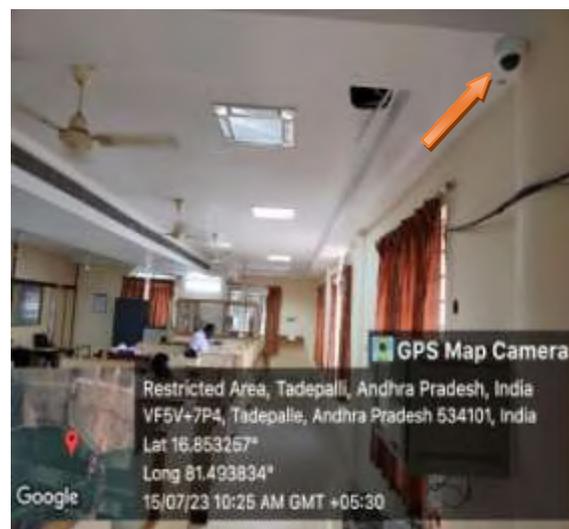
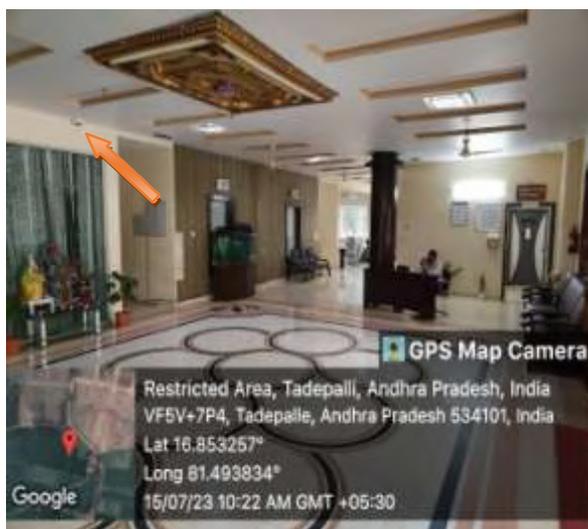
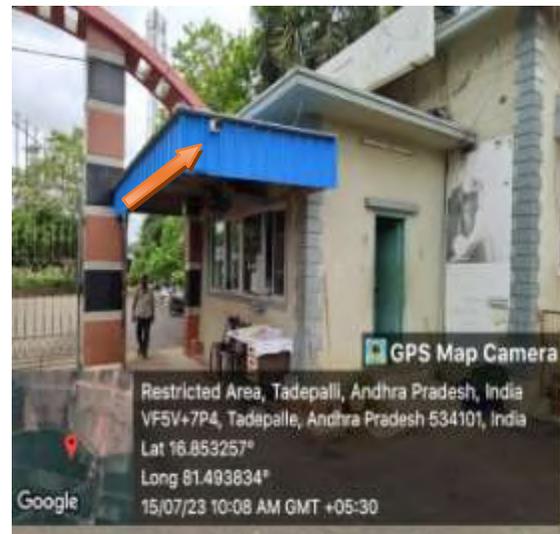
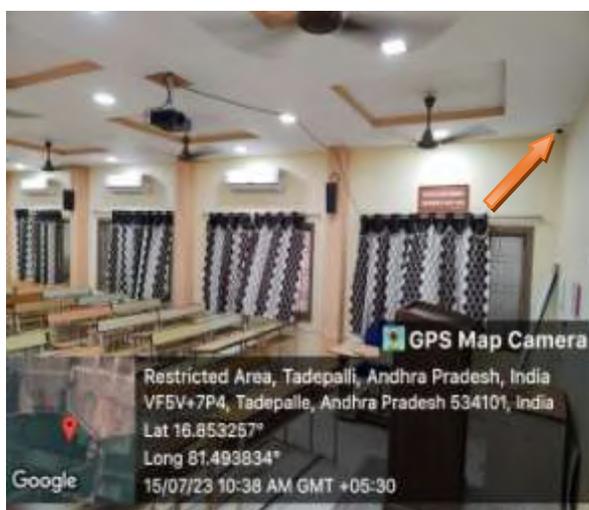
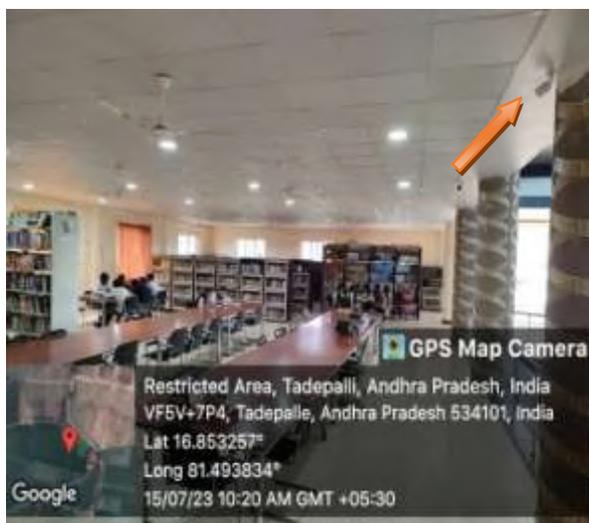


7.1.1 Measures initiated by the Institution for the promotion of gender equity during the last five years.

1. 24 X 7 FUNCTIONAL CCTV SURVEILLANCE

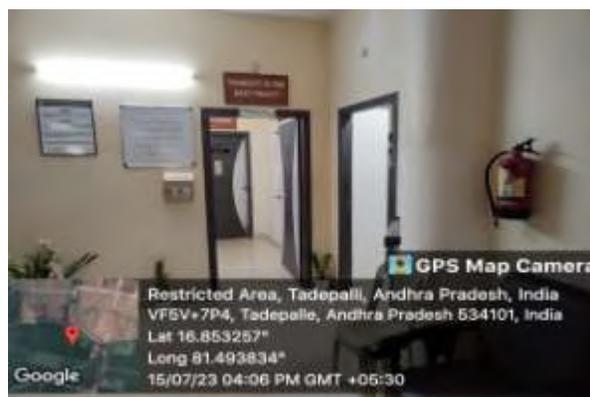
In order to thoroughly ensure the safety of all the inmates of the campus and girl students in particular, CC cameras are installed at almost all the prominent places on campus, corridors etc.





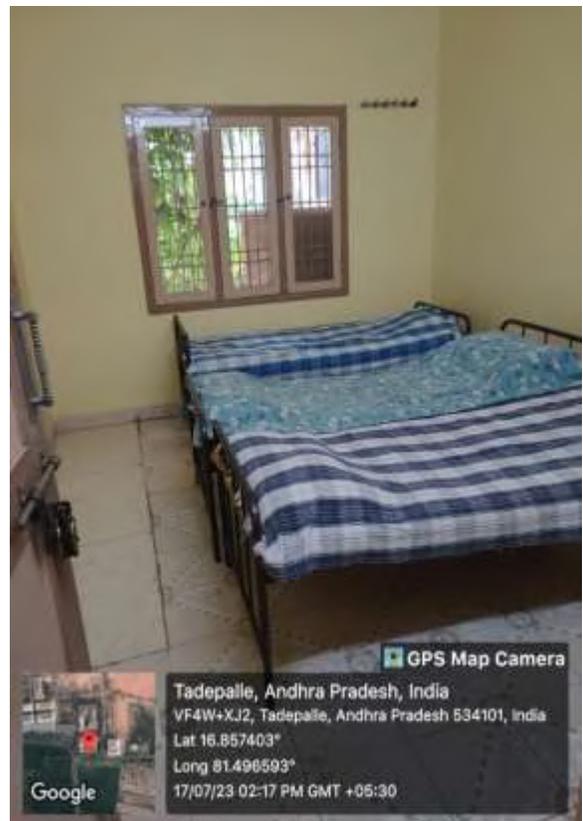
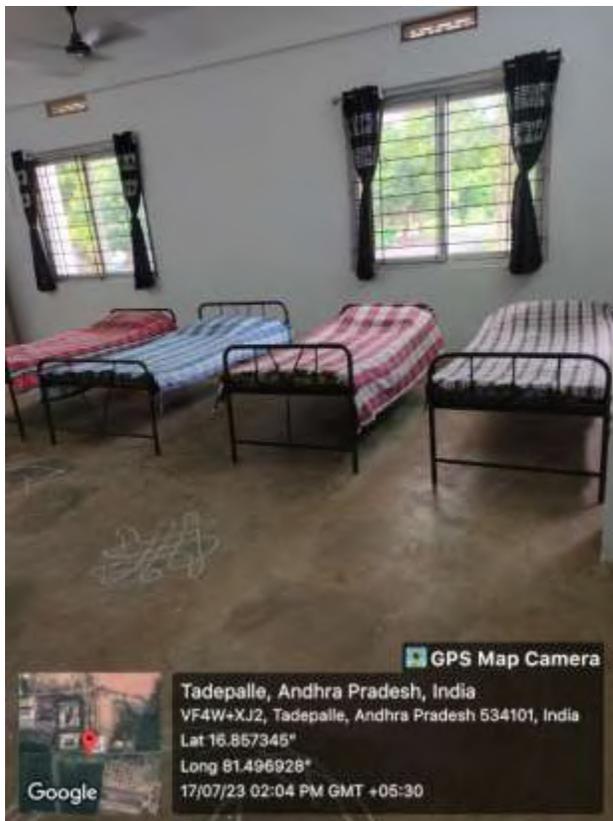
2. FIRST AID KITS AND FIRE EXTINGUISHERS

First aid kits are provided in all Departments. Fire extinguishers are provided in all the Laboratories and common area as a precautionary measure to ensure safety of students, faculty and staff in case of any emergency due to fire accidents.





3. SEPARATE TOILETS FOR LADIES AND COMMON ROOMS FOR GIRL STUDENTS



4. ANTI-RAGGING CELL AND WOMEN GRIEVANCE REDRESSAL COMMITTEE ARE AVAILABLE IN THE CAMPUS TO ADDRESS RAGGING ISSUES AND GENDER ISSUES RESPECTIVELY.

Women Grievance Redressal Committee

The concept of women empowerment revolves around transforming societal perceptions of a woman's resilience. Numerous programs are implemented to facilitate women empowerment, such as inviting guest lecturers, organizing seminars, conducting awareness programs, and engaging in various welfare activities. Women faculty and female students are actively encouraged to participate in academic, cultural, co-curricular, and extracurricular activities. Special measures are taken to ensure the safety and security of female students, including the provision of dedicated facilities like common rooms, CCTV cameras across the campus, a health center, and ambulance services. The institution's counseling service is an integral part of the Student Support Services, offering guidance to students and staff who seek help in addressing their problems and improving overall functioning. Additionally, the institution has established an internal complaints committee aimed at preventing and protecting women from sexual harassment.

Objectives:

- Foster gender sensitization, promote gender equality, and encourage harmony while understanding the social and cultural constructs of gender.
- Enhance students' awareness and understanding of gender-related issues in contemporary India.
- Encourage a critical perspective on the socialization of both men and women.
- Engage students in debates regarding the politics and economics of work.
- Promote critical reflection on gender-based violence.
- Provide counseling services to students.
- Develop a comprehensive understanding of gender discrimination in society and strategies to combat it.
- Recognize the definitions of sexual harassment and domestic violence, as well as awareness of new avenues for justice.
- Generate solutions to equip both men and women, students and professionals, to work and live together as equals.
- Create awareness and promote gender sensitization among individuals.

Gender Sensitization Programs planned & Organized for Last Five years

Report of the Gender Equity Programs Conducted in the last 5 years

Index

To promote gender equity, a number of events have been organised by the institution every year. Below is the list of the total number of events conducted during each year for the last five years and the detailed list year-wise can be found below.

