



Victoria Institution (College)

78B, APC Road; Kolkata – 700009



GENDER AUDIT REPORT

2023 – 2024



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Preface

In the pursuit of creating inclusive and equitable educational environments, the concept of gender equality has emerged as a foundational principle. Gender equality represents the fundamental principle that all individuals, regardless of their gender, should have equal rights, opportunities, and treatment. It is not merely a concept but a moral imperative rooted in the principles of human rights and social justice. Gender equity, on the other hand, recognizes that achieving equality may require differential treatment or interventions to address historical and systemic injustices.

Stereotypes, ingrained in societal norms and perceptions, perpetuate harmful narratives that limit individuals' potential based on their gender. Women, in particular, have historically been subjected to systemic discrimination and marginalization, resulting in profound inequities across various spheres of life, including education. Women have faced myriad barriers to accessing education, navigating academic spaces, and realizing their full potential. Systemic oppression, perpetuated through societal norms and institutional biases, continues to impede progress towards gender parity. Within the confines of educational settings, these inequalities manifest in various forms – from unequal opportunities for leadership to gender-based violence and discrimination. However, it is within these very spaces that the seeds of empowerment can be sown, challenging prevailing norms and nurturing a culture of inclusivity.

The gender audit conducted at Victoria Institution (College) is not merely an exercise in data collection but a testament to the collective commitment to fostering an environment that nurtures the holistic development of all individuals, irrespective of gender. This report serves as a lens through which the institution scrutinizes existing structures, policies, and practices with a commitment to fostering empowerment and equity. By interrogating existing policies and practices through a gendered lens, the institution aims to uncover hidden biases, address systemic inequities, and pave the way for transformative change. It is through this process that the college can create an educational space that not only empowers women but also cultivates a sense of belonging and agency for all members of the community.



About the College

Victoria Institution (College) established in 1932 is one of the oldest women's colleges affiliated to the University of Calcutta. Founded with a clear mission to empower women and instill in them a spirit of resilience, the college's vision was shaped by its founder, Brahmananda Keshub Chandra Sen, and his daughters, Maharani Suniti Devi and Sucharu Devi. Keshub Chandra Sen, the great Humanist and Reformist of the late nineteenth century envisioned a future where women could access quality education without barriers. His daughters, Suniti and Sucharu, shared his passion and played pivotal roles in realizing this vision. Together, they worked tirelessly to create an educational environment that nurtured the intellect and spirit of young women, enabling them to thrive in a society that often marginalized their potential. The institution's historical legacy and contemporary infrastructure coalesce, fostering an environment that nurtures intellectual curiosity and develops leadership skills. The faculty members are fully committed to providing learning opportunities to students and equipping them with the knowledge they need to thrive in this rapidly changing global landscape.

In addition to its commitment to academic excellence and empowerment, Victoria Institution (College) prioritizes the safety and well-being of its students through various support systems and initiatives. The college has established dedicated bodies such as the Women's Cell, Grievance Redressal Cell and Anti-ragging Cell, aimed at ensuring a safe and inclusive environment for all students. These cells work diligently to address any concerns or issues related to gender-based discrimination, harassment, or violence, providing students with a platform to seek assistance and recourse when needed.

Moreover, Victoria Institution (College) places a strong emphasis on gender sensitization and awareness among its student body and staff. Through workshops, seminars, and training programs, the college strives to foster a culture of respect, understanding, and equality. These initiatives aim to challenge stereotypes, promote empathy, and encourage dialogue on gender-related issues, ultimately fostering a more inclusive and supportive community within the college campus. By prioritizing the safety, well-being, and gender sensitization of its students, Victoria College reaffirms its commitment to creating an inclusive educational environment that not only nurtures academic growth but also fosters personal development and empowerment for all individuals.



What is Gender Audit

A gender audit is a systematic assessment of an organization, institution, or program to evaluate how effectively it integrates gender equality principles and promotes gender equity. It involves examining policies, practices, and outcomes to identify areas where gender biases exist and to develop strategies for improvement. Gender audits can help organizations identify and address gender-based disparities and ensure that their activities promote equal opportunities for all genders.

Objectives of Gender Audit

- a) Assess the current status of gender equality and inclusivity across various aspects of college life.
- b) Identify areas for improvement in policies, practices, and infrastructure to promote gender equity.
- c) Evaluate the effectiveness of existing programs and initiatives aimed at addressing gender issues using data gathered from the majority of staff and students.
- d) To prevent gender discrimination, sexual harassment, ragging in any form in the college campus.
- e) Ensure accountability & transparency in efforts to advance gender equality within college community

Gender Audit Committee

Member	Designation & Department	Institution
Dr. Tania Chakraverty	Dean of Students' Welfare	Diamond Harbour Women's University
Smt. Banani Das Bose	Associate Professor & Presiding Officer ICC	Vidyasagar College, Kolkata
Smt. Aloka Mukhopadhyay	Member of Governing Body	Victoria Institution (College)
Dr. Debjani Das (Ghosh)	Member of Governing Body	Victoria Institution (College)

Compiler: Dr. Madhumita Basu – Associate Prof. of English & Convenor, Women's Cell, Victoria Institution (College)

Gender Policy

Staff

The Workplace Gender Policy applies to all faculty and non-teaching staff; whether full time or part time, temporary or permanent. It includes:



- a) Promote inclusivity for all gender identities with a zero tolerance policy for discrimination and harassment.
- b) Ensure prompt disciplinary action against gender-related grievances.
- c) Ensure equal access to resources and facilities.
- d) Provide equal opportunities for career advancement.
- e) Ensure representation of both male and female staff in leadership roles for diverse perspectives and equitable decision making.
- f) Conduct awareness programs, talks, and seminars to promote gender-sensitive practices.
- g) Adopt effective measures for security & safety of all genders.

Students

- a) Promote inclusivity for all gender identities with a zero tolerance policy for discrimination
- b) Ensure prompt disciplinary action against grievances
- c) Ensure equal access to resources and facilities
- d) Prohibit discrimination and harassment based on gender
- e) Conduct awareness programs, talks, and seminars to promote gender-sensitive practices
- f) Collaborate for continuous improvement in gender equity
- g) Ensure safe infrastructure, including surveillance through CCTV and both male and female guards, to enhance security
- h) Adopt effective measures for security & safety of all genders.

