

# **GOVT.COLLEGE HANSI**

**PIN-125033, HARYANA (India)**

**Co-educational Institution**

**Affiliated To GJUS&T University, Hisar**



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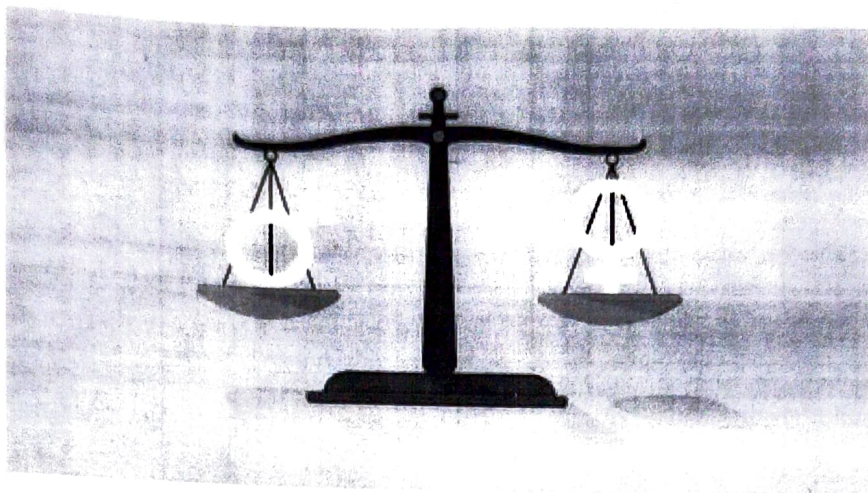
## **A Report on Gender Audit**

**Institution has initiated the Gender Audit and measures for the promotion of gender equity during the last five years.**

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# **GENDER AUDIT REPORT**



**IQAC**

**Govt. College Hansi**



## **Preface**

The Gender Audit is a study whether any institution has good gender balance or not. It checks whether an institution is following rules, policies and actions formulated by government for the up-gradation of gender in society. The Gender Audit also tries to measure the impact of current and proposed policies on gender equality. This audit is conducted to know the status of security, facility provided to all gender and sharing the recommendation to authority for implementation of the recommendations. A part of this Audit is done via an online survey (through Google form specially designed for the girl-students, faculty, and the non-teaching staff) to collect the respondent's perception on the existing gender sensitive practices /facilities in the institution campus.

## **Action Plan for Gender Sensitization:**

Regular sensitization activities will be organized to orient and reorient students and staff about social stereotypes about gender and its roles.

- All programs are planned and executed in a manner that shows equal participation of all gender.
- Women's cell will make themselves available for counseling the issues pertaining to gender. The members themselves also undergo regular training sessions for such counseling.
- Provisions of POSH (Prevention of Sexual Harassment at Workplace) and Vishakha Guidelines will be communicated to all students and employees every year.
- Special programs will be organized and introduced to develop practical life and career skills for girls to make them independent

## **Gender Policy:**

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

# **Policy Document**

*Zero Tolerance to Sexual Harassment and Gender Discrimination*



**Government College Hansi**

**PIN-125033, Haryana**



## Introduction

Our institution recognizes that sexual harassment and gender discrimination are pervasive problems that impact unenthusiastically on our society/community. Sexual harassment and gender discrimination strike at the foundations of the safety, dignity and equality of all stakeholders presented in the campus. Hence our institution is dedicated to create a safe and comprehensive environment where everyone is treated with respect and dignity. Consequently, our institution has developed a policy of zero tolerance towards sexual harassment and gender discrimination for everyone.

## Policy Statement

Our institution 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 society/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 behaviors 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.
- **Gender Discrimination:** Our institution 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 Provision**

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

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

The institution 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 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 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.



## **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 to 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.

## **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**

**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 behaviors. 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.

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 decide 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**

Institution is committed to provide a safe and inclusive environment for all stakeholders in campus i.e. 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 institution 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.
- 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 all.

## **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 n of male and female strength of students and the total number of admissions to the college.