Year	2022-23	2021-2022	2020-2021	2019-2020	2018-2019
No.of Events Conducted	10	11	3	5	6

Gender Equity programs planned and organized for A.Y. 2022-2023

Sr. No	Name of the event	Date
1	Orientation for the first year girl students	19-06-2023 to 22-06-2023
2	Elocution on Digit ALL: Innovation and technology for gender equality	02-03-2023
3	Essay Writing Competition on Digit ALL: Innovation and technology for gender equality	02-03-2023
4	Poster Presentation on Digit ALL: Innovation and technology for gender equality	03-03-2023
5	Quiz on Digit ALL: Innovation and technology for gender equality	03-03-2023
6	Sports Events for Female faculty	04-03-2023 to 06-02-2023
7	Women's Day celebrations followed by Panel Discussion on the Theme Digit ALL: Innovation and technology for gender equality	07-03-2023
8	A Cyber Security Awareness Programme on "Countering Cyber Attacks & Cyber Frauds on Women" organized by JNTUK-Directorate of Empowerment of Women & Grievance, in collaboration with JNTUK-Digital Monitoring Cell, JNTU Kakinada.	04-02-2023
9	Sports Events for students (for both Boys & Girls)	10-09-2022 to 30-09-2022
10	Garden Party for all teaching & Non Teaching faculty	19-11-2022

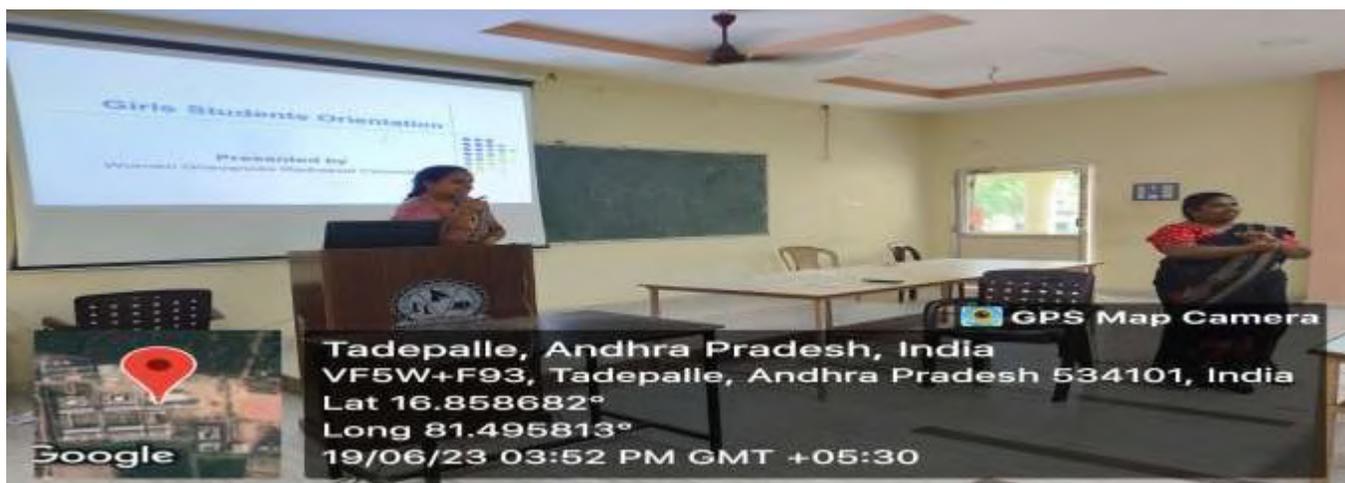
1. Orientation for the first year girl students

The women grievance redressal committee organizes an annual orientation program for first-year female students, aiming to raise awareness about the grievances cell.

Objective: The orientation program conducted by the women grievance redressal committee aims to increase awareness regarding various issues encountered by female students and staff in the campus/hostels. These issues encompass a wide range, including eve teasing, humiliation, abuse, harassment, personal problems, and psychological/medical cases.

Outcome:

The students gained awareness about the Women Grievances Redressal Committee and its significance in addressing women-related issues.





2. Elocution on DigitALL: Innovation and technology for gender equality

On March 2, 2023, an elocution competition was held for all the students, focusing on the theme of Women's Day 2023: "DigitALL: Innovation and technology for gender equality."

Objective: To raise awareness about the importance of innovation and technology in promoting gender equality.

Outcome: The students gained awareness and understanding of the theme during the competition.





3. An essay writing competition was organized on March 2, 2023, centered around the theme of Women's Day 2023: "DigitALL: Innovation and technology for gender equality."

Objective: The objective of the competition was to foster awareness and understanding of the significance of innovation and technology in promoting gender equality.

Outcome: The competition successfully enhanced students' awareness and knowledge of the theme through their participation and essay submissions.





4. A poster presentation event was held on March 3, 2023, highlighting the theme of Women's Day 2023: "DigitALL: Innovation and technology for gender equality."

Objective: The objective of the poster presentation was to create awareness and understanding about the role of innovation and technology in achieving gender equality.

Outcome: The participants effectively communicated their ideas and messages through their poster presentations, leading to increased awareness and knowledge among the viewers about the theme of "DigitALL" and its connection to gender equality.



5. A quiz competition took place on March 3, 2023, centering around the theme of Women's Day 2023: "DigitALL: Innovation and technology for gender equality."

Objective: The main objective of the quiz competition was to enhance awareness and knowledge regarding the importance of innovation and technology in promoting gender equality.

Outcome: The quiz competition successfully engaged participants in testing their understanding of the theme, resulting in increased awareness and knowledge among the participants about the significance of "DigitALL" in achieving gender equality.



6. Sports Events for Female faculty (04-03-2023 to 06-02-2023)

Sports events were organized exclusively for the female faculty members from March 4 to March 6, 2023.

Objective: The objective of these sports events was to promote physical well-being, teamwork, and camaraderie among the female faculty members.

Outcome: The sports events provided an opportunity for the female faculty members to actively participate in various sports activities, fostering a sense of unity and promoting a healthy and active lifestyle.



7. Women's Day celebrations followed by Panel Discussion on the Theme DigitALL: Innovation and technology for gender equality

The Women's Day celebrations were commemorated with a panel discussion centered around the theme of "DigitALL: Innovation and technology for gender equality."

Objective: The aim of the panel discussion was to engage in insightful conversations and exchange ideas regarding the crucial role of innovation and technology in advancing gender equality.

Outcome: The Women's Day celebrations culminated in a stimulating panel discussion, where experts and participants shared their perspectives, experiences, and knowledge on leveraging innovation and technology for gender equality. The event fostered a deeper understanding of the subject matter, inspiring attendees to embrace innovative approaches and drive positive change in achieving gender equality through the digital realm.



8. A Cyber Security Awareness Programme on “Countering Cyber Attacks & Cyber Frauds on Women” organized by JNTUK-Directorate of Empowerment of Women & Grievance, in collaboration with JNTUK-Digital Monitoring Cell, JNTU Kakinada.

Awareness Programme on “Countering Cyber Attacks & Cyber Frauds on Women” organized by JNTUK-Directorate of Empowerment of Women & Grievance, in collaboration with JNTUK-Digital Monitoring Cell, JNTU Kakinada was conducted on 04-02-2023 at Vivekananda Seminar Hall, SVEC.

RESOURCE PERSON: Dr. A.S.N. Chakravarthy, Professor of CSE & Special Officer SDC, WDC and DMC JNTUK, Kakinada.

Objective: To bring awareness on Countering Cyber Attacks & Cyber Frauds on Women

Outcome:

Increased awareness of Cybersecuritytopics/issues amongst the Women Faculty members and Girl Students. Increased awareness of redressal mechanisms to report any untoward incident.

<p><u>About the University</u></p> <p>Jawaharlal Nehru Technological University Kakinada is formed in the year 2008. University College of Engineering, Kakinada, is one of the constituent colleges of this University playing a significant role since 1946 in imparting technological education in the state of Andhra Pradesh. JNTUK jurisdiction covers the Five districts of Andhra Pradesh having around 159 affiliated Engineering, Pharmacy and Management Colleges. The University College of Engineering won appreciation for judicious effective utilization of TEQIP - I & II funds and is presently under TEQIP -III to enhance PG education and Research.</p> <p><u>About Directorate of Empowerment of Women & Grievance</u></p> <p>The Directorate of Empowerment of Women & Grievance (DEoW&G) is established in 2008 with the founding of JNTUK Kakinada University. It oversees all empowerment activities of JNTUK Kakinada's constituent and affiliated colleges. Apart from that, the Spandana grievances affecting all students are also resolved through communication with college administration. Various women's empowerment programs are conducted throughout the year.</p> <p><u>About JNTU Kakinada-Digital Monitoring Cell</u></p> <p>JNTUK Digital Monitoring Cell(DMC) Established in 2017 to maintain and monitor the IT infrastructure of the University. DMC is mainly involved in university digitization. DMC Provides Technical support to E-office related works, Virtual meetings related to JNTUK, University Surveillance system, University Network & Firewall. DMC is also involved in conducting Cyber Security Awareness Programmes as a part of Social Responsibility.</p>	<p><u>CHIEF PATRON</u></p> <p>Prof. G.V.R. Prasada Raju Hon'ble Vice Chancellor, JNTUK, Kakinada</p> <p><u>PATRONS</u></p> <p>Prof. K. V. Ramana Rector, JNTUK, Kakinada.</p> <p>Dr. L. Sumalatha Registrar, JNTUK, Kakinada.</p> <p><u>CO-PATRON</u></p> <p>Dr. M. H. M. Krishna Prasad Principal, UCEK(A), JNTUK, Kakinada.</p> <p><u>CONVENORS</u></p> <p>Dr. M. Swaroopa Rani Professor of CE & Director Empowerment of Women & Grievance JNTUK, Kakinada</p> <p>Dr. A.S.N. Chakravarthy Professor of CSE & Special Officer SDC, WDC and DMC JNTUK, Kakinada.</p>	<p>Cyber Security Awareness Programme on “Countering Cyber Attacks & Cyber Frauds on Women”</p> <p>4th February 2023 (10:30 A.M to 12:30 P.M)</p>  <p>Organized by Directorate of Empowerment of Women & Grievance (DEoWG)</p> <p>In Association with Digital Monitoring Cell (DMC) JNTU Kakinada, Kakinada -533 003</p>
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9. Sports Events for students (for both Boys & Girls)

Sports events were organized for both boys and girls, aimed at fostering participation and healthy competition among the students.

Objective: The objective of these sports events was to promote physical fitness, sportsmanship, teamwork, and overall well-being among the students.

Outcome: The sports events provided an opportunity for both boys and girls to actively engage in various sports activities, encouraging inclusivity and equality. The students had the chance to showcase their talents, develop their athletic skills, and cultivate a spirit of healthy competition. These events not only promoted physical fitness but also nurtured essential values such as discipline, perseverance, and teamwork among the participants.





10. Garden Party for all teaching & Non-teaching faculty on 19-11-2022

A garden party was organized for all teaching and non-teaching faculty members with the aim of promoting gender equality.

Objective: The objective of the garden party was to provide a relaxed and inclusive environment where teaching and non-teaching faculty members could interact, socialize, and foster a sense of unity and equality.

Outcome: The garden party successfully created a platform for both male and female faculty members to come together and engage in casual conversations, strengthening professional relationships and promoting gender equality. The event provided an opportunity for open dialogue, collaboration, and understanding between different genders, contributing to a more inclusive and harmonious work environment.



Gender Equity programs planned and organized for A.Y. 2021-2022

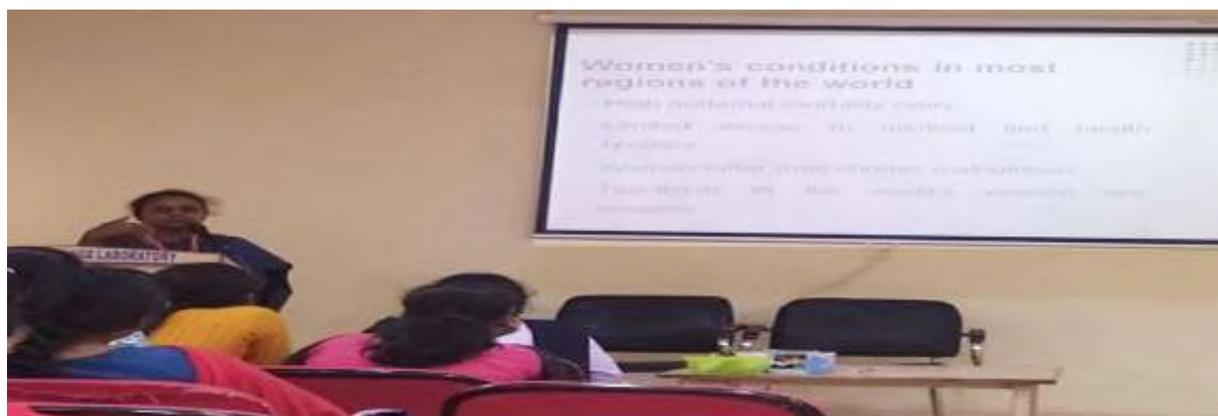
Sr. No	Name of the event	Date
1	Orientation program on Women Grievances Redressal Committee and its role for first year B.Tech and Diploma girl students.	25-11-2021
2	Sankranthi sambaralu	12-01-2022
3	Elocution on # Break the Bias	04-02-2022
4	Essay Writing Competition on # Break the Bias	02-03-2022
5	Poster Presentation on # Break the Bias	02-03-2022
6	Quiz on "Awareness on Constitution of India and Legal Rights of Women"	05-03-2022
7	Sports Events for Female faculty	01-03-2022 to 07-03-2022
8	Panel Discussion on the Theme # Break the Bias	08-03-2022
9	Seven Day Special Camp by NSS Unit (International women s Day)	12-03-2022 to 14-03-2022
10	Sports Events for students (for both Boys & Girls)	All over the year
11	Ugadi Sambaralu	01-04-2022

1. Orientation program on Women Grievances Redressal Committee and its role for first year B.Tech and Diploma girl students.(International Day for the Elimination of Violence against Women)

An orientation program was conducted for first-year B.Tech and Diploma girl students to introduce them to the Women Grievances Redressal Committee and its role on 25-11-2021.

