

SHREE ANNDANESHWAR ARTS, SCIENCE, COMMERCE COLLEGE AND
POST GRADUATE CENTER NAREGAL

Tq: Gajendragad

College Code: :2230,

Email : sacnaregal70@gmail.com

Dist: Gadag

Principal: Sri. S. G. Keshannavar

Web Site: sacollegenaregal.edu.in

PREFACE

The Gender Audit is an attempt to study whether the college has good gender balance. It tries to see whether college follows government rules, policies and actions formulated for up-gradation of women in society. The Gender Audit tries to assess the impact of its current and proposed policies on gender equality. The gender audit was conducted to identify means to make our college campus safer for girl-students/women and sharing the results with the authority of the college for implementation of the recommendations.

Action Plan for Gender Sensitization:

- Regular sensitization activities will be organized to orient and reorient students and staff about social stereotypes about gender and gender roles.
- All gender equity programs will be designed in a manner that there is equal participation from boys and girls.
- Members of the Women's cell will make themselves available for counseling for issues pertaining to gender. The members themselves will undergo regular training sessions for such counseling.
- Special programmes will be introduced to develop usable life and career skills to girls to make them self-reliant.


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Gender Policy:

- No discrimination on the basis of gender
- Equal opportunity for all genders
- Freedom of expression
- Unbiased and confidential grievance redressal cell
- Ensure the safety and security of all genders

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Policy Document

**Zero Tolerance to Sexual Harassment and Gender
Discrimination**



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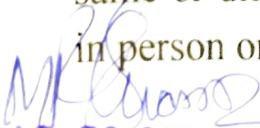
Introduction

Our college recognizes that sexual harassment and gender discrimination are pervasive problems that negatively impact our community. Sexual harassment and gender discrimination undermine the safety, dignity, and equality of our students, staff, and faculty. We are committed to creating a safe and inclusive environment where everyone is treated with respect and dignity. Therefore, we have developed a policy of zero tolerance towards sexual harassment and gender discrimination in all its forms.


Policy Statement

Our college is committed to providing a safe and inclusive environment free from sexual harassment and gender discrimination. We recognize that sexual harassment and gender discrimination are serious violations of human rights that undermine the dignity, safety, and equality of individuals in our community. Therefore, we have developed a policy of zero tolerance towards sexual harassment and gender discrimination in all its forms.

Sexual Harassment: Any unwelcome sexual behavior that creates an intimidating, hostile, or offensive environment. It includes physical, verbal, or non-verbal conduct of a sexual nature, such as unwanted touching, comments or jokes of a sexual nature, displaying sexually suggestive images, or making sexual advances. Sexual harassment can occur between individuals of the same or different genders, and can occur in any context, including in person or online.


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Gender Discrimination: Our College also recognizes that gender discrimination is a serious problem that undermines the equality and dignity of individuals in our community. Gender discrimination refers to any unequal treatment based on gender, including discrimination based on gender identity or expression. This includes denying opportunities or benefits to individuals based on their gender, as well as creating a hostile or offensive environment based on gender.

Legal Provisions

The college's policy on sexual harassment and gender discrimination is consistent with the following legal provisions:

- The Vishaka Guidelines, issued by the Supreme Court of India in 1997;
- The UGCs Saksham Measures for Ensuring the Safety of Women and Programmes for Gender Sensitization on Campuses;
- The University Grants Commission (Prevention, prohibition and redressal of sexual harassment of women employees and students in higher educational institutions) Regulations, 2015.

Women Cell and Prevention of Sexual Harassment (POSH) Committee


The college will have a Women Cell and Prevention of Sexual Harassment (POSH) Committee responsible for implementing the college's policy on sexual harassment and gender discrimination. The

Women Cell


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Will be headed by a senior woman faculty member of the college. The POSH Committee will be made up of representatives from the college administration, faculty, and students.

The mandate of the Women Cell and POSH Committee will be to provide a variety of services relating to sexual harassment and gender discrimination. These activities will be divided in two broad categories:

- Prevention of Sexual Harassment and Gender Discrimination, including providing information and resources, and sensitization about sexual harassment and gender discrimination
- Remedies for Sexual Harassment and Gender Discrimination, including counseling and support, and support in the complaint process

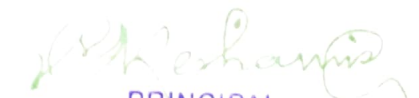
The Women Cell and POSH Committee are committed to creating a safe and inclusive environment for all students, faculty, and staff. All stakeholders will be encouraged to contact and consult contact the Women Cell or POSH Committee in case of questions or concerns about sexual harassment or gender discrimination in the College.