**Table1:** Gender wise details of total students in the college

Sr No	Year	Total	Male(M)	Female(F)
1	2019-20	1983	1144	839
2	2020-21	1948	1149	799
3	2021-22	2004	1210	794
4	2022-23	1897	1131	766
5	2023-24	1691	1015	676

**Table2:** Gender wise Details of Total Students in BA

SrNo	Year	Total	Male(M)	Female(F)
1	2019-20	1064	613	452
2	2020-21	1067	627	440
3	2021-22	1113	669	444
4	2022-23	1107	665	442
5	2023-24	1055	635	420

**Table3:** Gender wise Details of Total Students in BCom

SrNo	Year	Total	Male(M)	Female(F)
1	2019-20	369	223	146
2	2020-21	340	213	127
3	2021-22	307	191	116
4	2022-23	280	169	111
5	2023-24	225	134	91

**Table4:** Gender wise Details of Total Students in B Sc

SrNo	Year	Total	Male(M)	Female(F)
1	278	227	168	91
2	2020-21	246	155	110
3	2021-22	227	155	72
4	2022-23	183	124	59
5	2023-24	118	76	42

**Table5: Gender wise Details of Total Students in BCA**

SrNo	Year	Total	Male(M)	Female(F)
1	2019-20	91	65	26
2	2020-21	127	94	33
3	2021-22	151	104	47
4	2022-23	171	119	52
5	2023-24	165	110	55

**Table6: Gender wise Details of Total Students in PGDCA**

SrNo	Year	Total	Male(M)	Female(F)
1	2019-20	32	21	11
2	2020-21	23	11	12
3	2021-22	32	14	18
4	2022-23	23	5	18
5	2023-24	28	18	10

**Table7: Gender wise Details of Total Students in PGDYMH**

SrNo	Year	Total	Male(M)	Female(F)
1	2019-20	38	23	15
2	2020-21	21	8	13
3	2021-22	33	23	10
4	2022-23	15	10	5
5	2023-24	13	10	3

**Table8: Gender wise Details of Total Students in MCom**

SrNo	Year	Total	Male(M)	Female(F)
1	2019-20	93	18	75
2	2020-21	93	22	71
3	2021-22	94	26	68
4	2022-23	75	17	58
5	2023-24	57	15	42



The tables and diagrams (9&10) show gender classification of staff members in the college.

**Table9:** Gender wise Details of Total Staff (teaching) in the College

Sr. No	Year	Total	Male(M)	Female(F)
1	2019-20	61	34	27
2	2020-21	61	34	27
3	2021-22	61	34	27
4	2022-23	59	35	24
5	2023-24	55	31	24

**Table10:** Gender wise Details of Total Staff (non-teaching) in the College

SrNo	Year	Total	Male(M)	Female(F)
1	2019-20	31	23	8
2	2020-21	31	23	8
3	2021-22	31	23	8
4	2022-23	33	25	8
5	2023-24	26	16	10

### Sample Questionnaire:

1. Does all the gender persons feel happy in the college?

क्या कॉलेज में सभी लिंग के व्यक्ति खुश महसूस करते हैं?

2. The college has a Women's Cell and the students are aware of its existence.

कॉलेज में एक महिला सेल है और छात्र इसके अस्तित्व से अवगत हैं।

3. The college has a grievance redressal cell.

कॉलेज में एक शिकायत निवारण कक्ष है।

4. Awareness regarding college committees and cells (grievance redresses cell, women's cell internal complaint committee)

कॉलेज समितियों और कक्षों (शिकायत निवारण कक्ष, महिला कक्ष, आंतरिक शिकायत समिति) के बारे में जागरूकता

5. Adequate electricity facility is available in corridors, classrooms, common area and toilets.

गलियारों, कक्षाओं, सामान्य क्षेत्र और शौचालयों में पर्याप्त बिजली की सुविधा उपलब्ध है।

6. Adequate hygiene (particularly sanitary napkin vending and disposal) and privacy is maintained.

पर्याप्त स्वच्छता (विशेषकर सैनिटरी नैपकिन वेंडिंग और निपटान) और गोपनीयता बनाए रखी जाती है।