Objective: The objective of the orientation program was to create awareness among the first-year girl students about the Women Grievances Redressal Committee and its significance in addressing their concerns and promoting a safe and supportive environment.

Outcome: As a result, the students gained a better understanding of their rights, the committee's role in ensuring their well-being, and the resources available to them for addressing any issues they may face.





2. Sankranti sambaralu 12-01-2022

On January 12, 2022, Sri Vasavi Engineering College organized the Sankranti Sambaralu with the aim of promoting cultural celebrations and encouraging community participation.

Objective: Promoting cultural celebrations and fostering community engagement through Sankranti festivities at Sri Vasavi Engineering College.

Outcome: The Sankranti Sambaralu held at Sri Vasavi Engineering College was a triumph, bringing together the college community in a spirit of unity and celebration.



3. Elocution on # Break the Bias 04-03-2022

The Women's Day event held on 04-03-2022 featured an elocution on the theme "#Break the Bias." The purpose of the elocution was to raise awareness about bias and its impact on society, as well as to inspire action towards creating a more inclusive and equitable world.

Objective:

The objective of the elocution was to highlight the presence and consequences of bias and motivate the audience to actively contribute to breaking the cycle of bias in their daily lives.

Outcome:

Overall, the elocution on "#Break the Bias" was an impactful addition to the Women's Day event, encouraging the audience to challenge biases and contribute to a more inclusive society.



4. Essay Writing Competition on # Break the Bias 02-03-2022

On 02-03-2022, an essay writing competition on the theme "#Break the Bias" was organized with the aim of encouraging participants to delve into the topic of bias, its impact on society, and the importance of breaking free from its grip. The competition provided a platform for students to express their thoughts, insights, and solutions regarding bias and its effects.

Objective:

The objective of the essay writing competition was to foster critical thinking, raise awareness about bias, and promote the idea of breaking free from biased attitudes and behaviors. Participants were encouraged to explore the root causes of bias, its manifestations in different aspects of life, and the potential solutions to overcome it.

Outcome:

The essay writing competition successfully engaged participants in thoughtful reflection on the theme "#Break the Bias." It provided an opportunity for students to express their ideas, insights, and proposed solutions to tackle bias effectively.



5. Poster Presentation on # Break the Bias 02-03-2022

On 02-03-2022, a poster presentation on the theme "#Break the Bias" was held to visually communicate the importance of recognizing and challenging bias in our society. The poster presentation aimed to engage viewers, raise awareness, and promote dialogue regarding bias and its impact on individuals and communities.

Objective:

The poster presentation aimed to visually convey the message of breaking bias, raising awareness, and inspiring action towards creating an inclusive society.

Outcome:

The presentation successfully engaged viewers, created awareness, and inspired reflection and action to break bias.



6. Online Quiz on “Awareness on Constitution of India and Legal Rights of Women” 05-03-2022

On 05-03-2022, an online quiz was conducted to promote awareness and understanding of the Constitution of India and the legal rights of women. The quiz aimed to test participants' knowledge and educate them about the fundamental principles of the constitution and the specific rights granted to women.

Objective:

The objective of the quiz was to enhance participants' knowledge about the Constitution of India, raise awareness about the legal rights of women, and promote gender equality by fostering a better understanding of the rights and protections guaranteed by the constitution.

Outcome:

The quiz successfully engaged participants and helped to improve their understanding of the Constitution of India and the legal rights of women. It provided an opportunity for participants

to assess their knowledge and identify areas where further awareness and education may be needed.

7. Sports Events for Female faculty 02-03-2022 to 07-03-2022

From 02-03-2022 to 07-03-2022, a series of sports events were organized specifically for the female faculty members. These events aimed to promote physical fitness, well-being, and camaraderie among the female faculty members, providing them with an opportunity to participate in friendly competitions and engage in sports activities.

Various fun games and activities were organized to add a light-hearted and enjoyable element to the events, fostering a sense of camaraderie and friendly interaction among the participants.

Objective:

The objective of the sports events was to encourage female faculty members to prioritize their physical health, foster a sense of community, and create a platform for them to showcase their sporting skills and enjoy recreational activities.

Outcome:

The events provided a platform for the participants to engage in physical activities, promoting their overall health and well-being. Additionally, the events helped in building relationships and strengthening bonds among the female faculty members, creating a supportive and inclusive environment within the institution.





8. Panel Discussion on the Theme # Break the Bias 08-03-2022

A panel discussion was held on March 8, 2022, focusing on the theme "#Break the Bias."

Objective: The objective of the panel discussion was to raise awareness and promote discussions around biases and prejudices, aiming to foster inclusivity, diversity, and equality.

Outcome: The panel discussion provided a platform for experts and participants to engage in meaningful conversations, sharing insights, personal experiences, and strategies to overcome biases. The event facilitated a deeper understanding of the impact of biases in various aspects of

life, including education, workplace, and society. Through open dialogue and exchange of ideas, attendees were encouraged to challenge and break stereotypes, fostering a more inclusive and equitable environment for all.



9. Seven Day Special Camp by NSS Unit (International women s Day) 12-03-2022 to 14-03-2022

International Womens Day was celebrated today in Jaggannapeta village as part of a seven-day NSS special service camp organized by our NSS Unit,Sri Vasavi Engineering College . In this event, the women of the village enthusiastically participated in the games conducted by our NSS unit and won prizes.

Male student Volunteers involved: 30 ; Female student Volunteers involved:30;





10. Sports Events for students (for both Boys & Girls)

A series of sports events will be organized to promote gender equality among the students all over the year, with a focus on encouraging participation from both boys and girls. These events aim to create a level playing field, challenge gender stereotypes, and foster an inclusive sporting culture within the institution.

Objective:

The objective of the sports events is to promote gender equality by providing equal opportunities for boys and girls to participate in sports activities. The events aim to break down barriers, challenge gender norms, and create an environment where all students feel empowered and encouraged to engage in sports.

Outcome:

The sports events for gender equality aim to achieve several positive outcomes. Firstly, they will help challenge traditional gender roles and stereotypes by providing equal opportunities for boys

and girls to engage in sports. Secondly, these events will foster a sense of inclusivity, teamwork, and mutual respect among the participants.



11. Ugadi sambaralu

Ugadi Sambaralu is a traditional Telugu New Year celebration that signifies new beginnings, prosperity, and joy. The Ugadi Sambaralu event in 2022 aimed to bring together the community, celebrate the rich cultural heritage, and welcome the New Year with enthusiasm and happiness.

Objective: The event aimed to mark the beginning of the Telugu New Year and celebrate the cultural significance of Ugadi, fostering a sense of pride and connection to the community's traditions.

Outcome: The Ugadi Sambaralu 2022 event successfully brought the community together to celebrate the Telugu New Year and rejoice in the cultural traditions. It fostered a sense of unity, pride, and belonging among the attendees, strengthening the bonds within the community.

The event provided a platform for artists and performers to showcase their talents and preserve the rich cultural heritage of the region. It also offered an opportunity for participants to connect with their roots, learn about traditional rituals, and experience the vibrant customs associated with Ugadi.



Gender Equity programs planned and organized for A.Y. 2020-2021

Sr. No	Name of the event	Date
1	Orientation for the first year girl students	09-01-2021
2	Workshop on “Gender Sensitization: Equal Opportunities 2021”	04-03-2021
3	Quiz on “Awareness on Constitution of India and Legal Rights of Women”	08-03-2021
4	Sports Events for students (for both Boys & Girls)	Planned not completed due to COVID

1. Orientation for the first year girl students (09-01-2021)

Due to Covid-19, session was delayed. On 09-01-2021, The women grievance redressal committee organizes an annual orientation program for first-year female students, aiming to raise awareness about the grievances cell.

Objective: The orientation program conducted by the women grievance redressal committee aims to increase awareness regarding various issues encountered by female students and staff in the campus/hostels. These issues encompass a wide range, including eve teasing, humiliation, abuse, harassment, personal problems, and psychological/medical cases.

Outcome:

The students gained awareness about the Women Grievances Redressal Committee and its significance in addressing women-related issues.



2. Workshop on “Gender Sensitization: Equal Opportunities 2021” 04-03-2021

On 04-03-2021, a workshop on "Gender Sensitization: Equal Opportunities" was conducted with the aim of raising awareness and promoting gender equality. The workshop focused on addressing gender biases, stereotypes, and creating an inclusive environment that offers equal opportunities for all.

Objective: The objective of the workshop was to enhance participants' understanding of gender-related issues, challenge stereotypes, and promote a culture of equality, respect, and inclusivity. The workshop aimed to empower participants with the knowledge and tools to create a gender-sensitive environment in their personal and professional lives.

Outcome: The workshop on "Gender Sensitization: Equal Opportunities 2021" successfully achieved its objectives. Participants gained a deeper understanding of gender-related issues, developed empathy, and learned strategies to challenge biases and stereotypes. The workshop empowered participants to actively contribute to creating an inclusive and equal society by promoting gender equality in their personal and professional spheres.



3. An Online Quiz on “Awareness on Constitution of India and Legal Rights of Women” 08-03-2021.

On 08-03-2021, a quiz on "Awareness on Constitution of India and Legal Rights of Women" was organized with the aim of promoting knowledge and understanding of the Constitution of India and the legal rights specifically relevant to women. The quiz aimed to create awareness, educate participants, and empower them with information about their rights and the legal framework that protects and promotes gender equality.

Objective:

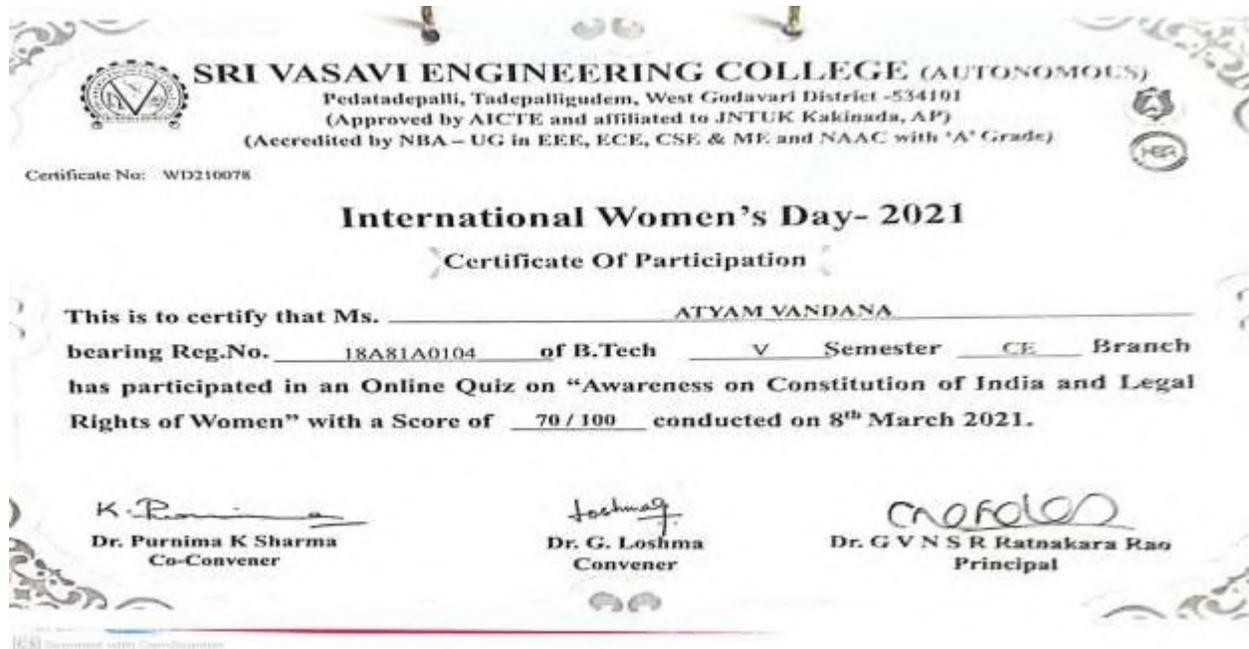
Enhance Knowledge: The quiz aimed to enhance participants' understanding of the Constitution of India, its provisions related to gender equality, and the legal rights of women enshrined within it.

