

Gender Audit



**SOCIETY FOR ACADEMIC FACILITATION AND
EXTENSION (REGD.)**

53 KARMCHARI NAGAR, BAREILLY, (UP)

SOCIETY FOR ACADEMIC FACILITATION AND EXTENSION (SAFE)

Basic Information of the Raghuv​eer Mahavidyalaya, Jaunpur

The Gender Audit Committee visited **Raghuv​eer Mahavidyalaya, Jaunpur** on:

Day: Saturday	Date: 28 Sept. 2024	Time: 02:30 PM
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The External Peer committee members for Gender Audit appointed by **SAFE** are:

No	Name	Designation	Address	Signature
1.	Dr. Kalpna Rajput	President, SAFE	SDMK College, Shahjahanpur	<i>Kalpna</i>
2.	Dr. Shaleen Kumar Singh	Member, Gender Audit Team	SS College, Shahjahanpur	<i>KS</i>
3	Dr. Ramesh Chandra	Member, Gender Audit Team	SS College, Shahjahanpur	<i>Rm.</i>

Authorities of the organization who interacted with the Gender Audit team are:

No	Name	Designation
1	Dr. Avadhesh Kumar Srivastava	(Principal) Chairperson
2	Dr. Kripa Shankar Yadav	Co-Coordinator
3	Dr. Nagendra Prasad Yadav	Co-Coordinator
4	Dr. Mayank Tiwari	Member
5	Dr. Sanju Shukla	Member
6	Mr. Vikash Sharma	Member
7	Dr. Sohan Lal Yadav	Member
8	Mr. Ravi Kumar	Member
9	Dr. Vinod Kumar Tripathi	Management Representative
10	Dr. Sharda Prasad Singh	Employer Representative
11	Dr. Manoj Kumar	Administrative (Registrar)
12	Dr. Vinay Kumar Tripathi	Local Society representative
13	Naseem Bano	Alumni Representative
14	Durgesh Tiwari (M.A)	Student Representative
15	Nikita Chaurasiya (B.Ed)	Student Representative
16	Komal Mishra (B.A)	Student Representative

The Gender Audit report has been submitted by **SAFE** on 28 Sept 2024

Kalpna

Committee Chairman

Principal

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Section I: Basic Details of the Organization:

I	Name of the Trust/ Society Address E-mail	Lalita Shikha Samiti Thaloi, Bhikharipur kala, Jaunpur (UP) bhishektiware8888888@gmail.com
II	Name of the College/ Institute:	Raghuveer Mahavidyalaya Thaloi, Bhikharipur kala, Jaunpur (UP)
	Address:	Thaloi, Bhikharipur Kala, Jaunpur
	Year of Establishment	2013
	Authority Name & phone No.:	Dr. Awdhesh Kumar Shrivastava (Principal)94508 96029
	Coordinators name	Dr. Kripa Shankar Yadav
	Contact Details: 1. Mobile no of the organization 2. Organizational email: 3. Website address:	88586 21010 principal.raghuveer@gmail.com https://raghuveermahavidyalaya.org.in/
III.	Institutional Status 1. Affiliating University: 2. Affiliation Status: 3. UGC Approval	Veer Bahadur Singh Purvanchal University, Jaunpur, UP, India, Self finance Yes

	4. Financial Status:	Self Finance
IV.	Type of College:	(a) Affiliated (b) (b) Co-ed college (c) Rural
V.	Type of Faculty/Programme	SF
VI.	Special status conferred	No
	UGC-Special Assistance Programme	No

Gender Audit



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Gender Audit Format for College



Part I

Organization Information on gender Aspects

(Brief precise information needed. Please use charts/ bullet points/ in shorts for description.)