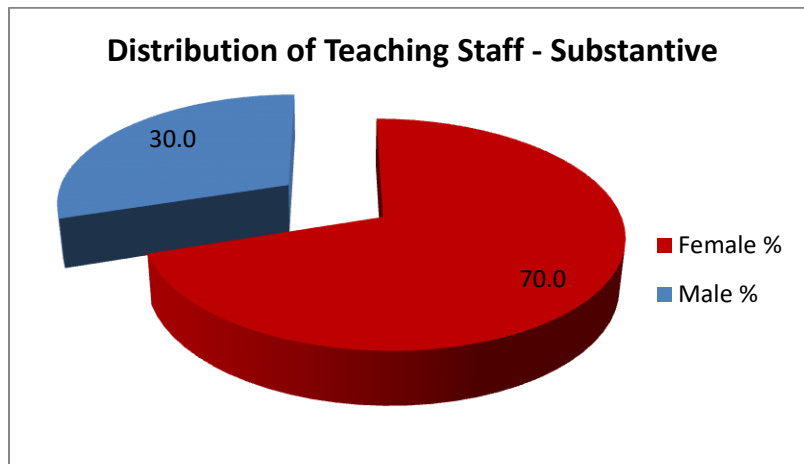
Quantitative Analysis – Gender Ratio

Students

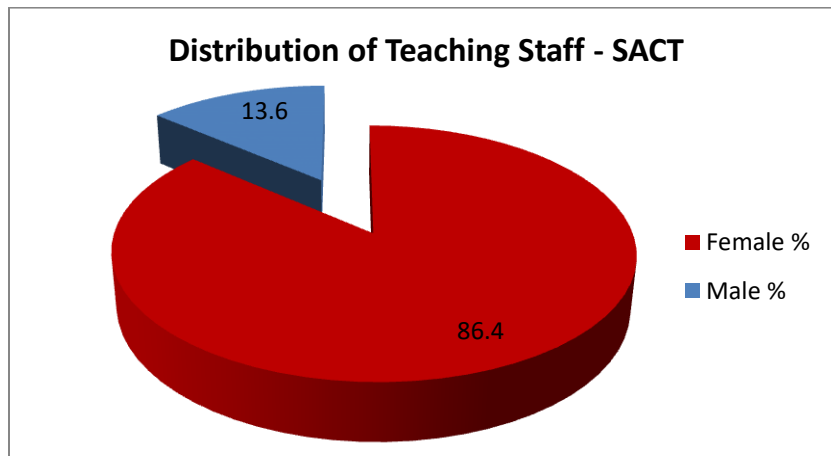
As the college caters exclusively to female students, the consideration of gender ratio of students is not applicable. Therefore, gender distribution statistics for students are not included in the assessment



Teaching Staff – Substantive: 2023 – 2024

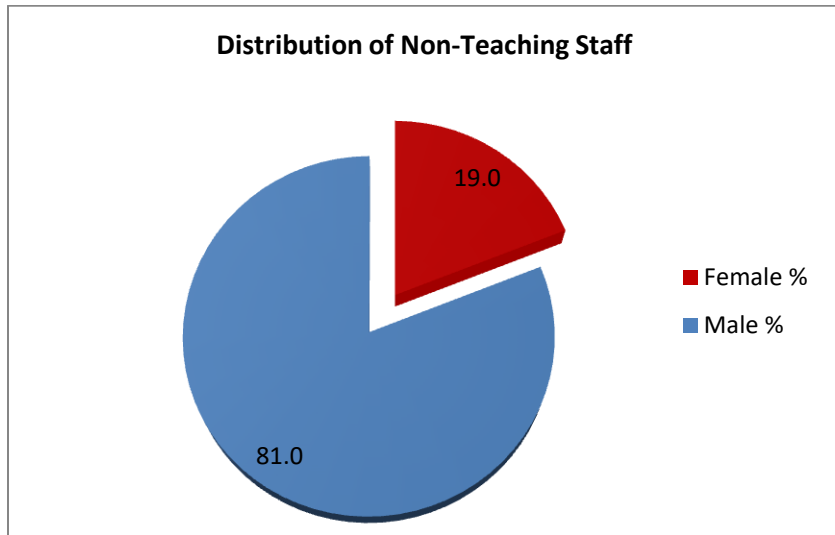


Teaching Staff – SACT: 2023 – 2024

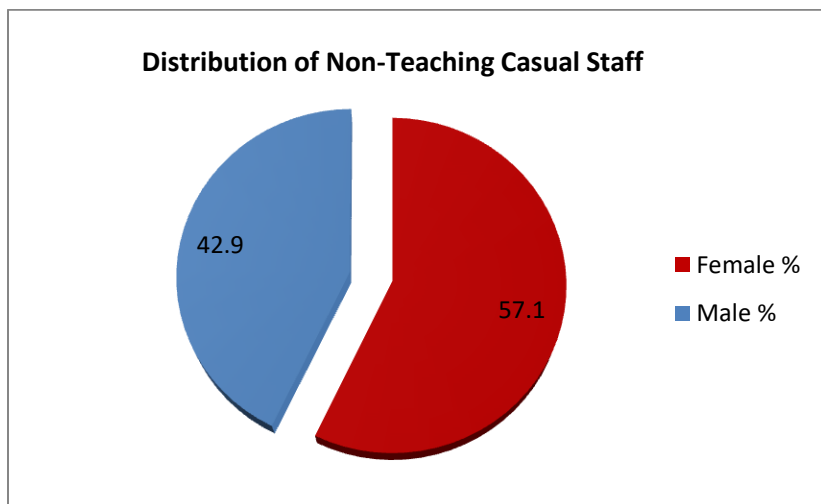




Non-Teaching Staff: 2023 – 2024



Non-Teaching Casual Staff: 2023 – 2024



Qualitative Analysis – Initiatives to Improve & Promote Gender Equity

Curriculum Dissemination

Gender-related content is integrated into the curriculum of most subjects taught in college. Across disciplines, students engage with current gender issues such as roles, inequalities, and representation. Additionally, the college provides opportunities for open discussions on gender-related issues that contribute to a campus culture that promotes gender equity.

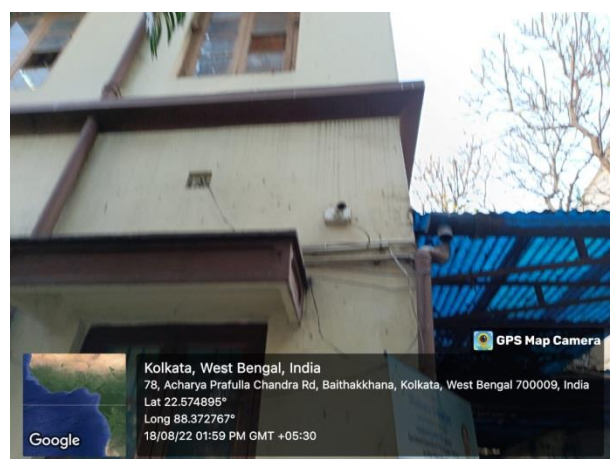
Ensuring Safety and Security

The college campus emphasizes safety with comprehensive CCTV surveillance. This vigilant system effectively monitors key areas, ensuring secure learning environment for all. Male and female security guards are deployed in the college, to enhance safety. Additionally, ID cards are issued to students, without which they are not allowed to enter the campus.

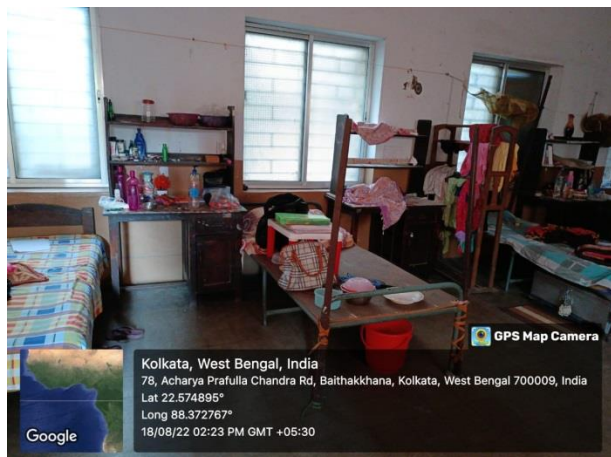
Basic sanitation facility in the form of separate toilets for students and staff is provided in the campus. The Students' Common Room has a Sanitary Napkin Vending Machine. The Teachers' Room and the College Office has separate toilets for male and female staff. The college has a safe and secured affordable on-campus hostel with a female warden for outstation students.