The names and contact information of Women Cell or POSH Committee members will be prominently displayed on the College website as well as at prominent places in the College campus.


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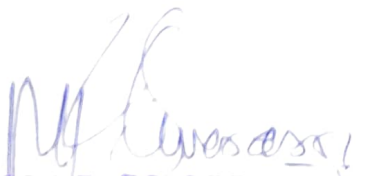
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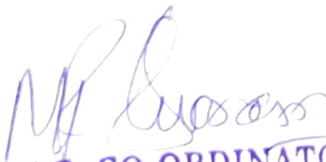
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Prevention of Sexual Harassment

- The prevention of sexual harassment is an important part of our commitment to creating a safe and inclusive environment. The preventive framework will include:
- Sensitization and training to all employees and students on the prevention of sexual harassment and gender discrimination along with the procedures for reporting and addressing complaints. Focus area of sensitization and training will include topics such as:
 - identifying sexual harassment;
 - identifying gender discrimination;
 - the impact of gender discrimination on individuals and the community;
 - the impact of sexual harassment on individuals and the community;
 - strategies for preventing sexual harassment; and
 - Strategies for preventing gender discrimination.
- In addition to training, the college will also take steps to create a culture of respect and inclusion. This includes promoting respectful communication, addressing stereotypes and biases, and encouraging open and honest dialogue about issues related to gender and sexuality.
- The college will also provide resources and support services to individuals who have experienced sexual harassment or gender discrimination.


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Reporting Sexual Harassment and Gender Discrimination


We encourage all members of our community to report incidents of sexual harassment/gender discrimination. Reports can be made to any staff member or faculty member, and will be treated with sensitivity and respect. Complaints can also be made anonymously if desired.

Complaint Procedure



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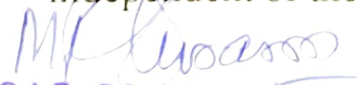
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- ❑ **Who can file a complaint:** Any student, faculty member or personnel from the college administrative staff, who believes that they have been the victim of sexual harassment or gender discrimination is encouraged to report the incident.
- ❑ **To Whom:** A complaint can be addressed to either the POSH Committee or any individual member of the Post Committee.
- ❑ **How:** A complaint can be made in person, through email or in writing.
- ❑ **Confidentiality:** All complaints of sexual harassment and gender discrimination will be handled in a confidential manner to the extent possible. All members of the Committee, including the Coordinator, will take all necessary steps to protect the confidentiality of the complainant and the respondent.
- ❑ **Protection of Complainant:** The College will also take steps to ensure that the complainant is protected from retaliation or further harassment.


Remedies

The college takes allegations of gender discrimination seriously and will take appropriate action against individuals who engage in such behaviour.

- ❑ Upon receipt of a complaint, the college will initiate an investigation into the incident. The investigation will be conducted by a complaints committee, which will be composed of three members. The committee will be trained in the procedures for handling complaints of gender discrimination and will be independent of the parties involved in the complaint.


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- The investigation will be conducted in a prompt and confidential manner. The complainant and the accused will have an opportunity to present evidence and witnesses to the committee. The committee will make a determination as to whether an offence has been committed based on a preponderance of the evidence. If the committee determines that an offence has occurred, it will recommend appropriate action to the College.

Sanctions for Sexual Harassment/Gender Discrimination

Sanctions for gender discrimination may include:

- Counseling
- Disciplinary action
- Termination of employment
- Expulsion from the college

Conclusion

Our College is committed to providing a safe and inclusive environment for all students, faculty, and staff. This policy is intended to prevent sexual harassment and gender discrimination and to ensure that all members of the college community are treated with respect.

In addition to the above, the college will take the following steps to prevent sexual harassment and gender discrimination:

Create a culture of respect and inclusion. The college will promote a culture of respect and inclusion by providing training on sexual harassment and gender discrimination to all members of the college community. The college will also create opportunities for dialogue and discussion on these issues.