Promote Awareness: The quiz aimed to create awareness about the legal rights of women, including rights related to education, employment, property, marriage, and protection against discrimination and violence.

Empower Participants: By participating in the quiz, participants were empowered with knowledge about their rights and the legal mechanisms available to safeguard and promote gender equality, allowing them to make informed decisions and take appropriate action.

Outcome:

The quiz on "Awareness on Constitution of India and Legal Rights of Women" successfully achieved its objectives. Participants gained a deeper understanding of the Constitution of India and the legal rights specifically relevant to women. The quiz provided an opportunity for participants to test their knowledge, identify areas for improvement, and enhance their understanding of their rights.



Gender Equity programs planned and organized for A.Y. 2019-2020

Sr. No	Name of the event	Date
1	Orientation for the first year girl students	
2	Workshop on “Gender Sensitization for strengthening women” for women staff	04-03-2020
3	Workshop on “Gender Sensitization- Equal Opportunities” for Girl students	07-03-2020
4	Sports Events for Female faculty	01-03-2020 to 06-03-2020
5	Sports Events for students (for both Boys & Girls)	All over the year

1. Orientation for the first year girl students

The women grievance redressal committee organizes an annual orientation program for first-year female students, aiming to raise awareness about the grievances cell.

Objective: The orientation program conducted by the women grievance redressal committee aims to increase awareness regarding various issues encountered by female students and staff in the campus/hostels. These issues encompass a wide range, including eve teasing, humiliation, abuse, harassment, personal problems, and psychological/medical cases.

Outcome:

The students gained awareness about the Women Grievances Redressal Committee and its significance in addressing women-related issues.



2. Workshop on “Gender Sensitization for strengthening women” for women staff 04-03-2020

On 04-03-2020, a workshop was conducted with the aim of raising awareness and promoting gender equality. The workshop focused on addressing gender biases, stereotypes, and creating an inclusive environment that offers equal opportunities for all.

Objective: The objective of the workshop was to enhance participants' understanding of gender-related issues, challenge stereotypes, and promote a culture of equality, respect, and inclusivity.

The workshop aimed to empower participants with the knowledge and tools to create a gender-sensitive environment in their personal and professional lives.

Outcome: Participants gained a deeper understanding of gender-related issues, developed empathy, and learned strategies to challenge biases and stereotypes. The workshop empowered participants to actively contribute to creating an inclusive and equal society by promoting gender equality in their personal and professional spheres.

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svcec.a8@gmail.com

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SRI VASAVI ENGINEERING COLLEGE (AUTONOMOUS)
(Sponsored by Sri Vasavi Educational Society)
(Approved by AICTE, New Delhi & Permanently affiliated to JNTUK, Kakinada)
(Accredited by NAAC with 'A' Grade, Recognized by UGC under section 2(F) & 12(B))
(NBA Accreditation to B.Tech., EEE, CSE, ME and ECE Branches for 3 Years)
Pedatadepalli, **TADEPALLIGUDEM - 534 101, W.G. Dist. (A.P)**

Ref.No : SVEC/ Admn./Circular/2019-20/441

Principal's Office
Date: 03-03-2020

Circular

On the occasion of **International Women's Day (08th March)**, a workshop is arranged on **"Gender Sensitization for Strengthening Women"** on **04/03/2020** for Women Staff of this institution.

All interested women staff (Teaching and Technical) of **Sri Vasavi Engineering College & Sri Vasavi Institute of Pharmaceutical Sciences** need to register through the link provided in our college website.

http://srivasaviengg.ac.in/events_fdp/fac_registration.php?date=2020-03-04

Venue: Swami Vivekananda Seminar Hall (PG Block)
Time : 1.45 p.m. onwards

C. N. R. S.
PRINCIPAL

Copy to:

1. Principal of SVIPS
2. Deans | HODs | Sections Heads
3. Principal SVIPS with request to circulate among their women staff.
4. HODs with a request to circulate among their women staff.
5. I/C of Polytechnic Courses with a request to circulate among their women staff.
6. Ladies Hostel | Office |Circular File
7. Sri Ch. Apparao , Director Technical
8. Secretary & Correspondent for information
9. President for information

Vision
To be a premier technological institute striving for excellence with global perspective and commitment to the nation.

Mission

- To produce Engineering graduates of professional quality and global perspective through learner-centric education.
- To establish linkages with government, industry and Research laboratories to promote R&D activities and to disseminate innovations.
- To create an eco-system in the institute that leads to holistic development and ability for life-long learning.

3. Workshop on “Gender Sensitization- Equal Opportunities” for Girl students 07-03-2020

On 07-03-2020, a workshop on "Gender Sensitization: Equal Opportunities" was conducted with the aim of raising awareness and promoting gender equality. The workshop focused on addressing gender biases, stereotypes, and creating an inclusive environment that offers equal opportunities for all.

Objective: The objective of the workshop was to enhance participants' understanding of gender-related issues, challenge stereotypes, and promote a culture of equality, respect, and inclusivity.

The workshop aimed to empower participants with the knowledge and tools to create a gender-sensitive environment in their personal and professional lives.

Outcome: The workshop on "Gender Sensitization: Equal Opportunities 2021" successfully achieved its objectives. Participants gained a deeper understanding of gender-related issues, developed empathy, and learned strategies to challenge biases and stereotypes. The workshop empowered participants to actively contribute to creating an inclusive and equal society by promoting gender equality in their personal and professional spheres.





SRI VASAVI ENGINEERING COLLEGE (AUTONOMOUS)

(Sponsored by Sri Vasavi Educational Society)
(Approved by AICTE, New Delhi & Permanently affiliated to JNTUK, Kakinada)
(Accredited by NAAC with 'A' Grade, Recognized by UGC under section 2(f) & 12(B))
(NBA Accreditation to B.Tech., EEE, CSE, ME and ECE Branches for 3 Years)
Pedatadepalli, **TADEPALLIGUDEM – 534 101. W.G. Dist. (A.P)**

f.No : SVEC/ Admn./Circular/2019-20/442

Principal's Office
Date: 03-03-2020

Circular

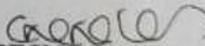
On the occasion of **International Women's Day** (08th March), a One Day workshop is being organized on **"Gender Sensitization - Equal Opportunities "** on 07/03/2020 at 10.00 a.m. for Girl Students.

Interested Girl students need to register through the link provided in our college website.

<http://sriyasaviengg.ac.in/events/eceregistration.php?date=2020-03-07>

Venue: Swami Vivekananda Seminar Hall (PG Block)

Note: Registrations are limited to 60 on first come first serve basis.


PRINCIPAL

Copy to:

1. Deans | HODs | Section Heads
2. HODs with a request to circulate among their Girls Students.
3. I/C Polytechnic Courses with a request to circulate among their Girl Students.
4. Circular File
5. Sri Ch. Apparao , Director Technical
6. Secretary & Correspondent for information
7. President for information

Vision :

To be a premier technological institute striving for excellence with global perspective and commitment to the nation.

Mission

- To produce Engineering graduates of professional quality and global perspective through learner-centric education.
- To establish linkages with government, industry and Research laboratories to promote R&D activities and to disseminate innovations.
- To create an eco-system in the institute that leads to holistic development and ability for life-long learning.

4. Sports Events for Female faculty 01-03-2020 to 06-03-2020

Objective: The objective of these sports events was to promote physical well-being, teamwork, and camaraderie among the female faculty members.

Outcome: The sports events provided an opportunity for the female faculty members to actively participate in various sports activities, fostering a sense of unity and promoting a healthy and active lifestyle.



5. Sports Events for students (for both Boys & Girls) All over the year

Sports events were organized for both boys and girls, aimed at fostering participation and healthy competition among the students.

Objective: The objective of these sports events was to promote physical fitness, sportsmanship, teamwork, and overall well-being among the students.

Outcome: The sports events provided an opportunity for both boys and girls to actively engage in various sports activities, encouraging inclusivity and equality. The students had the chance to

showcase their talents, develop their athletic skills, and cultivate a spirit of healthy competition. These events not only promoted physical fitness but also nurtured essential values such as discipline, perseverance, and teamwork among the participants.



Gender Equity programs planned and organized for A.Y. 2018-2019

Sr. No	Name of the event	Date
1	Orientation for the first year girl students	07-07-2018
2	Sankranthi Sambaralu	12-01-2019
3	Women's Day Celebrations	08-03-2019
4	Women Hackathon (Poster Presentation on challenges faced by women and solutions for overcoming them), Essay Writing Competition, Electrical quiz, Survey level hunt, Arts & Crafts for diploma students Talent hunt & Fly on your idea.....etc.,	06-03-2019 to 08-03-2019
5	Sports Events and Games for Female faculty	02-03-2019 to 08-03-2019
6	Sports Events for students (for both Boys & Girls)	All Over the year

1. Orientation for the first year girl students (07-07-2018)

On 07-07-2018, The women grievance redressal committee organizes an annual orientation program for first-year girl students, aiming to raise awareness about the grievances cell.

Objective: The orientation program conducted by the women grievance redressal committee aims to increase awareness regarding various issues encountered by female students and staff in the

campus/hostels. These issues encompass a wide range, including eve teasing, humiliation, abuse, harassment, personal problems, and psychological/medical cases.

Outcome:

The students gained awareness about the Women Grievances Redressal Committee and its significance in addressing women-related issues.



2. Sankranti Sambaralu 11-01-2019

On January 11, 2019, our college organized a vibrant event called "Sankranti Sambaralu" with the aim of fostering gender sensitization among the student community. Recognizing the importance of promoting gender equality and awareness, this event sought to provide a platform for engaging discussions, cultural performances, and interactive activities that would encourage a deeper understanding and respect for gender diversity.

Objective: Promote Cultural Exchange: Sankranti Sambaralu aimed to celebrate the cultural diversity of our college by showcasing traditional performances, art, music, and cuisine. This exchange of cultural experiences aimed to break down barriers and foster a sense of unity and mutual understanding.

Outcome: The celebration of diverse cultures during Sankranti Sambaralu helped students gain a deeper appreciation for different traditions and perspectives. This cultural exchange fostered a sense of unity and harmony among the attendees.



3. Women's Day Celebrations 08-03-2019

On March 8, 2019, our institution celebrated International Women's Day with great enthusiasm and dedication. The event aimed to acknowledge and honor the achievements of women, while also raising awareness about the importance of gender equality and women's empowerment.

Through a series of engaging activities and discussions, the celebration sought to inspire and motivate individuals to work towards a more inclusive and equitable society.

Outcome:

The Women's Day celebrations successfully raised awareness about gender equality and women's rights, inspiring individuals to take action and contribute to the cause. Participants gained insights into the achievements and challenges faced by women, promoting empathy and understanding.



4. **Women Hackathon (Poster Presentation on challenges faced by women and solutions for overcoming them), Women Hackathon (Poster Presentation on challenges faced**

by women and solutions for overcoming them), Essay Writing Competition, Electrical quiz, Survey level hunt, Arts & Crafts for diploma students, Talent hunt & Fly on your idea.....etc., from 06-03-2019 to 08-03-2019

Various competitions were conducted from 06-03-2019 to 08-03-2019 by the members of the grievances cell in the part of women's day celebrations

Objective: The objective of the competition was to foster awareness and understanding of the significance of innovation and technology in promoting gender equality.