Governance Bodies, Key Actors & Decision makers:

1. Gender Ratio & category wise data of students, teaching, non teaching faculty. (Data of at least last three years).

	Teaching	Non-teaching	students	Total
2021- 2022	30	08	678	716
Male	24	06	168	198
Female	06	02	510	518
Others				
2022 - 2023	30	08	684	722
Male	24	06	188	218
Female	06	02	496	504
Others				

2. Whether banners about respect of all genders are showcased on campus on websites and in prospectus?

Location of the banners/ boards	On the Entrance, College Entry Point, College Arena		
Viewership of the banners/ boards (possible % viewership each day)	80 %		
Year of posting the banners/ boards.	2021-22 & 2022-23		

3. Gender ratio of management staff (Principal/ Vice Principal/ In charges/ office in-charge and governing body).

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	Governing / Apex body	Principal/ Vice Principals/ In charges/ Heads of Department/ IQAC in charge	Office/ Admin in charge/ Accounts head/ other office authority	Total
2021- 2022				
Male		5	5	
Female		2	1	
Others				
2022 - 2023				
Male		5	5	
Female		2	1	
Others				

4. Student council representation Gender wise:

Year			
2020 - 2021	Nil	Nil	Nil
2021 - 2022	Nil	Nil	Nil

5. No of single parent children and their genders (details of the year of auditing to be given).

No of students with mother as single parent	Data Not Available
No of students with father as single parent	do
No of students with neither parent	do
Students who have lost their one/ both parents in Covid.	do
Total number of such students	do

6. Gender Policy on website.

Gender Policy	Available on College Website
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7. Internal Complaints Committee & Vishakha committee (objectives and composition, meeting minutes).

- Number and nature of cases received (brief description) (names not expected)

File name, file no and ownership of file:	Available on College Website
Link of the committee details on website:	Available on College Website

8. Sexual harassment act 2013 copy and UGC regulations for sexual harassment are available with the college for reference.

File name, file no and ownership of Available:	Yes
Link of the committee details on website:	Yes

9. The grievance redressal cell has a time bound action program displayed on the website. **(Data of three years needed)**

- File with details of authority name, position, phone numbers, grievance policy, minutes of the meetings.)
- Link of above details on the website.
- Grievance redressal policy on the website.

Part A: Standard grievances:

No.	Type of grievance	Duration of redressal	Authority of responsibility for the grievance.
	General	7 days	Grievance Redressal Committee

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Part B: Specific grievances and action taken (not to be showcased on the website).

10. Gender sensitization plan and nature of activities included as per the plan (three-year work to be showcased year wise).

No.	Name of Activity	Nature of the activity	Date, day & duration	Number of participants	Link of the report and photos
1	Examination	Online Grievance Redressal Portal	Continuous	Nil	
2	POSH Related	ICC	Continuous	Nil	

11. Facilities provided to genders:(at least 4)

- Rest rooms.
- Medical facilities.
- Gender counseling.
- Separate washrooms.
 - Women's washrooms with sanitary pad dispensers and sanitary pad incinerators
- Separate dining spaces for women in the canteen.

12. Safety features provided for genders.

- Male and female guards at gate
- CCTV cameras
- Any other: ICC

13. Gender based participation in NSS/ Sports/ performing arts, etc.

No	Activity	Male participants	Female participants
	NSS	48%	52%
	Sports	67%	33%

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	Performing arts	78%	22%
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(Though only numbers have been mentioned here the file must showcase the details of students during the visit/ showcase it on the website. A three-year data for average is necessary.)

14. Initiatives taken for genders (make a list):

Male: (1) POSH)

Female: (1) POSH ()

(2) Women Cell ()

Others:

15. The duties of the employer are available with the organization as per the UGC act 2013.

16. Any other features to be added.

Though the report will be prepared for one year, the data of at least three years is necessary for averages.



Part II

Gender Recruitment, Career Progression and Retention:

Total recruitments done in last three years

Year	Existing number	Teaching	Administration	Non-teaching	total
2021 - 2022	NA	NA	NA	NA	NA
2022 - 2023	NA	NA	NA	NA	NA

(Details to be available in the file)

Student recruitments (gender wise in last three years)

Career progressions gender wise:

Part III: Survey (Gender Equality & Gender Perspective): Available Offline

(Student/ Teacher/ Administrative staff/ non-teaching)