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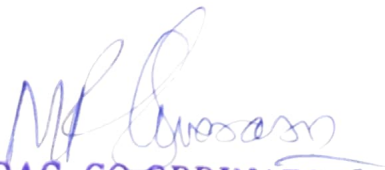
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Provide resources for victims of sexual harassment and gender discrimination. The college will provide resources for victims of sexual harassment and gender discrimination, including counseling, support groups, and legal assistance.

Hold perpetrators accountable. The college will hold perpetrators of sexual harassment and gender discrimination accountable, up to and including expulsion from the college.

The college is committed to creating a safe and inclusive environment for al



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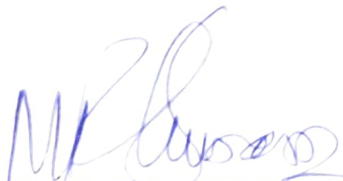
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Objectives of Gender Audit:

- To identify gaps where gender imbalance exists and the causes behind them.
- To suggest measures for bridging the gap.
- To maintain good gender balance in decision-making processes in all the college activities.
- To analyze the efforts and capacity for prevention of sexual harassment in the college.
- To strengthen the working capacity of Women's Cell/ Prevention of Sexual Harassment Cell/ICC and Grievance Redresses Cell of the college.

Data Analysis:

The tables and diagrams (1-9) show gender classification of male and female strength of students and the total number of admissions to the college.


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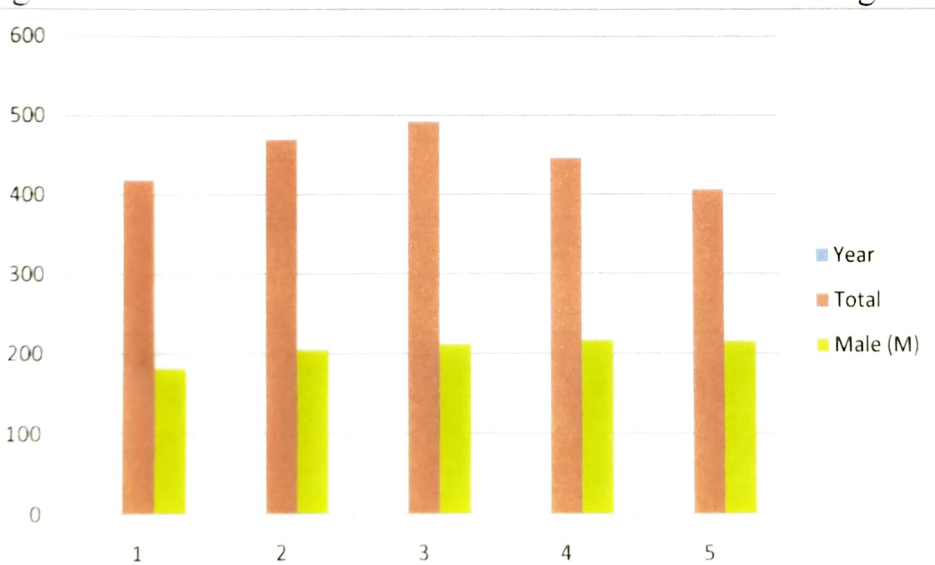
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Table 1: Gender wise details of total students in the college

SL. No	Year	Total	Male (M)	Female (F)	Male %	Female %
1	2017-18	419	182	237	43.46%	56.56%
2	2018-19	470	205	265	43.61%	56.38%
3	2019-20	492	212	280	43.08%	56.91%
4	2020-21	446	217	229	48.65%	51.34%
5	2021-22	406	216	190	53.20%	46.79%

The above Table shows the admission of the students as per the Gender in the college. The total number of male and female and the Percentage of both the students.

Figure: 1 Gender wise Details of total Students in the College



The Table shows year wise gender classification of male and female strength of student and the total number of admission to the college. It appears that the number of students increased year by year it is increase 9.74% is found to be there with boy's population as compare to base year.