Outcome: The competition successfully enhanced students' awareness and knowledge of the theme through their participation and essay submissions.



6 Sports Events and Games for Female faculty 01-03-2019 to 07-03-2019

Sports events were organized exclusively for the female faculty members from March 1st to March 7th, 2023.

Objective: The objective of these sports events was to promote physical well-being, teamwork, and camaraderie among the female faculty members.

Outcome: The sports events provided an opportunity for the female faculty members to actively participate in various sports activities, fostering a sense of unity and promoting a healthy and active lifestyle.



5. Sports Events for students (for both Boys & Girls)

Sports events were organized for both boys and girls, aimed at fostering participation and healthy competition among the students.

Objective: The objective of these sports events was to promote physical fitness, sportsmanship, teamwork, and overall well-being among the students.

Outcome: The sports events provided an opportunity for both boys and girls to actively engage in various sports activities, encouraging inclusivity and equality. The students had the chance to showcase their talents, develop their athletic skills, and cultivate a spirit of healthy competition. These events not only promoted physical fitness but also nurtured essential values such as discipline, perseverance, and teamwork among the participants.



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Gender Audit Report

Preface: Gender equity, as stated by the United Nations Educational, Scientific and Cultural Organization (UNESCO), emphasizes the fair treatment of women and men based on their individual needs. This entails providing equal treatment or treatment that may differ but is considered equivalent in terms of rights, benefits, obligations, and opportunities. Gender equality does not imply that women and men must become identical, but rather that their rights, responsibilities, and opportunities should not be determined by their gender at birth.

The issue of gender equality is a global concern, with extensive discussions on women's empowerment and their rights taking center stage in numerous formal and informal campaigns worldwide. As awareness about gender issues grows, women are increasingly taking action against the oppression and exploitation they face. Gender awareness enables women to transcend traditional gender stereotypes and rigid role definitions.

To ensure a safer college campus for women, a gender audit was conducted. This audit involved selecting specific sites for assessment, engaging participants, providing orientation, creating checklists, conducting on-site observations, documenting findings, and sharing the results with the college principal for the implementation of recommended measures.

Sri Vasavi Engineering College Gender Policy

- The college must uphold the principle of non-discrimination based on gender.
- Equal opportunities should be provided to individuals of all genders.
- Freedom of expression and the right to a fair and unbiased opinion should be ensured for all genders.
- An accessible, proactive, impartial, and confidential grievance redressal cell must be established.
- The college should implement effective measures to ensure the safety and security of all individuals, regardless of gender.

The objectives of the Gender Audit are as follows:

Identify areas of gender imbalance: The audit aims to identify areas within the college where there is a gender imbalance and understand the underlying factors contributing to it. This helps in recognizing the specific areas that require attention and intervention.

Promote gender balance in decision-making processes: The audit seeks to promote a healthy gender balance in decision-making processes across all areas of the college's activities. This includes ensuring representation and participation of individuals from all genders in key decision-making bodies and committees.

Propose measures to bridge the gender gap: Based on the findings, the audit aims to suggest effective measures and strategies to bridge the gender gap within the college. These recommendations can include initiatives to address barriers and promote equal opportunities for all genders.

Foster gender equality in the college community: The audit aims to foster gender equality in all aspects of the college community, including student enrollment, faculty composition, employment practices, and student support services. This involves creating an inclusive environment that treats individuals of all genders fairly and equitably.

Assess prevention of sexual harassment: The audit assesses the college's efforts and capacity in preventing and addressing sexual harassment. It examines the effectiveness of existing policies, procedures, and mechanisms in place to ensure a safe and respectful environment for all individuals, regardless of gender.

By fulfilling these objectives, the Gender Audit contributes to promoting gender equity, inclusivity, and a supportive environment within the college community.

Data Analysis

In order to achieve the objectives, an online survey has been carried out among students/staff/faculty of the Institute. Based on the data a profile has been prepared and tabulated in the following tables. The profile gives a picture about the status of women in the Institute occupying various positions, which include student profile also. The data in the table 1 shows the gradual increment in the girl's student's strength in the college.

The analysis of the responses of students with regard to programme planning and design in college and its activities revealed that most student members feel that the gender equity in policies, programmes of the college is adequate.

Table 1: Gender Wise Details of Total Students in the college

S. No.	Year	Total	Male	Female	%M	%F
1	2018-19	3535	2191	1344	62	38
2	2019-20	3566	2261	1305	63	37
3	2020-21	4550	2974	1576	65	35
4	2021-22	4588	2878	1710	63	37
5	2022-23	4937	2931	2006	59	41

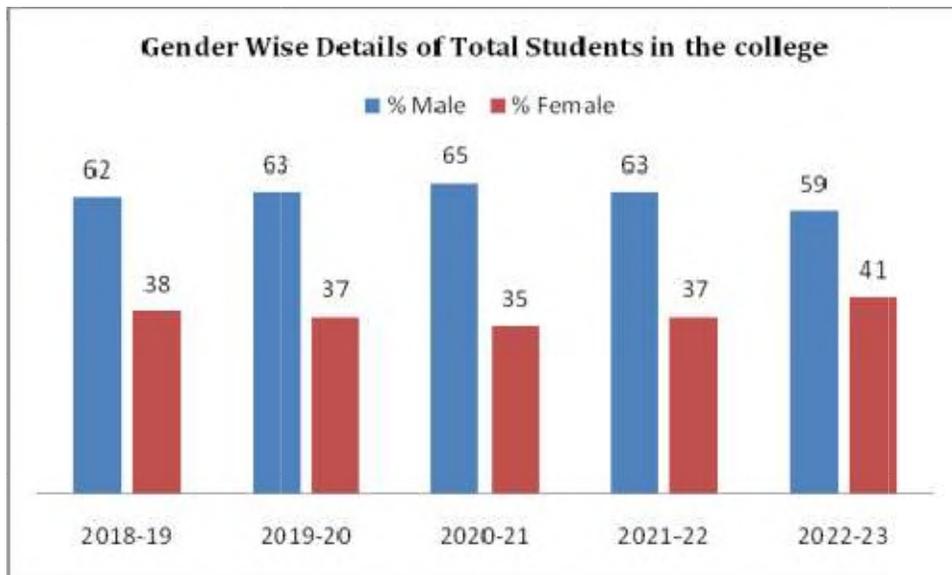


Figure 1: Gender wise Details of Total Students in the College

Table: 2 Gender wise Details of total students in CE

S. No.	Year	Total	Male	Female	%M	%F
1	2018-19	247	194	53	79	21
2	2019-20	224	174	50	78	22
3	2020-21	245	185	60	76	24
4	2021-22	240	178	62	74	26
5	2022-23	231	157	74	68	32

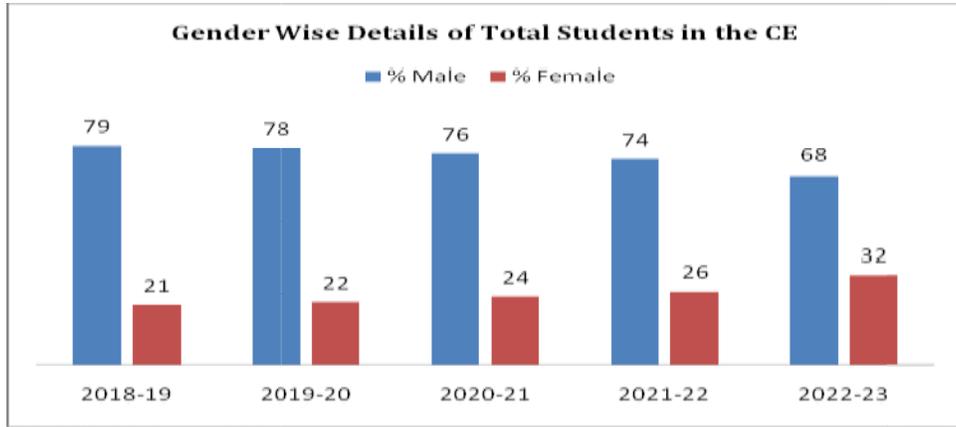


Figure 2: Gender wise Details of Total Students in CE

Table: 3 Gender wise Details of total students in CSE

S. No.	Year	Total	Male	Female	%M	%F
1	2018-19	937	354	583	38	62
2	2019-20	952	399	553	42	58
3	2020-21	1036	467	569	45	55
4	2021-22	1069	507	562	47	53
5	2022-23	1098	544	554	50	50

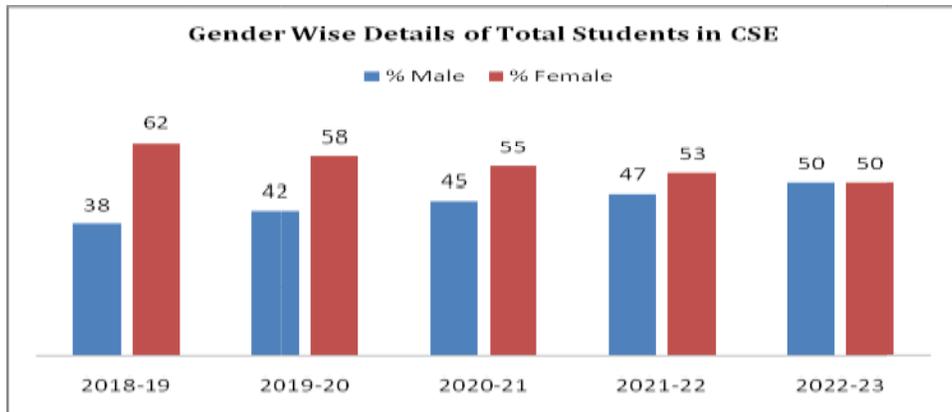


Figure 3: Gender wise Details of Total Students in CSE

Table: 4 Gender wise Details of total students in CST

S. No.	Year	Total	Male	Female	%M	%F
1	2018-19	-	-	-	-	-
2	2019-20	59	27	32	46	54
3	2020-21	125	49	76	39	61
4	2021-22	196	84	112	43	57
5	2022-23	262	110	152	42	58