Male & Female Security Guards



CCTV Surveillance



Hostel



Sanitary Napkin Vending Machine

College Support Cells

The college has established various support cells to promote gender equity and ensure safe and inclusive ambience for all students.

Anti-Ragging Cell

The anti-ragging cell operates in strict accordance with guidelines set by both the UGC and the State Government to ensure a safe environment within educational institutions. The vigilant Anti-Ragging Cell ensures a campus free from harassment and intimidation.

Women's Cell

The cell promotes gender equality and creates awareness about women's rights within the college community. Additionally the cell organises workshops, seminars, and awareness campaigns on topics such as women's health, safety, and empowerment. The Women's Cell serves as a dedicated space for addressing gender-related concerns. Students can confidentially email their concerns to the Women's Cell at the provided email address listed on the college website.

SC, ST & OBC Cell

The SC, ST, and OBC cell of the college serves as a dedicated platform for addressing the needs and concerns of students belonging to Scheduled Castes, Scheduled Tribes, and Other Backward Classes. It endeavors to promote inclusivity, equity, and social justice within the campus community. Through various initiatives, including counseling, advocacy, and support services, the cell strives to ensure equal

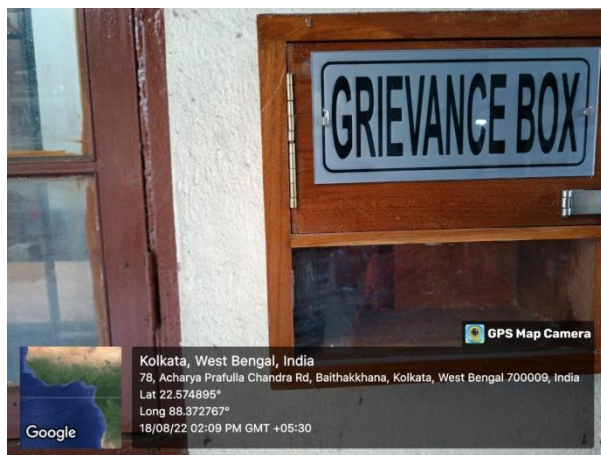
opportunities for academic and personal growth. It also facilitates access to scholarships, financial aid, and other resources aimed at empowering students from marginalized backgrounds.

Minority Cell

The Minority Cell of the college is dedicated to fostering an inclusive and supportive learning environment for students from marginalized and minority backgrounds. Through various initiatives, the Cell aims to empower these students by providing access to resources and opportunities for personal and academic growth

Grievance Redressal Cell

The Grievance Redressal Cell addresses complaints related to harassment or misconduct. It provides a confidential platform for students to report incidents, ensuring timely investigation and resolution. The complaints are submitted in a designated grievance box. The committee promptly investigates and addresses each complaint in a fair and transparent manner, striving to resolve issues and promote a supportive campus environment.



Grievance Box



Introducing Student Support Cells

Internal Complaints Committee (ICC)

The college has constituted Internal Complaints Committee as per University Grants Commission (Prevention, prohibition and redressal of sexual harassment of women employees and students in higher educational institutions) Regulations, 2015. The committee commits itself to a zero tolerance policy towards sexual harassment in campus and ensures a safe & healthy working environment.



NCC & NSS Units

National Cadet Corps (NCC) is a youth development movement which has enormous potential for nation building and provides opportunities to the youth of the country for their all-round development with a sense of duty, commitment, dedication, discipline and moral values so that they become able leaders and useful citizens. The NCC provides exposure to the cadets in a wide range of activities, with distinct emphasis on social services, discipline and adventure training. NCC cadets of the college regularly participate in a wide range of social awareness and community service activities. Apart from memorial days like National Youth Day, World Environment Day, International Yoga Day, they participate in raising awareness regarding infectious diseases and conduct blood donation camps, Swachh Bharat Abhiyan and Puneet Sagar Abhiyan.

NSS unit of Victoria Institution (College) provides a platform to the students for community work and developing a sense of involvement in the tasks of nation building. NSS volunteers work to ensure that a needy get help to enhance their standard of living. A variety of activities are organized every year to channelize the energy and idealism of the younger generation into creative pursuits. They educate students and society regarding many issues like health, sanitation, palliation, etc. Various health camps and cleanliness drives across campus and slum areas nearby are taken out regularly to create awareness and also to motivate people to work towards a clean environment.

Scholarships

Various scholarships like Talent Support Programme (TSP), Post Matric Scholarship for minority students, SVMCM (for minority students), Swami Vivekananda Merit cum Means (SVMCM), Kanyasree and OASIS Scholarship are available to the students.

Strategies for Women's Economic Empowerment and Self Defence

The college adopts various strategies through add-on courses to promote the economic empowerment of women, aiming to equip them with practical skills and knowledge to enhance their employability and entrepreneurial potential.

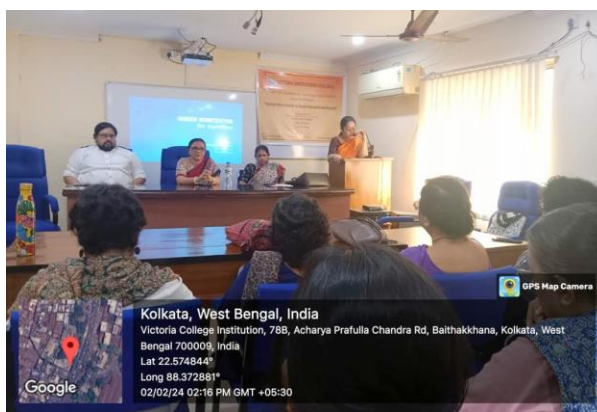
These programmes not only enhance women's economic independence but also foster a supportive community that encourages women to pursue their career aspirations and overcome gender-based

barriers. Additionally, the college has introduced a karate course as part of its self-defence initiative, empowering women to protect themselves and build confidence.