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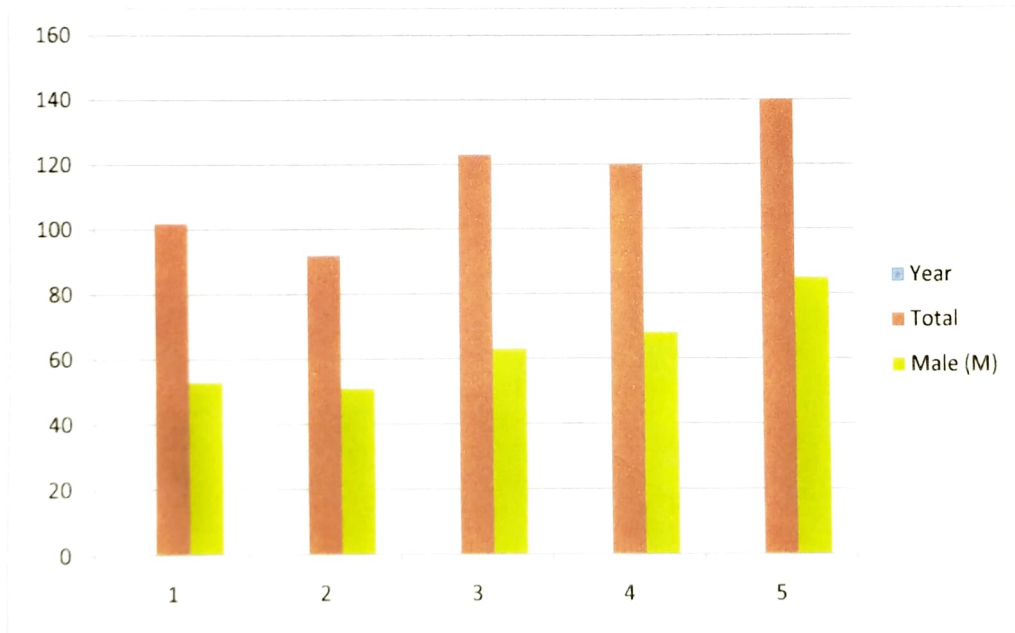
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Table: 2 Gender wise Details of Total Students in BA

Sl. No	Year	Total	Male (M)	Female (F)	Male %	Female %
1	2017-18	102	53	49	51.96%	48.03%
2	2018-19	92	51	41	55.43%	44.56%
3	2019-20	123	63	60	51.21%	48.78%
4	2020-21	120	68	52	56.66%	43.33%
5	2021-22	140	85	58	60.71%	39.28%

Figure: 2 Gender wise Details of total Students in BA.



The 8.75% increase found in total number of students reflected here also. The number of boys in Arts subjects slightly increased as compared to previous year.

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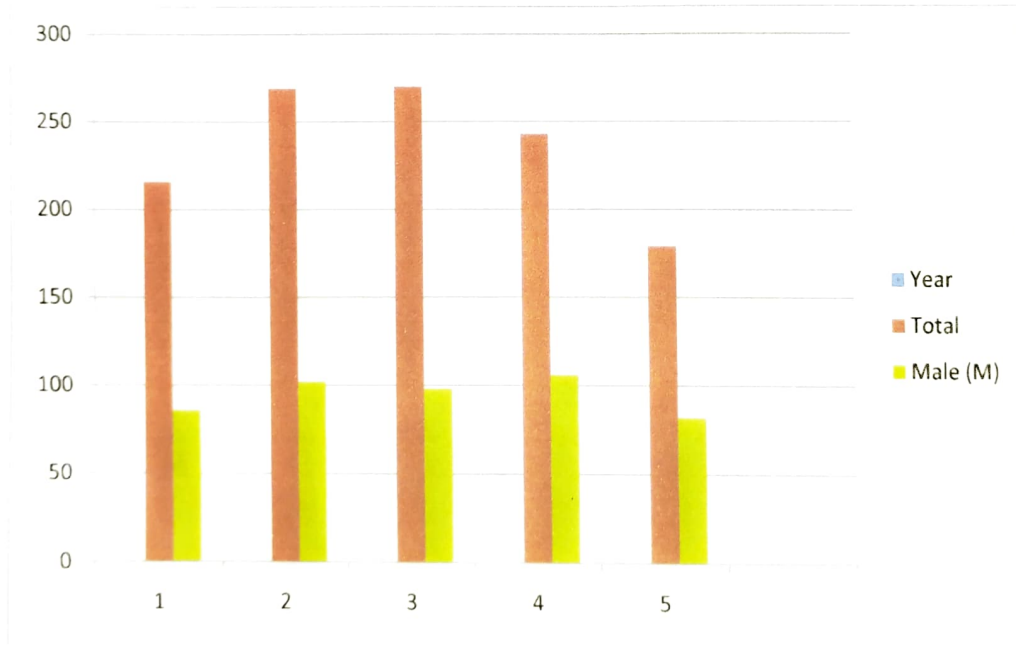
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Table: 3 Gender wise Details of Total Students in B.Sc