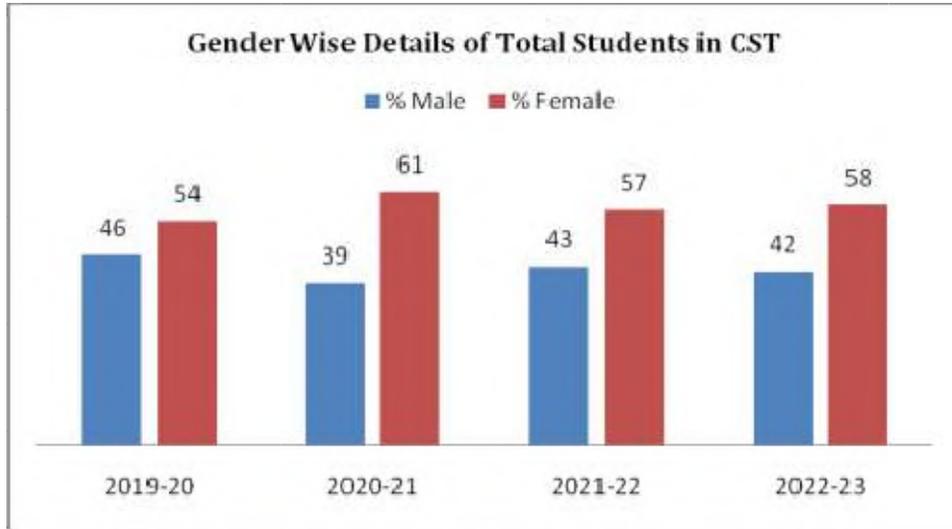


figure: 4 Gender wise Details of total students in CST

Table: 5 Gender wise Details of total students in AIML

S. No.	Year	Total	Male	Female	%M	%F
1	2021-22	66	38	28	58	42
2	2022-23	199	108	91	54	46

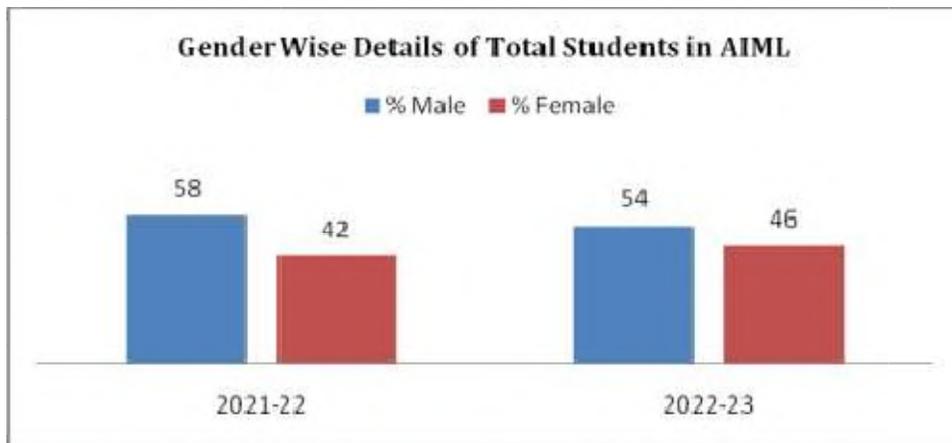


Figure: 5 Gender wise Details of total students in AIML

Table:6 Gender wise Details of total students in CAI

S. No.	Year	Total	Male	Female	%M	%F
1	2021-22	66	36	30	55	45
2	2022-23	203	113	90	56	44

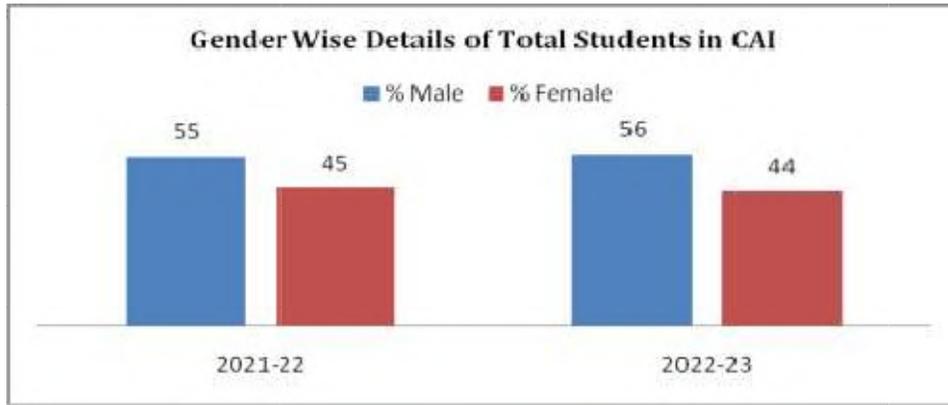


Figure:6 Gender wise Details of total students in CAI

Table:7 Gender wise Details of total students in MECH

S. No.	Year	Total	Male	Female	%M	%F
1	2018-19	471	456	15	97	3
2	2019-20	436	427	9	98	2
3	2020-21	446	438	8	98	2
4	2021-22	453	444	9	98	2
5	2022-23	434	422	12	97	3



Figure:7 Gender wise Details of total students in Mechanical Engineering

Table: 8 Gender wise Details of total students in ECE

S. No.	Year	Total	Male	Female	%M	%F
1	2018-19	794	510	284	64	36
2	2019-20	788	422	366	54	46
3	2020-21	794	425	365	54	46
4	2021-22	811	448	363	55	45
5	2022-23	809	445	364	55	45

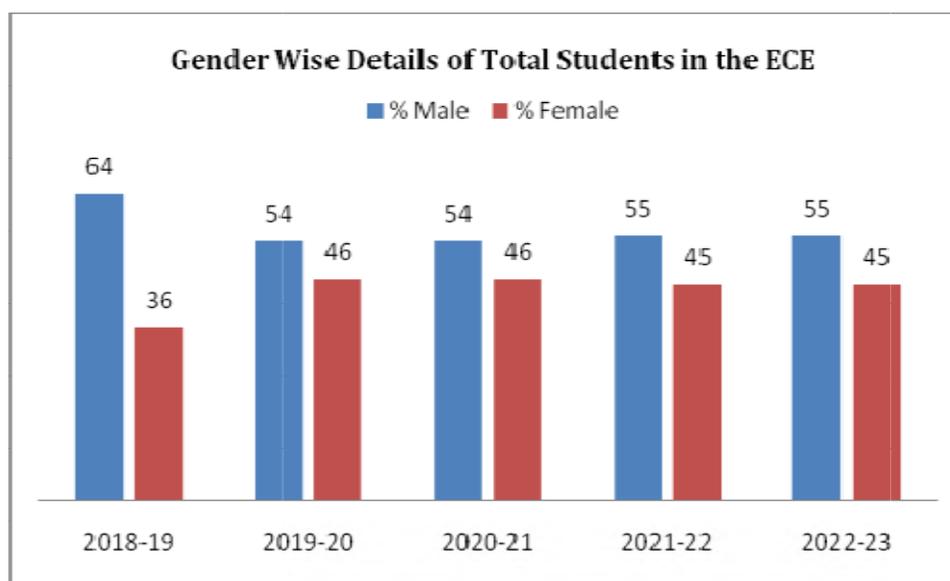


Figure: 8 Gender wise Details of total students in ECE

Table: 9 Gender wise Details of total students in ECT

S. No.	Year	Total	Male	Female	%M	%F
1	2018-19	----	-----	-----	-----	-----
2	2019-20	57	22	35	39	61
3	2020-21	124	51	73	41	59
4	2021-22	196	84	112	43	57
5	2022-23	262	108	154	41	59

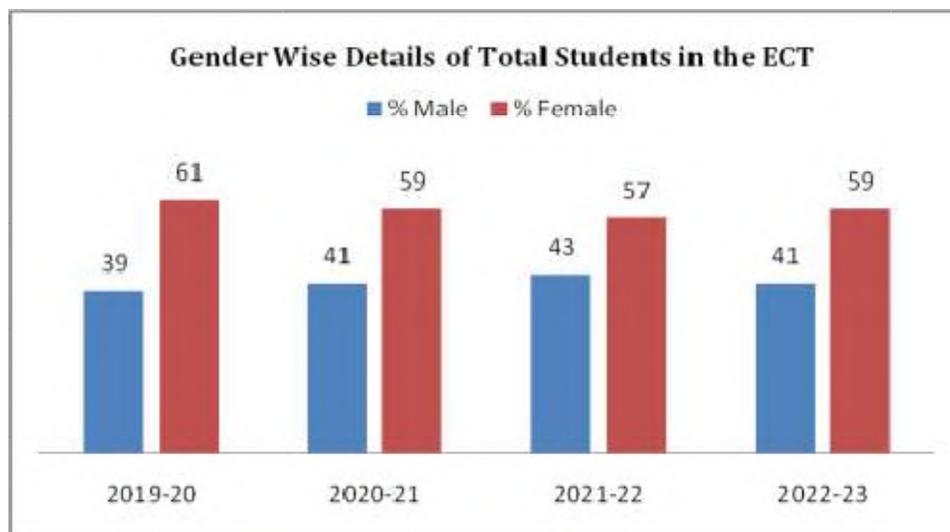


Figure: 9 Gender wise Details of total students in ECT

Table: 10 Gender wise Details of total students in EEE

S. No.	Year	Total	Male	Female	%M	%F
1	2018-19	417	271	146	65	35
2	2019-20	403	261	142	65	35
3	2020-21	446	287	159	64	36
4	2021-22	465	309	156	66	34
5	2022-23	468	296	172	63	37

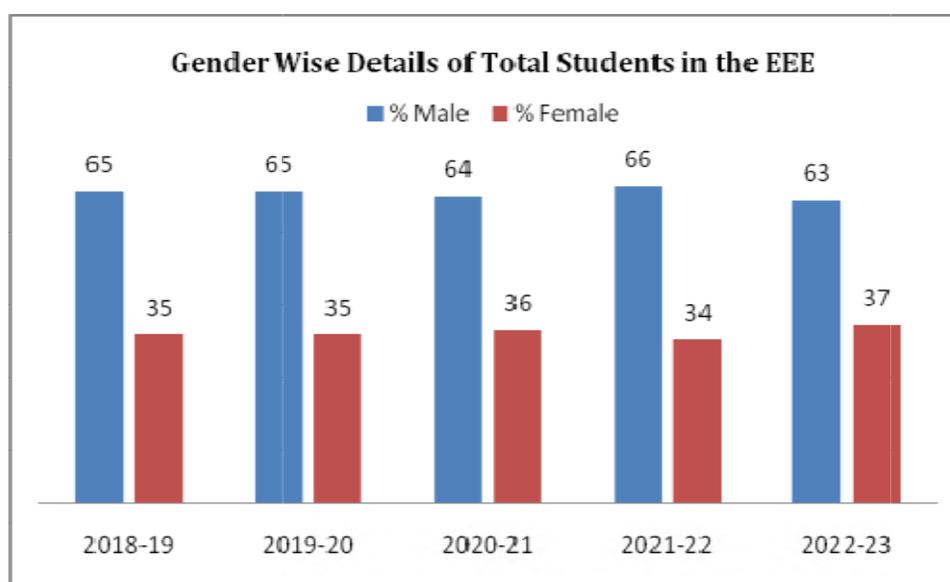


Figure: 10 Gender wise Details of total students in EEE

Table 11: Gender Wise Details of Total Students in the college (Polytechnic)

S. No.	Year	Total	Male	Female	%M	%F
1	2018-19	288	243	45	84	16
2	2019-20	287	250	37	87	13
3	2020-21	318	268	50	84	16
4	2021-22	245	178	67	73	27
5	2022-23	214	141	73	66	34

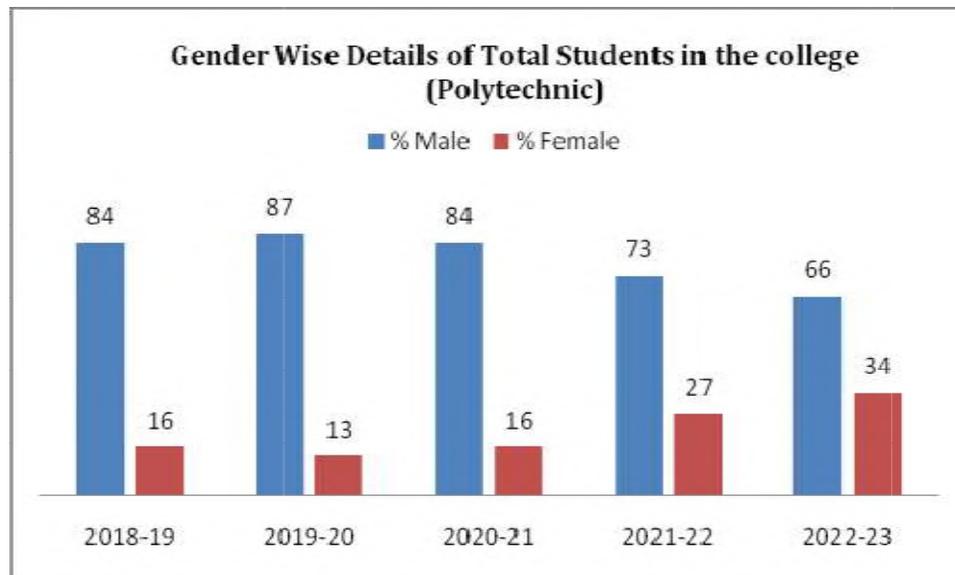


Figure 11: Gender Wise Details of Total Students in the college (Polytechnic)

Table: 12 Gender wise Details of total students in CE (Polytechnic Admitted)

S. No.	Year	Total	Male	Female	%M	%F
1	2018-19	45	38	7	84	16
2	2019-20	40	38	2	95	5
3	2020-21	44	32	12	73	28
4	2021-22	20	15	5	75	25
5	2022-23	0	0	0	0	0