Gender Sensitization Programmes

Brief on Programmes: 2023 – 2024

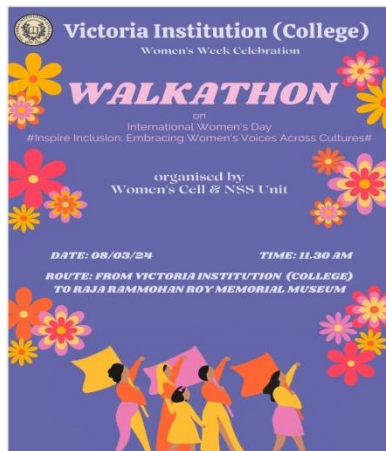
The Women's Cell, in collaboration with IQAC, organized a Gender Sensitization program featuring Dr. Rituparna Das Sardar from Sarsuna Law College. Her insightful talk emphasized equality, respect, and the role of education in breaking stereotypes. Practical ways to challenge biases were discussed, along with an engaging Q&A session that encouraged participants to share their views. The program aimed to foster inclusivity, empathy, and awareness among students and faculty



Gender Sensitization Programme

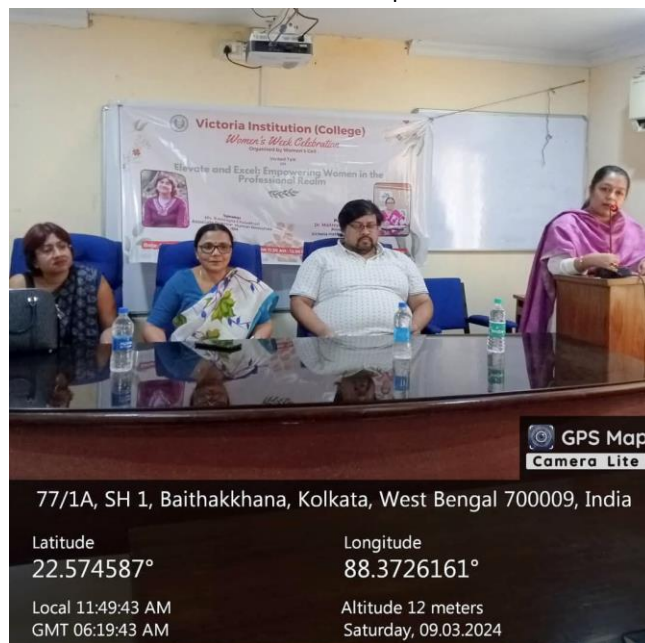
Every year, Victoria Institution (College) enthusiastically celebrates International Women's Day with meaningful initiatives. This year, on March 8th, 2024, the Women's Cell and NSS Unit organised a spirited Walkathon with the theme "Inspire Inclusion: Embracing Women's Voices Across Cultures." The event commenced at 11:30 a.m., led by Principal Dr. Maitreyi Ray Kanjilal, along with faculty members and enthusiastic students. Participants marched energetically from the college grounds to the Raja Rammohan Roy Memorial Museum, carrying vibrant banners and placards advocating for gender equality and inclusivity. The streets came alive with empowering chants, creating an atmosphere of unity and determination. The Walkathon was not only a platform to raise awareness but also fostered a

sense of community and solidarity among participants, underscoring the importance of inclusivity in shaping a brighter, more equitable future for all.



Walkathon in Celebration of International Women's Day

The Women's Cell of Victoria Institution (College) organized an enlightening talk featuring Ms. Kassiochia Chaudhuri, Associate Director of Human Resources at IBM, as the distinguished speaker. The event, titled "Elevate and Excel: Empowering Women in the Professional Realm," focused on strategies for women to thrive in the workplace. Ms. Chaudhuri spoke passionately about the importance of self-confidence, skill development, and networking. Drawing from her personal journey, she shared inspiring anecdotes about the challenges she faced and the lessons she learned. She emphasized the value of mentorship and support networks in navigating career advancement opportunities. Her practical advice and motivational insights encouraged attendees to strive for excellence and pursue leadership roles with determination. The talk also sparked meaningful discussions among students and faculty, fostering a supportive environment for women to explore their potential and pursue their career aspirations.



Invited Talk on Empowering Women in the Professional Realm

Women's Cell hosted an enlightening talk titled "From Silence to Empowerment: A Journey in Women's Education" on March 11, 2024, as part of the Women's Week celebrations. The session was graced by the esteemed Professor Sanjukta Dasgupta, former Head of the Department of English and Dean of the Faculty of Arts at the University of Calcutta, who delivered a thought-provoking address. Professor Dasgupta traced the transformative evolution of women's education, exploring the shift from societal suppression to empowerment. She shed light on the historical barriers women encountered in accessing education and emphasized how education has served as a catalyst for their liberation and empowerment. In addition, Professor Dasgupta highlighted the significance of inclusive educational policies and the crucial role of academic institutions in creating environments that nurture women's academic and personal development. The event concluded with an engaging discussion, where participants reflected on both the obstacles and opportunities in advancing women's education. This insightful session provided a platform for deep dialogue, fostering a renewed commitment to the empowerment of women through education.



Invited Talk on A Journey in Women's Education

On March 13, 2024, the Women's Cell & NCC Unit of Victoria Institution (College) organized a vibrant poster competition as part of the Women's Week celebration. The event aimed to foster creativity & raise awareness about women's issues among students, with focus on theme of "Breaking Stereotypes."

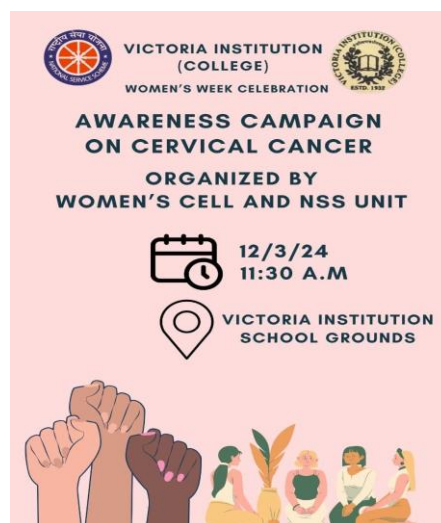


Students in the Poster Competition on Breaking Stereotypes

On 12th March 2024, the Women's Cell and NSS Unit of Victoria Institution (College) organized an awareness campaign on the school grounds, targeting students from classes 8, 9, and 10. The event



aimed to educate participants about the importance of vaccination. NSS volunteers created visually striking posters highlighting the significance of vaccines in safeguarding public health. These posters effectively conveyed essential information about vaccines and their role in disease prevention. Throughout the event, NSS volunteers engaged with the students, discussing the importance of vaccinations in preventing diseases and promoting overall well-being. They provided accurate information to dispel myths and misconceptions surrounding vaccines, fostering a culture of informed decision-making. The collaborative efforts of the Women's Cell and NSS Unit demonstrated their commitment to community welfare and health promotion. By empowering participants with knowledge and addressing concerns, they aimed to instill confidence in the efficacy and safety of vaccines.



Awareness Campaign on Cervical cancer

Women's Cell organized an insightful talk on "Women's Rights and Empowerment" as part of Women's Week celebrations, featuring Ms. Leena Gangopadhyay, Chairperson of the West Bengal Commission for Women, and Mr. Jayanta Narayan Chattopadhyay, a renowned Calcutta High Court Advocate.