Sr No	Year	Total	Male (M)	Female (F)	Male %	Female %
1	2017-18	216	86	130	39.81%	60.18%
2	2018-19	269	102	167	37.91%	62.08%
3	2019-20	270	98	172	36.29%	63.70%
4	2020-21	243	106	137	43.62%	56.37%
5	2021-22	179	82	97	45.81%	54.18%

Figure: 3 Gender wise Details of total Students in B.Sc



The 6% increase found in total number of students reflected here also. The number of boys in Science subjects slightly increased as compared to previous year.

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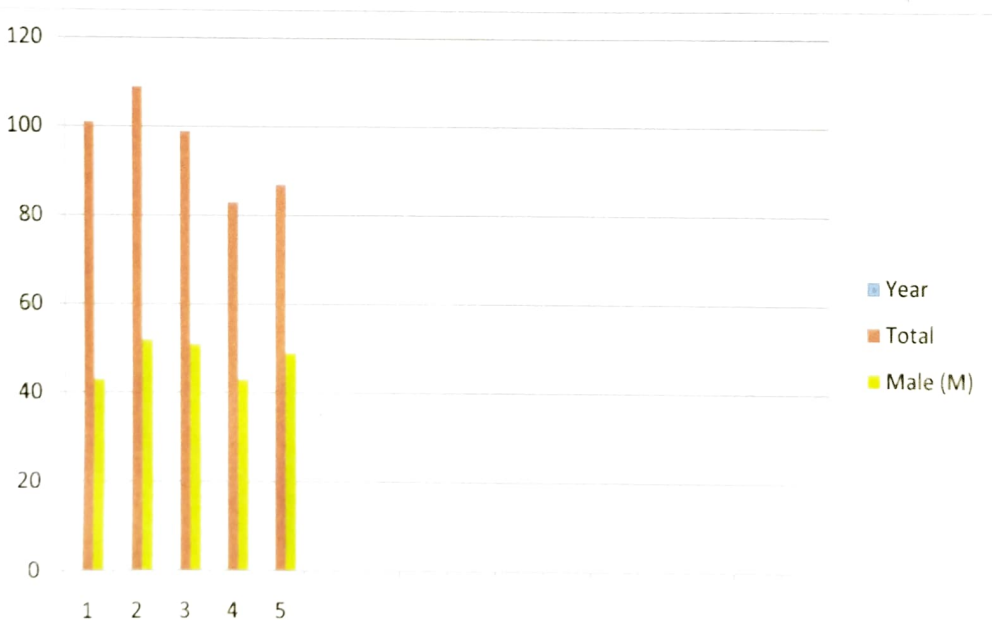
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Table: 4 Gender wise Details of Total Students in B.Com

Sl. No	Year	Total	Male (M)	Female (F)	Male %	Female %
1	2017-18	101	43	58	42.57%	57.42%
2	2018-19	109	52	57	47.70%	52.29%
3	2019-20	99	51	48	51.51%	48.48%
4	2020-21	83	43	40	51.80%	48.19%
5	2021-22	87	49	38	56.32%	43.67%

Figure: 4 Gender wise Details of total Students in B.Com



In commerce the 13.75% increase found in total number of student reflected here also. The number of boys in commerce is increased as compared to previous year.