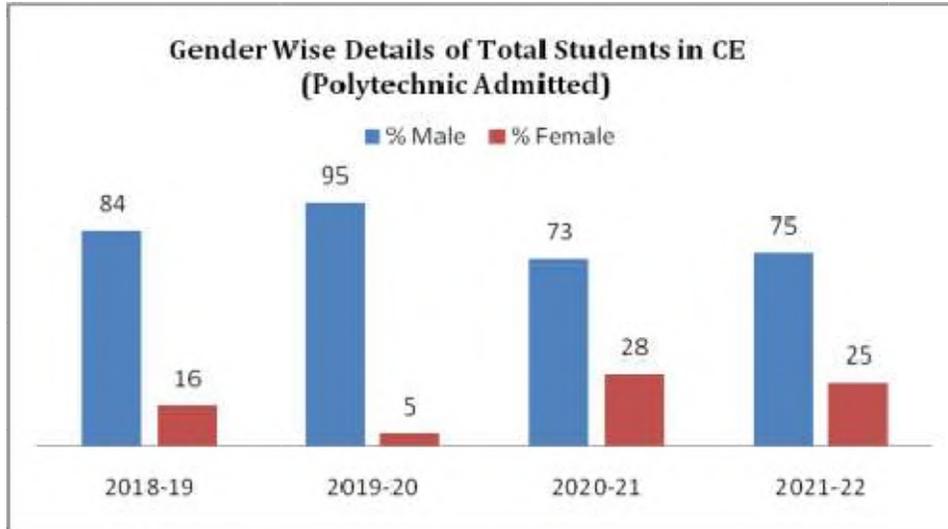


Figure: 12 Gender wise Details of total students in CE (Polytechnic Admitted)

Table: 13 Gender wise Details of total students in Mech(Polytechnic Admitted)

S. No.	Year	Total	Male	Female	%M	%F
1	2018-19	120	119	1	99	1
2	2019-20	114	114	0	100	0
3	2020-21	127	127	0	100	0
4	2021-22	45	45	0	100	0
5	2022-23	11	11	0	100	0

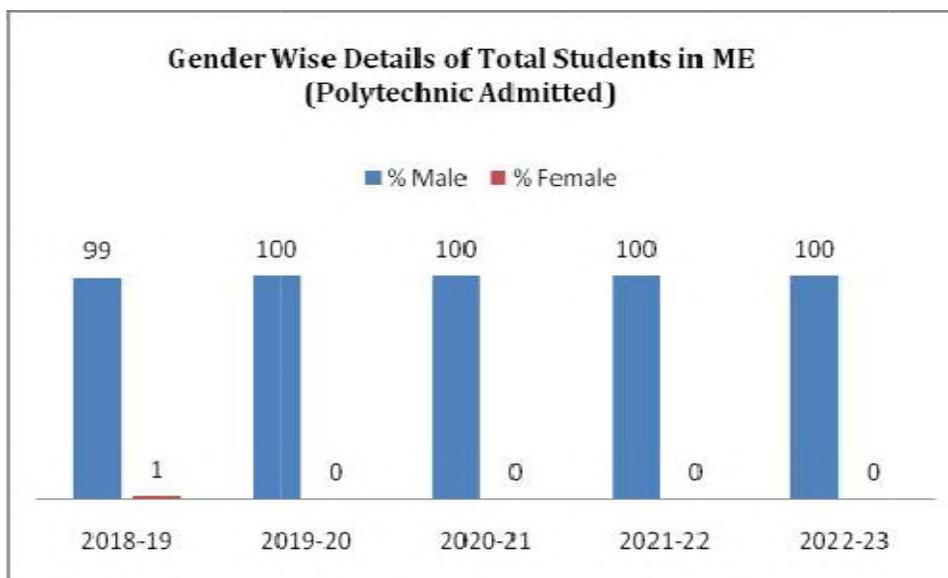


Figure: 13 Gender wise Details of total students in Mech(Polytechnic Admitted)

Table: 14 Gender wise Details of total students in ECE (Polytechnic Admitted)

S. No.	Year	Total	Male	Female	%M	%F
1	2018-19	57	28	29	49	51
2	2019-20	57	37	20	65	31
3	2020-21	63	39	24	62	38
4	2021-22	63	29	34	46	54
5	2022-23	66	37	29	56	44

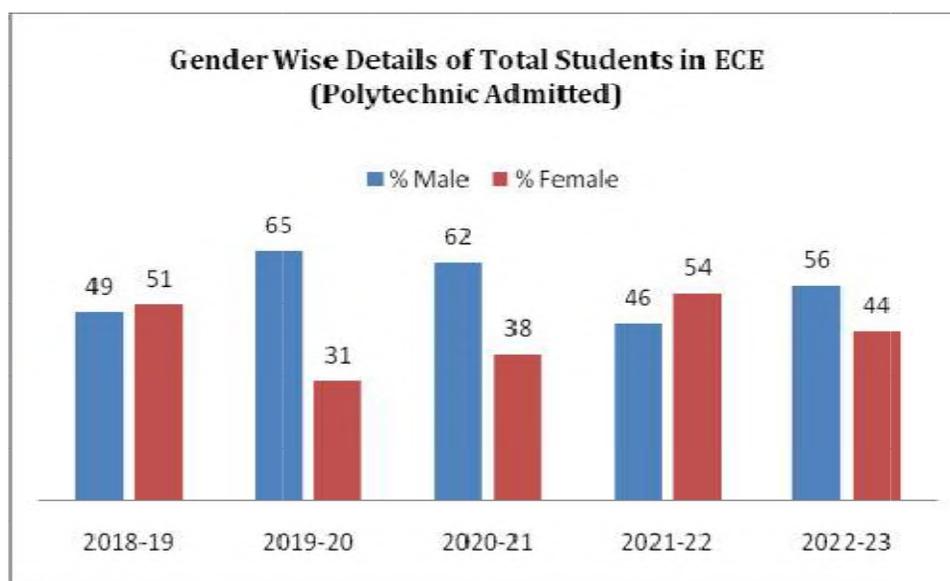


Figure: 14 Gender wise Details of total students in ECE (Polytechnic Admitted)

Table:15 Gender wise Details of total students in EEE(Polytechnic Admitted)

S. No.	Year	Total	Male	Female	%M	%F
1	2018-19	66	58	8	88	12
2	2019-20	76	61	15	80	20
3	2020-21	84	70	14	83	17
4	2021-22	117	89	28	76	24
5	2022-23	71	52	19	73	27

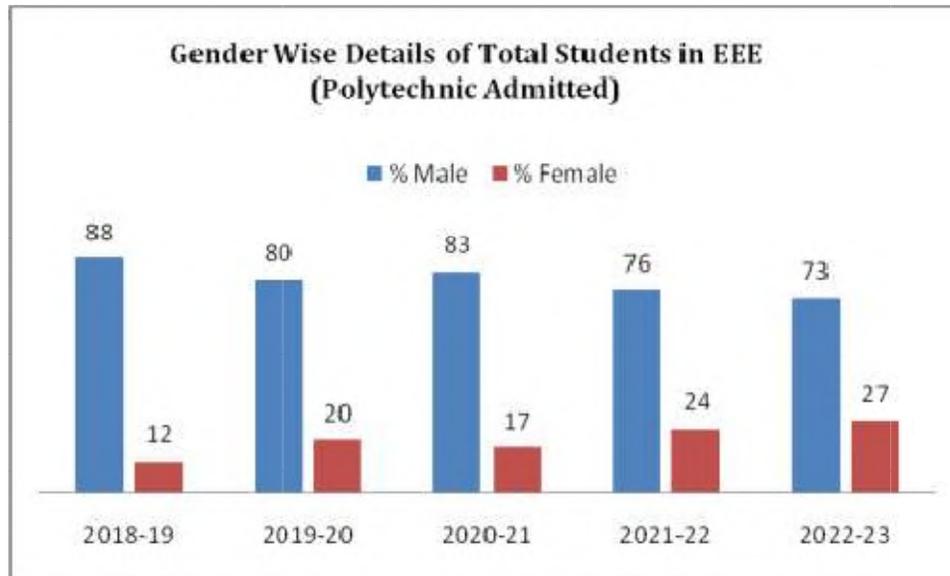


Figure:15 Gender wise Details of total students in EEE(Polytechnic Admitted)

Table: 16 Gender wise Details of total students in CSE (Polytechnic Admitted)

S. No.	Year	Total	Male	Female	%M	%F
1	2022-23	66	41	25	62	38

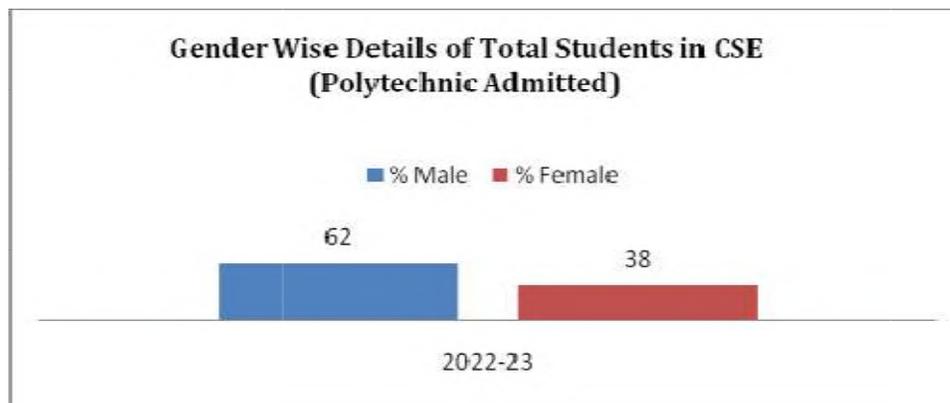


Figure: 16 Gender wise Details of total students in CSE (Polytechnic Admitted)

Table:17 Gender wise Details of total students in MBA

S. No.	Year	Total	Male	Female	%M	%F
1	2018-19	157	66	91	42	58
2	2019-20	118	57	61	48	52
3	2020-21	158	76	82	48	52
4	2021-22	218	99	119	45	55
5	2022-23	239	89	150	37	63

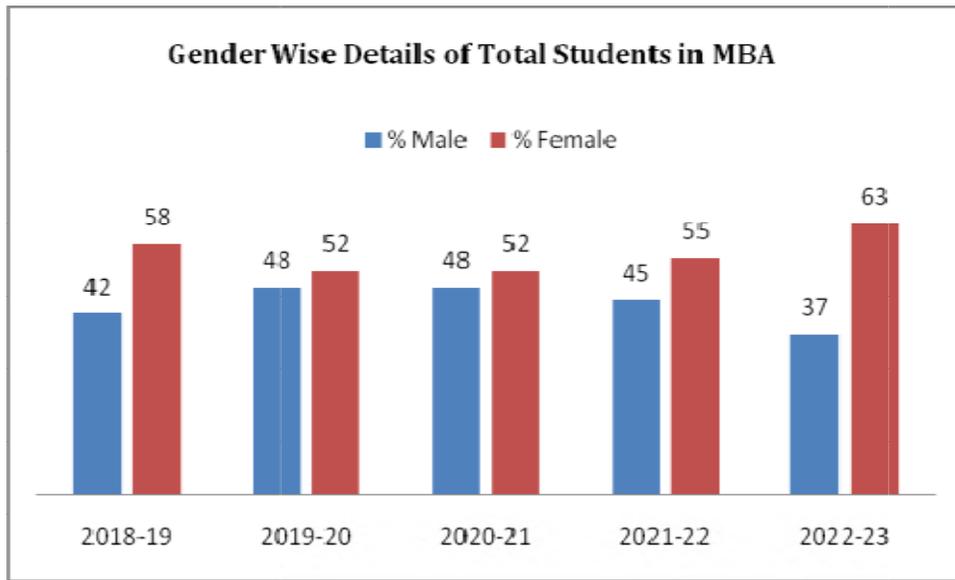


Figure:17 Gender wise Details of total students in MBA

Table: 18 Gender wise Details of total students in M.Tech

S. No.	Year	Total	Male	Female	%M	%F
1	2018-19	46	22	24	48	52
2	2019-20	51	24	27	47	53
3	2020-21	54	24	30	44	56
4	2021-22	24	8	16	33	67
5	2022-23	27	15	12	56	44

