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### Section 5: Suggestions and Feedback

What measures do you think should be taken to improve gender equity and inclusivity at SAMC College? (Optional)





## 10. Signatures and Acknowledgements

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Special thanks to the Women's Development Cell (WDC) and the Anti-Sexual Harassment Committee (ASHC) for their continuous support and guidance throughout the audit process. Their dedication to promoting gender inclusivity within the institution has been instrumental in driving positive change.

We also extend our heartfelt appreciation to the external advisors and gender equity experts who provided their expertise and constructive feedback, ensuring that this report aligns with national and international best practices in gender auditing.

Thank you to all participants for their time, effort, and commitment to making SAMC College a more inclusive and empowering environment for everyone.

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