Ms. Gangopadhyay highlighted the current state of women's rights, emphasizing the need for legal frameworks and institutional support. Mr. Chattopadhyay provided a legal perspective, discussing key provisions and landmark cases that have shaped women's rights. The event concluded with an interactive session, encouraging attendees to engage with the speakers and deepen their understanding of gender equality. This enlightening talk reinforced Women's Cell's commitment to fostering a more inclusive and equitable society



Invited Talk on Women's Rights & Empowerment

Programmes on health, wellness, self-defence & sports: 2023-2024



Eye Testing Camp by NSS – 19.04.24

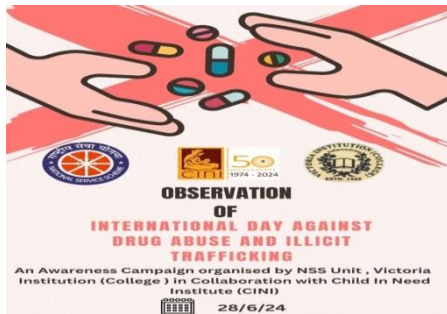


Participation of College Staff and students in Eye Testing



Seminar Organized by NSS & NCC

Participation in Yoga



NSS Campaign Against Drug Abuse

NSS Volunteers in the Awareness Campaign



Inter-College Sports & Games Championship

Students Participating in the sports



Inter-College Sports hosted by VIC

Karate Training Sessions



Survey

An institutional self-survey was conducted through the distribution of questionnaires via Google Forms. The survey solicited feedback from various stakeholders, including students, faculty, and staff, to gauge perceptions and experiences regarding gender equity within the institution. This comprehensive evaluation aimed to assess the effectiveness of the policies, practices, and overall organizational culture concerning gender equality. Analysis of the responses revealed that while there is a general perception among most participants that the policies and programs adequately address gender equity, there are still areas for improvement. (Refer Annexure)

Implementation of Recommendations from the Previous Gender Audit

The college has made significant progress in addressing the recommendations from the previous gender audit. To enhance awareness of gender equality rights, the institution organized an invited talk by a renowned High Court advocate, offering valuable insights into legal rights and empowering students and staff with knowledge of gender-related laws. For promoting self-employment and skill development, the college hosted a session led by an HR expert from IBM, focusing on entrepreneurship and practical strategies for professional growth. In addition, periodic health camps were organized in collaboration with healthcare professionals, providing comprehensive check-ups, awareness sessions, and counseling services to promote physical and mental well-being. These initiatives underscore the college's dedication to fostering a supportive, inclusive, and empowering environment.

Observations

The gender audit conducted at the institution reveals significant progress towards gender equity across various aspects of campus life. Through comprehensive data analysis and stakeholder feedback, it is evident that strides have been made in promoting gender equality in academic programs, faculty representation, student support services, and the provision of safe infrastructure. Initiatives such as gender-sensitive curriculum development, mentorship programs, awareness campaigns, and the implementation of safety measures such as CCTV surveillance, deployment of male and female security



guards and issuance of ID cards for students have contributed to fostering a more inclusive and supportive environment for all genders.

Recommendations for Improvement

- Conduct sessions on understanding and respecting LGBTQ+ rights and identities.
- Appoint trained counsellors to address gender-specific challenges faced by students and staff.
- Collaborate with NGOs, government bodies & other institutions on gender equity programs.
- Offer inclusive workshops to enhance entrepreneurial skills in students.
- Guide students post-admission to choose careers based on aptitude, free from gender stereotypes.
- Monitor student interactions to discourage sexist language and promote inclusivity.
- Address body shaming and respect all body types.
- Promote acceptance of diverse sexual orientations through workshops & campaigns.

Conclusion

In conclusion, the findings of the gender audit reveal that the college integrates gender equity goals and objectives into its programs and policies. According to staff feedback, there are no significant issues concerning gender-related criteria. The analysis indicates that the administration actively promotes gender equality and sensitivity, and the staff exhibits a strong awareness of gender-related matters. Furthermore, students' feedback on program planning and design within college activities suggests that the majority perceive gender equity in policies and programs as satisfactory. While the institution has made commendable progress, the audit highlights areas that require further attention. These include organizing sessions to foster understanding and respect for LGBTQ+ rights and identities, appointing trained counselors to address gender-specific challenges faced by students and staff, collaborating with NGOs, government bodies, and other institutions to conduct gender equity programs, and offering inclusive workshops to enhance students' entrepreneurial skills. By addressing these areas alongside its existing strengths, Victoria Institution (College) continues to reinforce its commitment to fostering an inclusive and equitable environment that supports diversity and gender empowerment in higher education.



T. Chakraverty
14.12.2024

Signature with Date & Seal
Dr. Tania Chakraverty
Dean of Students' Welfare
Diamond Harbour Women's University

Dean of Students Welfare
Diamond Harbour Women's University
Diamond Harbour Road
Sarisha, South 24 Parganas
West Bengal, 743368

Aloka Mukhopadhyay
Signature with Date & Seal 17.12.24
Smt. Aloka Mukhopadhyay
Member of Governing Body
Victoria Institution (College)

Member, Governing Body
Victoria Institution
(College)

Madhumita Basu 17/12/24

Signature with Date & Seal
Compiled By: Dr. Madhumita Basu
Associate Prof. of English & Convenor, Women's Cell
Victoria Institution (College)

Women's Cell
Victoria Institution (College)

Dr. Sumallya Karmakar
17/12/24

Signature with Date & Seal
Dr. Sumallya Karmakar
IQAC Coordinator
Victoria Institution (College)

DR. SUMALLYA KARMAKAR
IQAC Co-ordinator
Victoria Institution (College)

Banani Das (Bose) 17.12.2024
Presiding Officer
ICC

Signature with Date & Seal
Smt. Banani Das Bose
Associate Professor and Presiding Officer,
ICC
Vidyasagar College, Kolkata

Debjani Das (Ghosh)
17/12/2024

Signature with Date & Seal
Dr. Debjani Das (Ghosh)
Member of Governing Body
Victoria Institution (College)

Member, Governing Body
Victoria Institution
(College)

Dr. Maitreyi Ray Kanjilal
17/12/24

Signature with Date & Seal
Dr. Maitreyi Ray Kanjilal
Principal
Victoria Institution (College)

Principal
VICTORIA INSTITUTION
(College)



Annexures – Institution Gender Equality Self-Assessment 2023-2024

- Institution Gender Equality Self-Assessment for Teaching & Non-Teaching Staff
- Institution Gender Equality Self-Assessment for Students

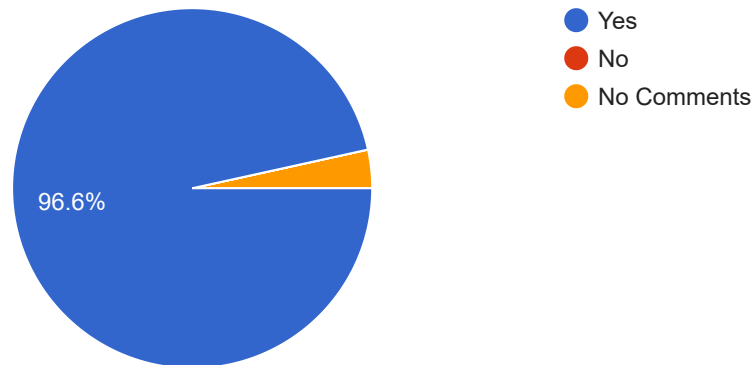
Institutional Gender Equality Self-Assessment 2023-24