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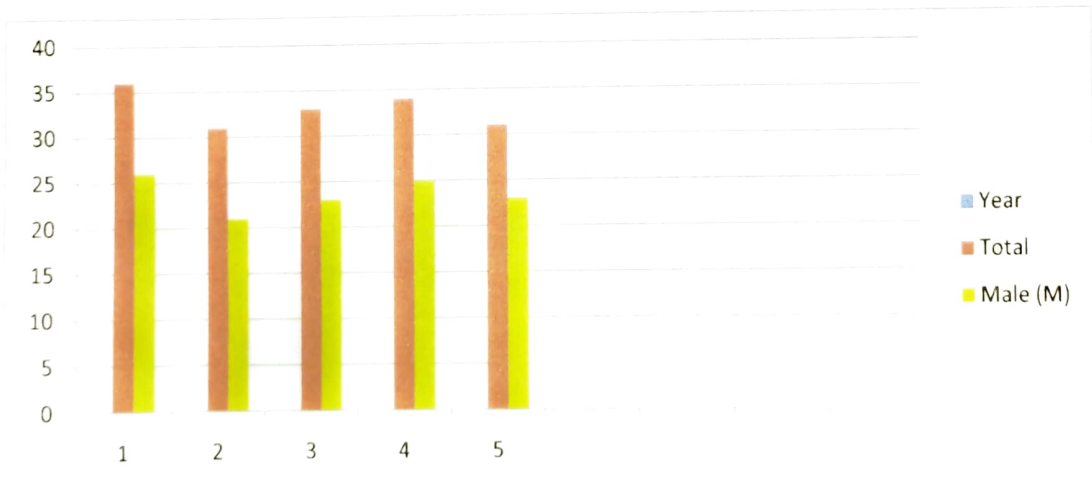
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Table 5: Gender wise Details of Total Staff (teaching) in the College

Sl. No	Year	Total	Male (M)	Female (F)	Male %	Female %
1	2017-2018	36	26	10	72.22%	27.77%
2	2018-2019	31	21	10	67.74%	32.25%
3	2019-2020	33	23	10	69.69%	30.30%
4	2020-2021	34	25	09	73.52%	26.47%
5	2021-2022	31	23	08	74.19%	25.80%
Total					71.51%	28.48%

The above table of teaching staff male female ratio in college as a whole shows that the ratio of 71.51%:28.48% i.e. there is dominance of male teaching staff. The institution has to take appropriate measures to get the female staff appointed. Figure: 5 Gender wise Details of total Staff (teaching) in the College



The total number of female teaching staff is less as compared to male. This proves that women are empowering as time travel. It's also a need of Institution to leave more female teachers with more girl Students.



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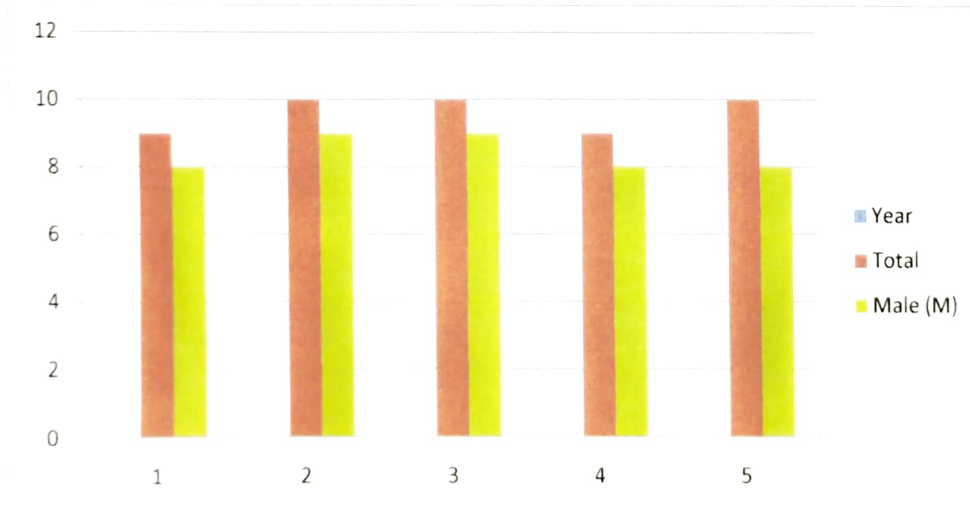
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Table 6: Gender wise Details of Total Staff (non-teaching) in the College

Sl. No	Year	Total	Male (M)	Female (F)	Male %	Female %
1	2017-2018	09	08	01	88.88%	11.11%
2	2018-2019	10	09	01	90%	10%
3	2019-2020	10	09	01	90%	10%
4	2020-2021	09	08	01	88.88%	11.11%
5	2021-2022	10	08	02	80%	20%

Figure: 6 Gender wise Details of total Staff (Non- teaching) in the College



The number of Female non-teaching staff is less than Male Staff . the total number of staff is increased from previous year.