No	Question	Agree	Disagree
1.	The institution has a gender policy and is clearly visible on the website and at important places.	Yes	
2.	The admission form clearly asks about the gender of the prospective student.	Yes	
3.	The college conducts gender sensitization programs as a part of its curriculum.	Yes	
4.	The college conducts a gender awareness program each year.	Yes	
5.	You are aware of the Internal Complaints Committee and Vishakha Samiti is present in the college.	Yes	
6.	The women empowerment committee is set up in the college and displayed on the college website.		Yes
7.	Lady faculty members are appointed in the women empowerment committee	Yes	
8.	The organization takes initiatives to work out on gender related issues proactively.	Yes	
9.	The organization has a sexual harassment cell.	Yes	
10.	The organization has a grievance redressal cell. Its work is time bound.	Yes	
11.	The college has adequate security personnel and technological support/ surveillance.	Yes	
12.	Safety guards employed on the gate also have women guards		Yes
13.	The remote areas on the campus are well protected and safe.	Yes	
14.	There is a mechanism to assess the entry of strangers on the campus.		Yes
15.	There are an adequate number of toilets on the campus for men and women.	Yes	
16.	The toilets are hygienic, clean, and well maintained.	Yes	

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17.	The women's toilets have sanitary pad vending machines at convenient places.		Yes
18.	Sanitary incinerating machinery is available in the women's washrooms. .		Yes
19.	The classrooms / Library offers equal opportunities to all genders.	Yes	
20.	Common rooms are available to boys and girls.	Yes	
21.	The Healthcare section of the organization takes special care in gender related illnesses.	Yes	
22.	The University/ College has insurance for the students in case of death/ emergency?		Yes
23.	Gender related counseling facility exists in the organization.	Yes	
24.	Transportation by the organization is safe and efficient	Yes	

Part V: Actual one to interaction with a cross section of stakeholders.

For Authorities?

1. Facilities specific for genders. (Health, counseling, career, training, jobs)
2. Is there a counseling center in the college?
3. What are the mechanisms of Prevention of physical/ psychological/ Sexual Abuse?
4. Complaint mechanisms existing within and outside the organization?
5. Methods to improvise the working conditions of the employees in the organization
6. Workplace level policies to curb violence and exploitation?
7. Methods to protect students from outside sources
8. Methods to protect students from the people working within the organization.

For employees:

1. Is there any physical violence?
2. Psychological?
3. sexual violence experienced?
4. How?
5. Was it complained about?
6. Was any action taken?

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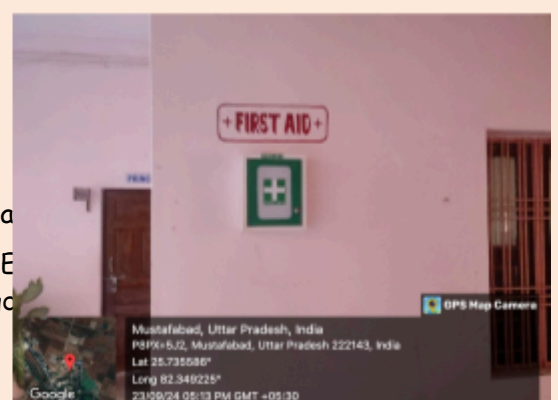
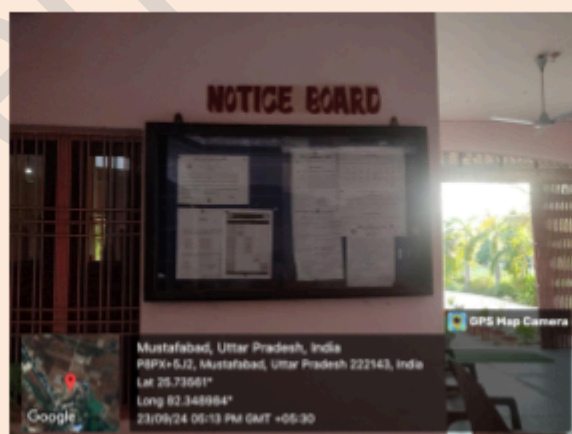
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7. Do you think it is related to gender discrimination?
8. Leave for pregnancy is available?
9. Facilities available with the organization.
10. Is counselling available?

For students?

1. Are the opportunities equal for you as a boy/ girl on the campus?
2. Facilities and freedom on the campus? (In case of hostel also on hostel)
3. Were you threatened physically on the campus?
4. Is there ragging on the campus?
5. Are your complaints taken seriously by the authorities?
6. Have you availed the facility of the counseling centre in the organization?
7. Gender related awareness programs are conducted by the organization?
8. Any other?