87 responses

1. The College conducts Gender Sensitization Program

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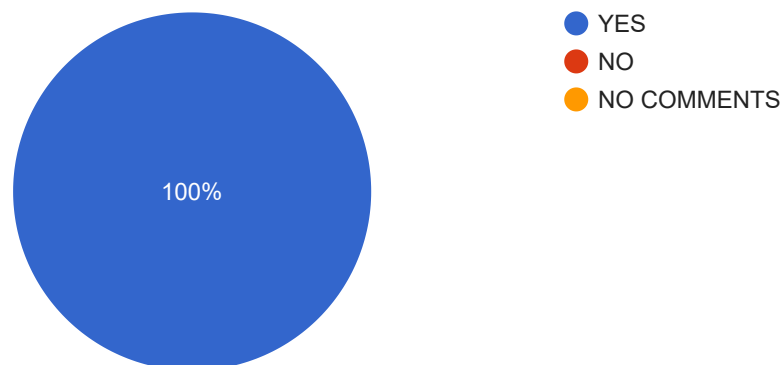
87 responses



2. The College promotes teamwork involving male and female employees

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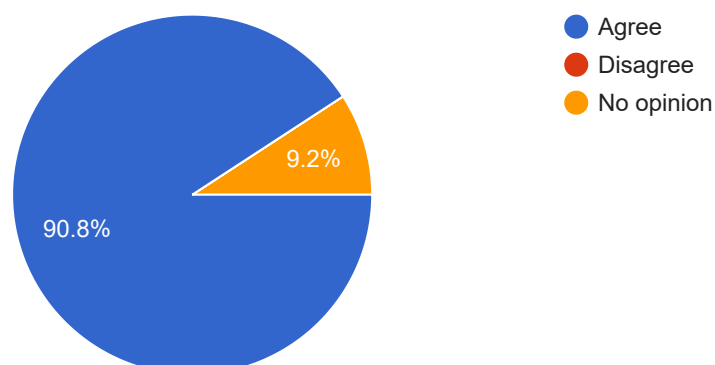
87 responses



3. Leaves like Parental and Child Care are available to the employees readily

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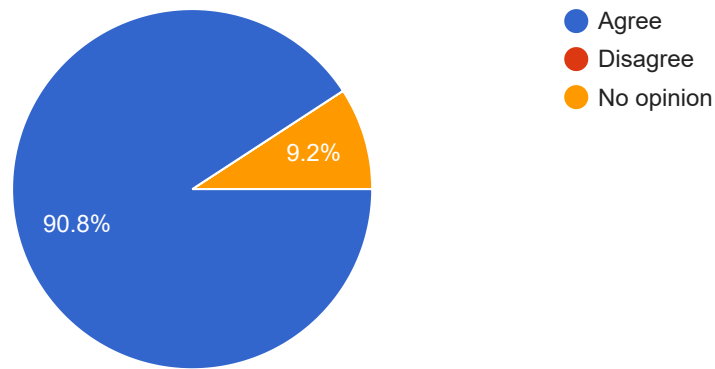
87 responses



4. The College offers flexible working hours in case of real emergency

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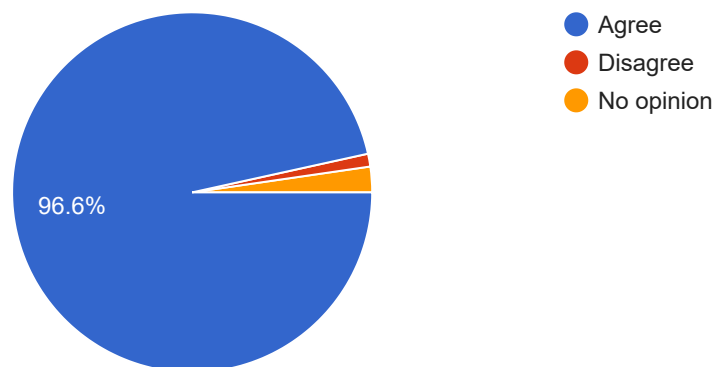
87 responses



5. The College has a Women's Cell to empower and support female employees and students.

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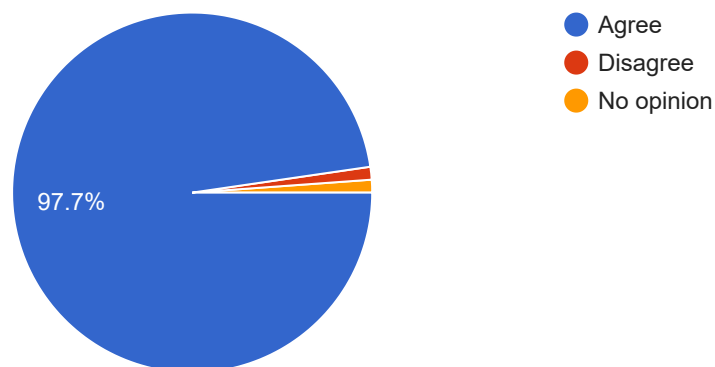
87 responses



6. The College has a Grievance Redressal Cell to address gender related issues at workplace

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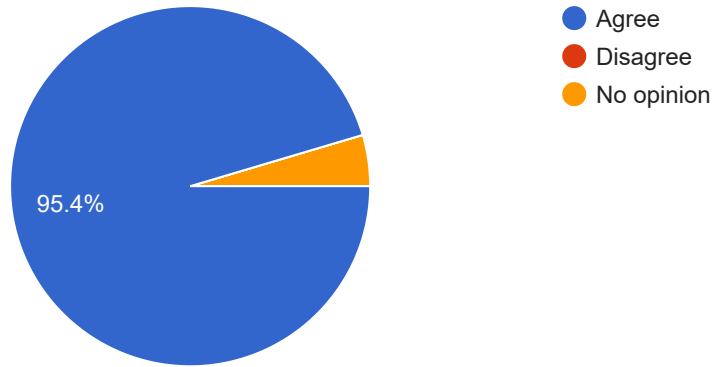
87 responses



7. The College promotes equal opportunities for all genders for free and fair expression of ideas.

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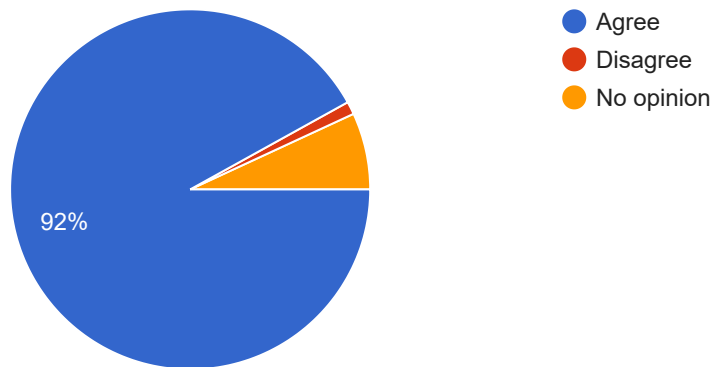
87 responses



8. The College ensures representation of both males and females in senior decision-making positions.

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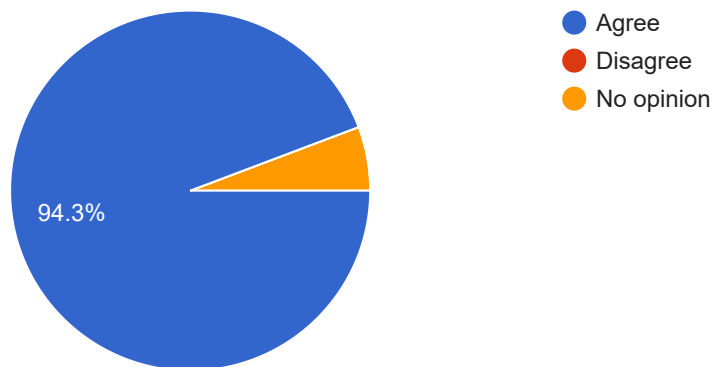
87 responses