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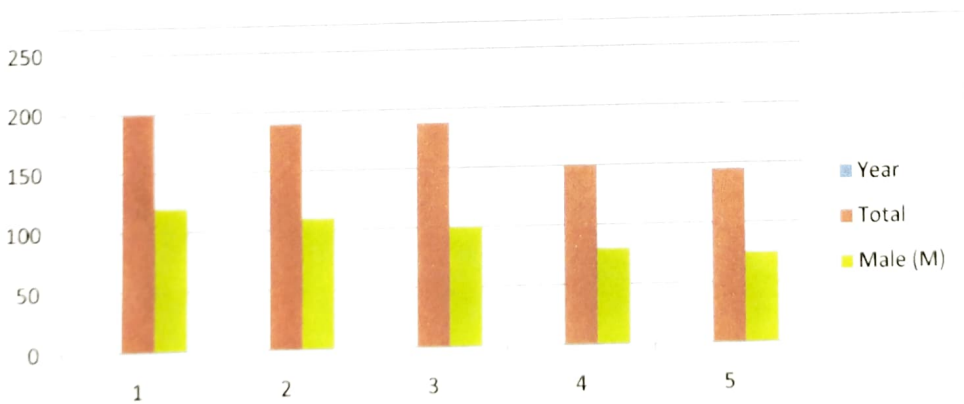
Web Site: saccollegenaregal.edu.in

Table: 7 Gender wise Details of Total Students in Sports

Sl. No	Year	Total	Male (M)	Female (F)	Male %	Female %
1	2017-2018	200	120	80	60%	40%
2	2018-2019	190	110	100	57.89%	42.10%
3	2019-2020	188	100	88	53.19%	46.80%
4	2020-2021	150	80	70	53.33%	46.66%
5	2021-2022	145	75	70	51.72%	48.27%
Total					55.55%	44.44%

College has a Sports and Gym department and students from all the departments are participate in sports activities . The above data shows male and female students ratio in college sports activities that the ratio is 55.55%: 44.44%.

Figure: 7 Gender wise Details of total Students in Sports.



The Sports Competaiton are male domaining. Girl concentrate more on athletics but but boys are involved both in athletics and aother games too.

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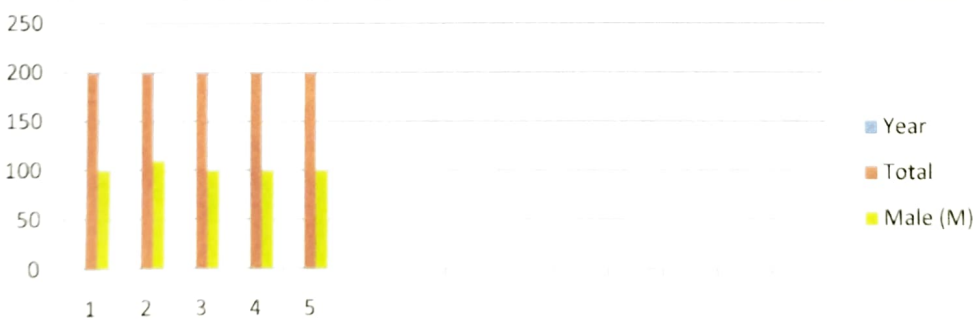
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Table: 8 Gender wise Details of Total Students in NSS

Sr No	Year	Total	Male (M)	Female (F)	Male %	Female %
1	2017-2018	200	100	100	50%	50%
2	2018-2019	200	110	100	55%	45%
3	2019-2020	200	100	100	50%	50%
4	2020-2021	200	100	100	50%	50%
5	2021-2022	200	100	100	50%	50%
Total					51%	49%

College has a NSS unit and students from all the departments get enrolled and participate in the unit. The above data shows NSS male female students ratio in college as a whole. It shows that the ratio is 51%:49%. Thus it can be absorbed that there is equal awareness among male and female students about social responsibility.

Figure: 8 Gender wise Details of total Students in NSS



The number of students is fixed at 200 for each year. The degree final year students are exempted. The selection of NSS volunteers or on the basis of their attitude towards selfless service to social action and also the ability to work in group is also considered. It's a matter of pride to see girl's always excel in these activities.