On Site Visit Photographs :



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Date: **28th Sept 2024**

The audit team of the Society for Academic Facilitation and Extension conducted a comprehensive Gender Audit on 28th Sept, 2024. Based on the data obtained from Raghuvver Mahavidyalaya, Jaunpur, the audit team has formulated the following recommendations and suggestions for the higher education institution (HEI) to facilitate the all-round development of the college.

Recommendations:

- **Form a Gender Equality Committee:** Create a dedicated committee to spearhead initiatives aimed at promoting gender equality, with a focus on implementing and monitoring relevant policies and practices.
- **Strengthen Awareness Initiatives:** Launch frequent campaigns to raise awareness about gender equality, sexual harassment, and women's rights, fostering a well-informed college community.
- **Offer Gender Sensitivity Training:** Provide regular gender sensitivity training to both staff and students, encouraging an inclusive and respectful campus culture.
- **Assess and Update Policies:** Periodically review existing policies to ensure gender neutrality and make revisions as necessary to advance gender equality within the institution.
- **Adopt Gender-Neutral Recruitment Practices:** Ensure that recruitment processes are fair and free from bias, offering equal opportunities to individuals of all genders.
- **Promote Female Leadership:** Actively support and encourage women to assume leadership roles, thereby enhancing gender diversity in the college's decision-making positions.
- **Establish Grievance Redress Mechanisms:** Develop efficient systems for reporting and addressing incidents of gender-based discrimination or harassment.
- **Facilitate Women's Career Advancement:** Implement programs such as mentorship, networking opportunities, and professional development initiatives tailored specifically to support women's career growth.
- **Incorporate Gender Perspectives in the Curriculum:** Ensure the curriculum across various disciplines integrates gender perspectives to enhance understanding and raise awareness about gender issues.
- **Promote Work-Life Balance:** Develop policies that promote work-life balance for both male and female staff, including flexible work arrangements.

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- **Enhance Gender-Inclusive Infrastructure:** Ensure that campus facilities, such as restrooms, hostels, and recreational areas, are accessible and inclusive for all genders.
- **Collaborate with External Gender Equality Organizations:** Establish partnerships with external organizations working on gender equality to gain access to additional resources and expertise.
- **Conduct Gender Audits:** Perform regular gender audits to monitor progress and identify areas that require further attention or improvement.
- **Celebrate Gender Diversity:** Organize events and activities that celebrate gender diversity, fostering a more inclusive and supportive college environment.

Additional Recommendations:

Here are additional recommendations for the Gender Audit at Raghuvir Mahavidyalaya, Jaunpur:

- **Support Services for Female Students:** Strengthen student support systems by providing targeted counseling and mentorship initiatives, specifically designed to address the psychological and emotional needs of female students.
- **Gender Research Initiatives:** Promote and facilitate research on gender-related issues, contributing to the academic discourse and deepening understanding of gender dynamics.
- **Alumni Engagement and Mentorship:** Foster stronger connections with alumni to create networking and mentorship opportunities, aiding current students in career advancement and fostering gender equality.
- **Community Involvement:** Encourage active participation from both students and staff in community initiatives that advocate for gender equality and social justice.
- **Flexible Academic Policies:** Develop and implement adaptable academic policies that address the unique needs of students, particularly those experiencing challenges related to gender.
- **Inclusive Language Practices:** Advocate for the consistent use of gender-neutral language across all institutional communications to foster an inclusive environment.
- **Accessibility for Students with Disabilities:** Ensure that all institutional facilities and programs are fully accessible to students with disabilities, including those with gender-specific needs.
- **Monitoring and Assessment:** Establish comprehensive mechanisms for evaluating the efficacy of gender equality initiatives, with a focus on continuous improvement.
- **Collaborative Efforts with NGOs:** Strengthen partnerships with non-governmental organizations dedicated to gender equality, facilitating the exchange of best practices to amplify impact.

- **Gender-Sensitive Budgeting:** Integrate gender perspectives into institutional budgeting processes to guarantee the equitable distribution of resources.

Implementing these recommendations can further enhance the gender equality initiatives at Raghuv eer Mahavidyalaya, Jaunpur and create a more inclusive and supportive environment for all members of the college community.

 Dr. Ramesh Chandra Secretary, SAFE	 Dr. Shaleen K. Singh Member	 Dr. Kalpna Rajput President, SAFE
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Gender Audit