9. The College Campus has adequate security arrangements during day and night

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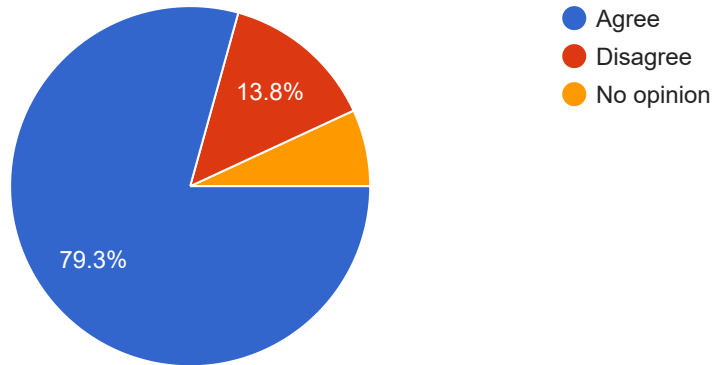
87 responses



10. Adequate number of Toilets are available in the College for male and female employees.

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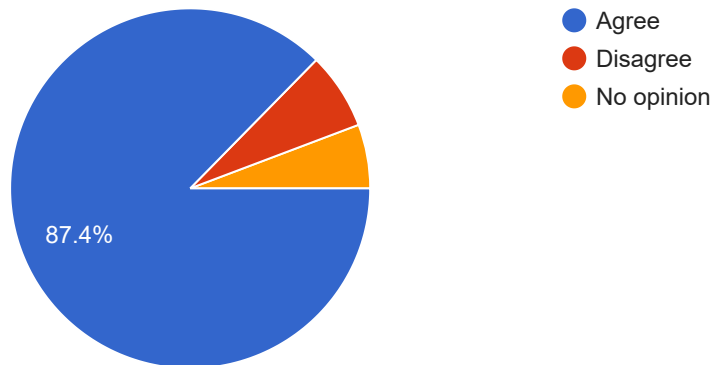
87 responses



11. Adequate facilities are available in the Toilets including disposal bins

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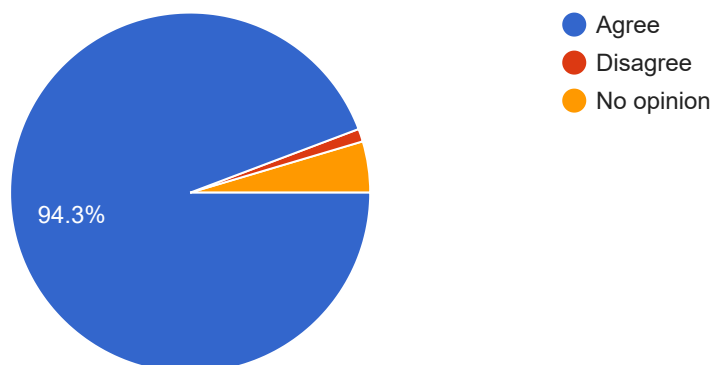
87 responses



12. The College conducts programs that contribute to changing unequal gender relations.

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87 responses



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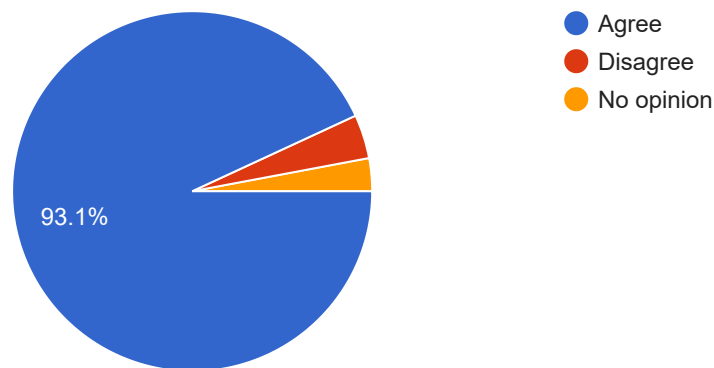
Institutional Gender Equality Self-Assessment 2023-24

203 responses

1. The College has CCTV Surveillance

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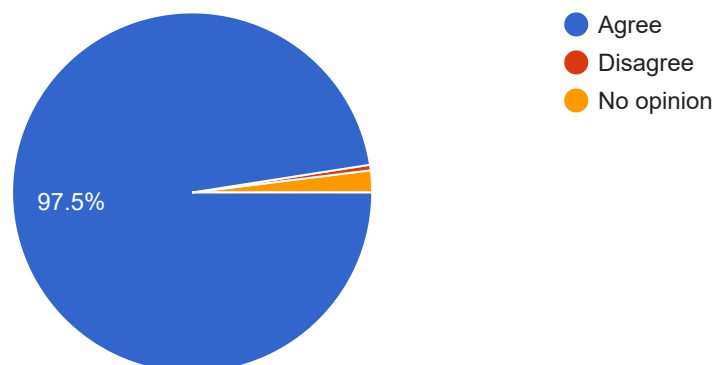
203 responses



2. Adequate Security is available inside the campus during day and night.

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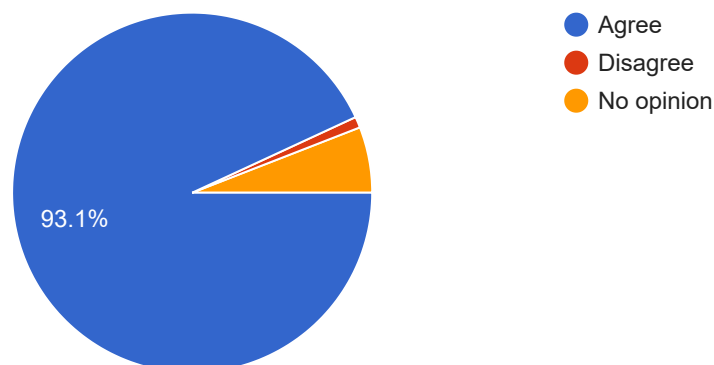
203 responses



3. Adequate lighting is available in the campus during night.

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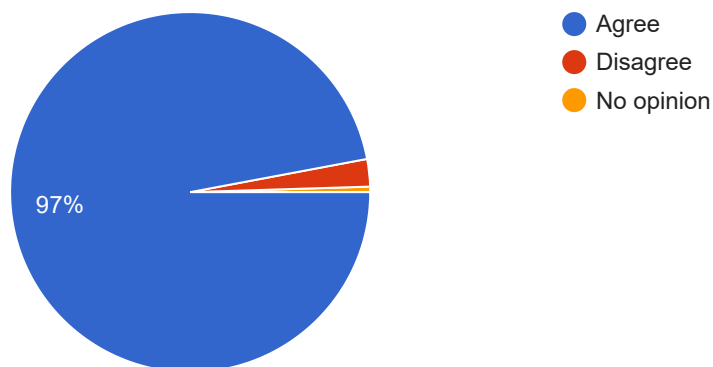
203 responses



4.The College has adequate number of toilets.