7. Adequate amenities are available on the college campus (e.g. toilets, first aid facility and common room)

कॉलेज परिसर में पर्याप्त सुविधाएं उपलब्ध हैं (जैसे शौचालय, प्राथमिक चिकित्सा सुविधा, कॉमन रूम)

8. Equal opportunity is given to all genders for free and fair expression of ideas.

विचारों की स्वतंत्र एवं निष्पक्ष अभिव्यक्ति के लिए सभी लिंगों को समान अवसर दिया जाता है

9. Cultural, social, legal awareness about sexual harassment at workplace is provided to all.

कार्यस्थल पर यौन उत्पीड़न के बारे में सांस्कृतिक सामाजिक कानूनी जागरूकता सभी को प्रदान की जाती है।

10. Do you feel safe in the college?

क्या आप कॉलेज में सुरक्षित महसूस करते हैं?

11. Are your peer's gender-sensitive?

क्या आपके साथी लिंग-संवेदनशील हैं?

12. If need be, do you know how and where to lodge a complaint?

यदि आवश्यकता हो तो क्या आप जानते हैं कि शिकायत कैसे और कहाँ दर्ज करनी है?



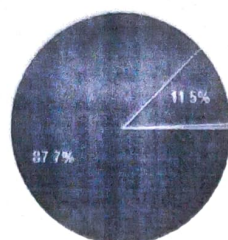
### Students and Staff (teaching & non-teaching) Responses:

A total number of 1004 (57.8% Female & 42.2% Male) students and staff members responded to the questionnaire. The responses are represented in the following diagrams:

#### Designation

269 responses

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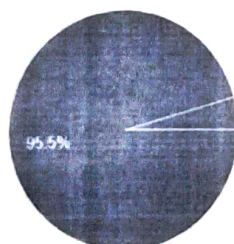
- student
- Teaching Staff
- Non-Teaching Staff

Do the entire gender person feels happy in the college?

क्या कॉलेज में सभी लिंग के व्यक्ति खुश महसूस करते हैं?

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269 responses



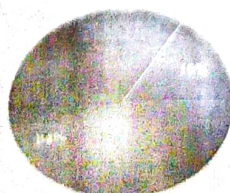
- Yes
- No

The college has a Women's Cell and the students are aware of its existence.

कॉलेज में एक महिला सेल है और छात्र इसके अस्तित्व से अवगत हैं।

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269 responses



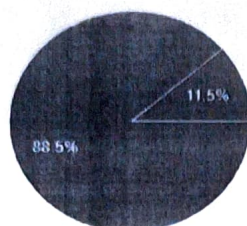
- Yes
- No

The college has a grievance redressal cell.

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कॉलेज में एक शिकायत निवारण कक्ष है।

259 responses



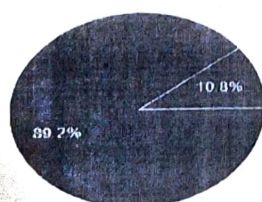
● Yes  
● No

Awareness regarding college committees and cells (grievance redresses cell, women's cell internal complaint committee).

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कॉलेज समितियों और कक्षों (शिकायत निवारण कक्ष, महिला कक्ष, आंतरिक शिकायत समिति) के बारे में जागरूकता

259 responses



● Yes  
● No

Adequate electricity facility is available in corridors, classrooms, common area and toilets.

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पलियारो, कक्षाओं, सामान्य क्षेत्र और शौचालयों में पर्याप्त बिजली की सुविधा उपलब्ध है।

259 responses



● Yes  
● No

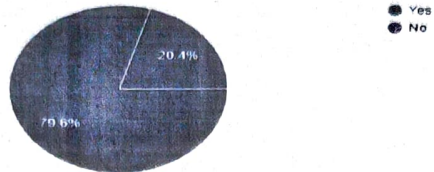


Adequate hygiene (particularly sanitary napkin vending and disposal) and privacy is maintained.