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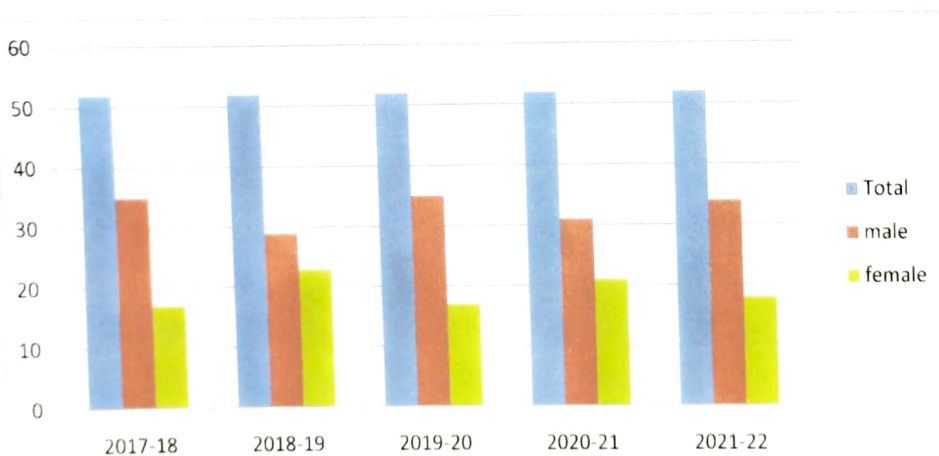
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Table: 9 Gender wise Details of Total Students in NCC

Sr No	Year	Total	Male (M)	Female (F)	Male%	Female %
1	2017-2018	52	35	17	67.30%	32.69
2	2018-2019	52	29	23	55.76%	44.23%
3	2019-2020	52	35	17	67.30%	32.69%
4	2020-2021	52	31	21		40.38%
5	2021-2022	52	34	18	65.38%	34.61%
Total					63.07%	36.92%

College has a NCC unit and Students from all the departments get enrolled and participate in th unit. The above data shows NCC male and female student ratio in college as a whole .It shows the ratio is 63:37.



The number of students in NCC is fixed and it is always full.

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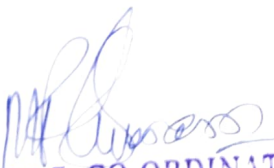
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Salient Findings of the Audit Team:


- Number of Girl students is higher than boys in all programmes.
- Female: male ratio in the staff is fairly high in the academic years.
- The college has a functioning Women's cell and an ICC that writes its report annually.
- The college conducts gender sensitization activities to orient the students and staffmembers.

Suggestions:

- Define and deepen the understanding of concepts regarding gender equality, empowerment of women, gender stereotypes and violence.
- The representation of female staff members to decision making bodies may be increased.
- Organize more sports programmes for female students and staff members on a regular basis.
- More awareness programmes on Legal rights may be carried out.
- Introduce skill enhancement programmes for girls.


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Conclusion:

The analysis shows that gender equity goals and objectives are included in all the policies, programmes of the college. Students and staff reported that they had no complaints related to gender. The Gender Audit Team observed that gender equity and gender sensitivity is encouraged by management and staff of the college and they do have gender sensitive behaviour. It is found that the College has commendable strengths and some weaknesses. The weaknesses can be overcome with gradual changes.

This is to verify that the following members of the Gender Audit

**team reported facts and findings as found on
ground.**


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Cultural Day





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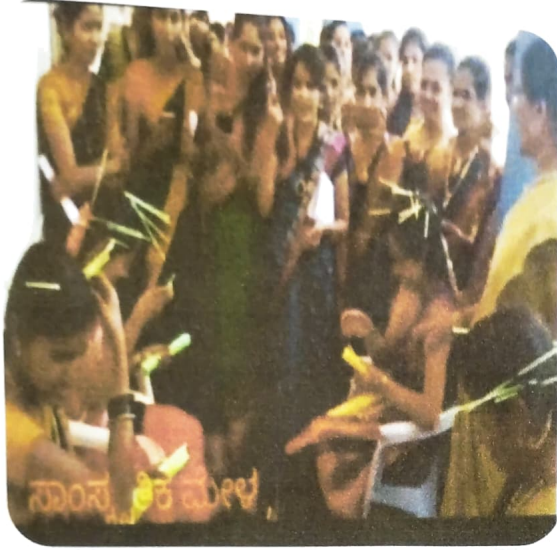
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NCC



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NSS



Yoga



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Constitution Day



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Sports



Youth Day



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Gandhi Jayanti



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