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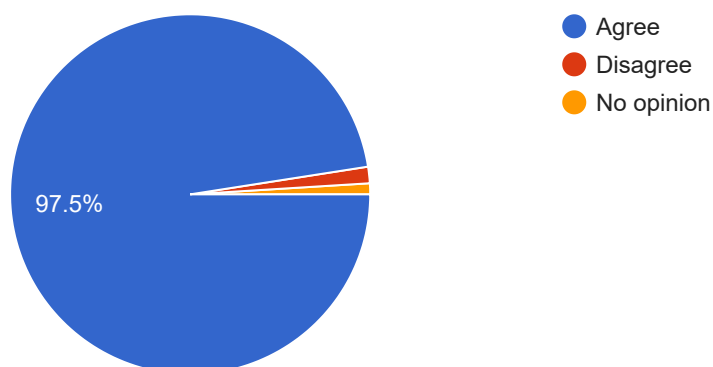
203 responses



5.Adequate facilities are available in the toilet including disposal bins.

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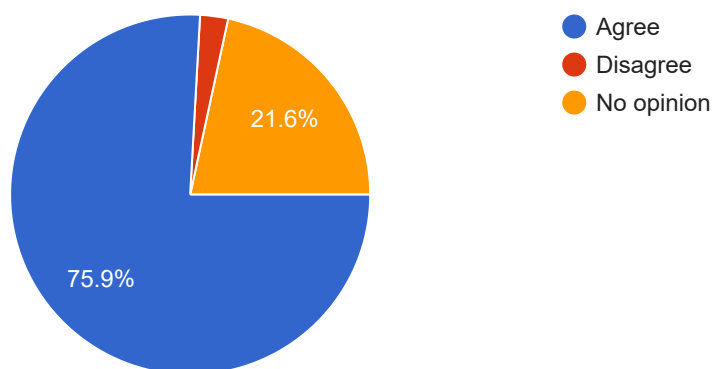
203 responses



6.Timing of the Laboratory is appropriate.

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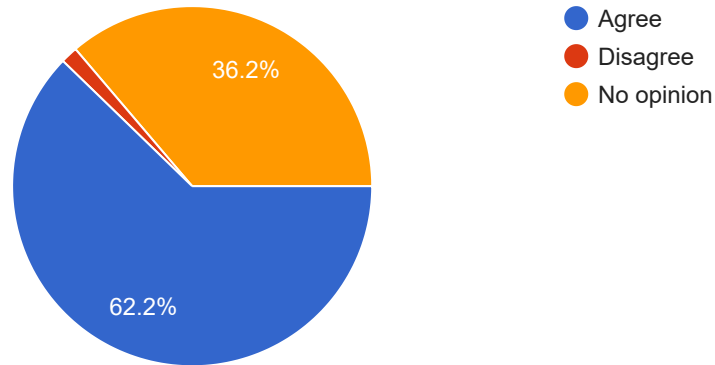
199 responses



7.Entry and Exit time of the Hostel are appropriate for the Hostel inmates.

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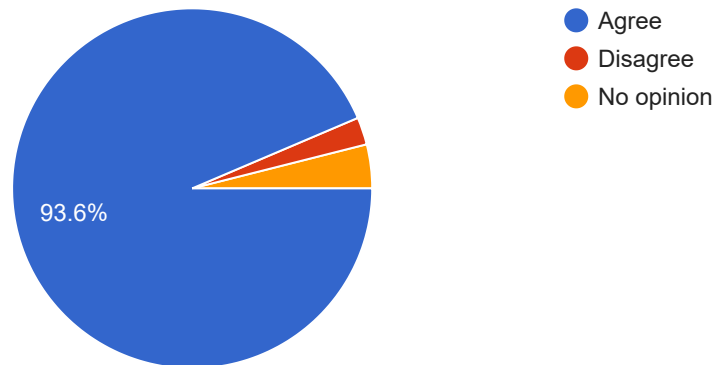
196 responses



8.The College has Anti-Ragging Cell and Grievance Redressal Cell.

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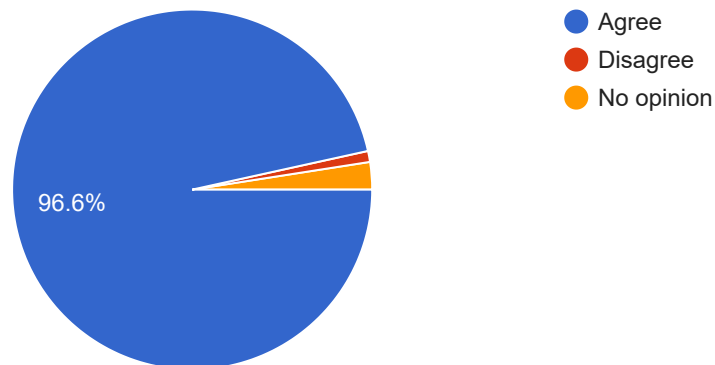
203 responses



9.The College has a Women's Cell

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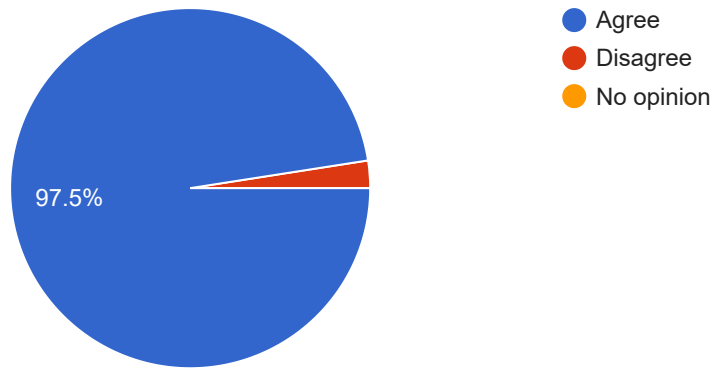
203 responses



10.The College conducts programs for women empowerment.

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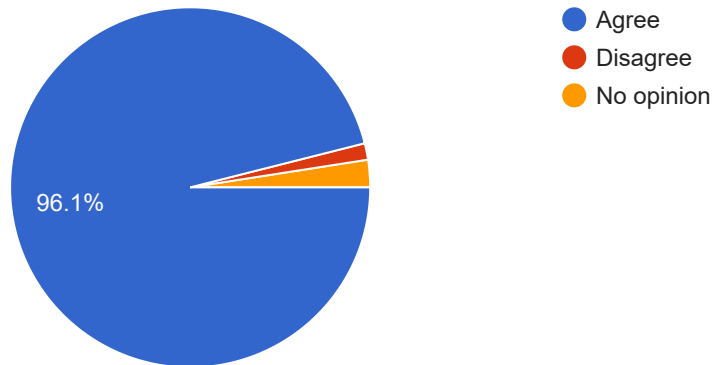
203 responses



11.The College conducts Gender Sensitization Program.

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203 responses



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