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पर्याप्त स्वच्छता (विशेषकर सैनिटरी नेपकिन वेंडिंग और निपटान) और गोपनीयता बनाए रखी जाती है।

269 responses

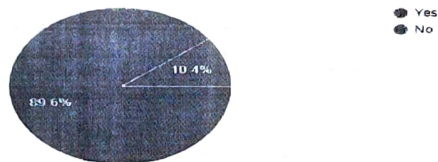


Adequate amenities are available on the college campus (e.g. toilets, first aid facility and common room)

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कॉलेज परिसर में पर्याप्त सुविधाएं उपलब्ध हैं (जैसे शौचालय, प्राथमिक चिकित्सा सुविधा, कॉमन रूम)।

269 responses

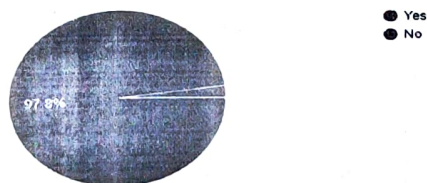


Equal opportunity is given to all genders for free and fair expression of Ideas.

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विचारों की स्वतंत्र एवं निष्पक्ष अभिव्यक्ति के लिए सभी लिंगों को समान अवसर दिया जाता है।

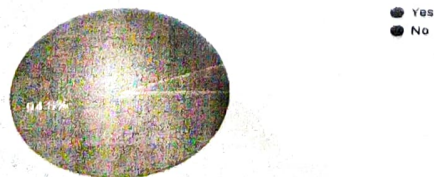
269 responses



Cultural, social, legal awareness about sexual harassment at workplace is provided to all. कार्यस्थल पर यौन उत्पीड़न के बारे में सांस्कृतिक, सामाजिक, कानूनी जागरूकता सभी को प्रदान की जाती है।

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269 responses

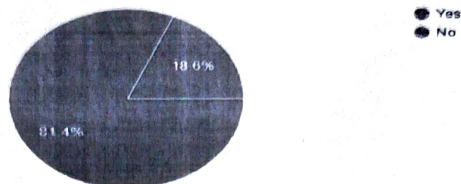


Are your peer's gender-sensitive?

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क्या आपके साथी लिंग-संवेदनशील हैं?

269 responses

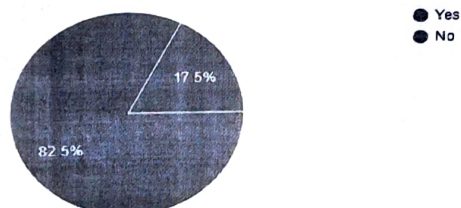


If need be, do you know how and where to lodge a complaint?

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यदि आवश्यकता हो, तो क्या आप जानते हैं कि शिकायत कैसे और कहाँ दर्ज करनी है?

269 responses

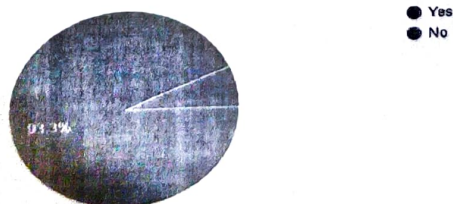


Do you feel safe in the college?

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क्या आप कॉलेज में सुरक्षित महसूस करते हैं?

269 responses





### **Salient Findings of the Audit Team:**

- Number of Girl students is higher than boys in all programmes.
- Female: male ratio in the staff is 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 staff members.

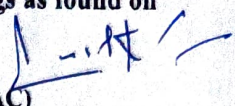
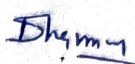

### **Suggestions:**


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

### **Conclusion:**

The analysis shows that gender equity goals and objectives are included in all the policies, programs 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 behaviors. 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 reported facts and findings as found on ground for the Gender Audit .

1. Sh. Anil Kumar, Assistant Professor (Computer Science) Coordinator (IQAC) 
2. Sh. Dhramvir singh, Assistant Professor (Geography) Member (IQAC) 
3. Sh. Shiv Kumar, Assistant Professor (Commerce) Member (IQAC)
4. Smt. Bhateri, Convener (Women Cell) 
5. Sh Deepansu, Clerk

  
Principal  
Govt. College Hansi