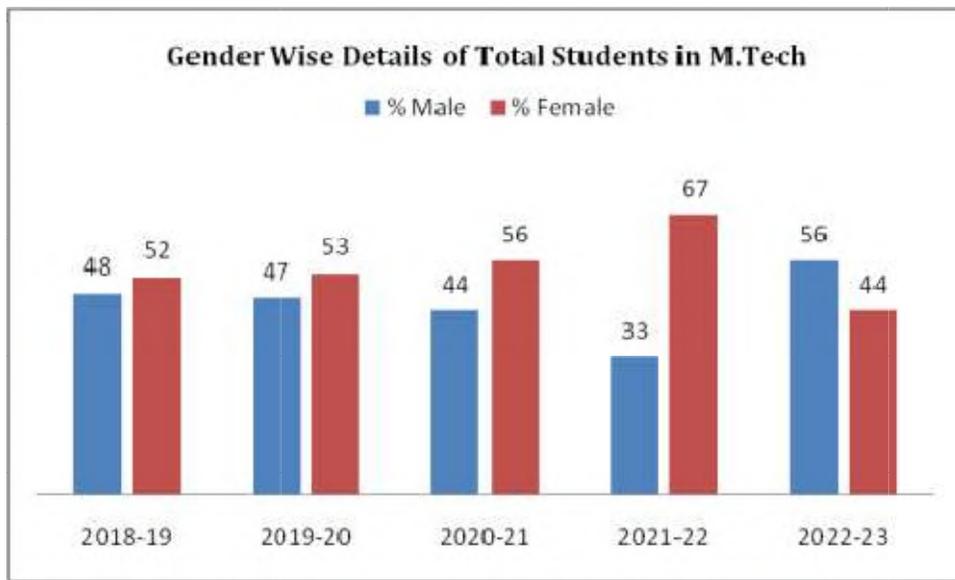


Figure: 18 Gender wise Details of total students in M.Tech

Table: 19 Gender wise Details of Teaching staff in College

S. No.	Year	Total	Male	Female	%M	%F
1	2018-19	217	162	55	75	25
2	2019-20	205	160	45	78	22
3	2020-21	227	165	62	73	27
4	2021-22	229	162	67	71	29
5	2022-23	232	156	76	67	33

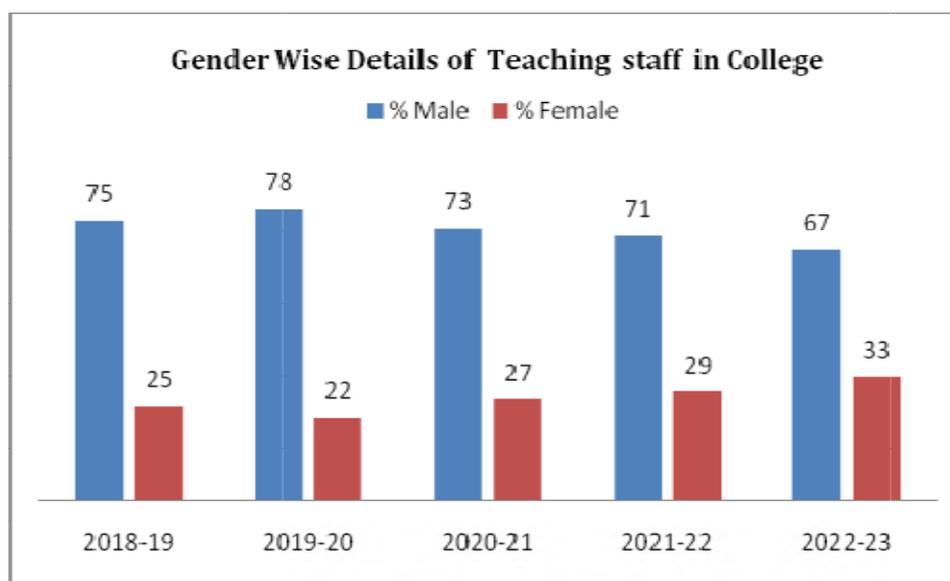


Figure: 19 Gender wise Details of Teaching staff in College

Table: 20 Non-Teaching Staff

S. No.	Year	Total	Male	Female	%M	%F
1	2018-19	169	116	143	69	31
2	2019-20	175	126	49	72	28
3	2020-21	171	107	64	63	37
4	2021-22	179	108	71	60	40
5	2022-23	182	111	71	61	39

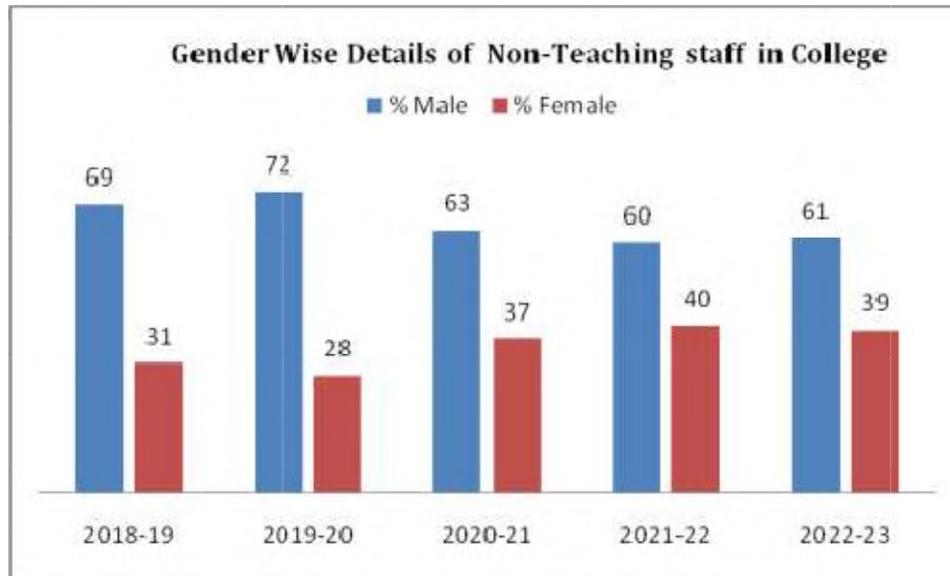


Figure: 20 Gender wise Details of Non-Teaching staff in College

Table: 21 Gender wise Details of total HODs in College

S. No.	Year	Total	Male	Female	%M	%F
1	2018-19	8	6	2	75	25
2	2019-20	8	5	3	63	37
3	2020-21	8	5	3	63	37
4	2021-22	8	5	3	63	37
5	2022-23	8	5	3	63	37

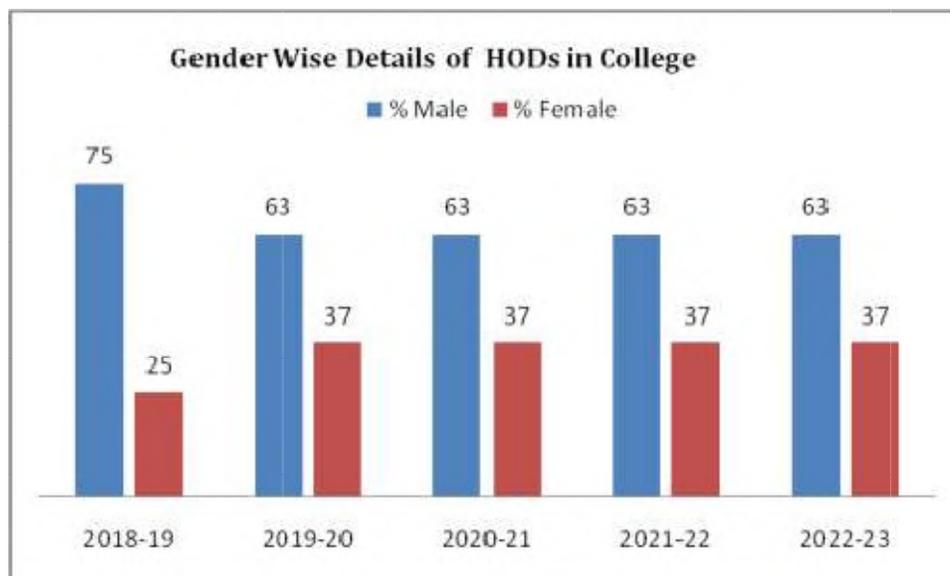


Figure: 21 Gender wise Details of total HODs in College

Table: 22 Gender wise Details of total students in NSS

S. No.	Year	Total	Male	Female	%M	%F
1	2018-19	-	-	-	-	-
2	2019-20	120	60	60	50	50
3	2020-21	120	60	60	50	50
4	2021-22	120	60	60	50	50
5	2022-23	120	60	60	50	50

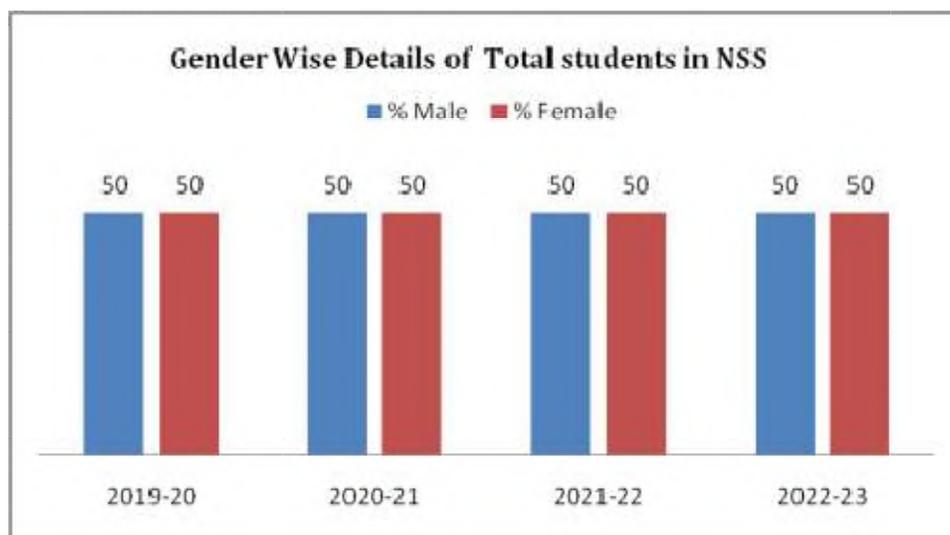


Figure: 22 Gender wise Details of total students in NSS

Table : 23 Gender wise Details of total Participants in College Sports

S. No.	Year	Total	Male	Female	%M	%F
1	2018-19	202	143	59	71	29
2	2019-20	232	155	77	67	33
3	2020-21	--	--	--	--	--
4	2021-22	275	180	95	65	35
5	2022-23	483	302	181	63	37

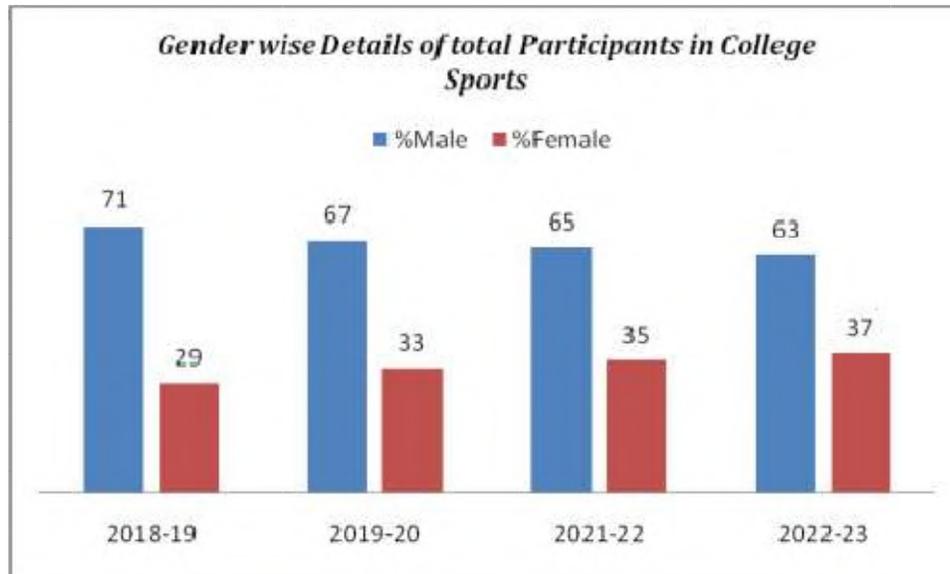


Figure: 23 Gender wise Details of total Participants in College Sports

The tables above present the yearly distribution of male and female students in the college, along with the total number of admissions. It is evident that the female student population has shown a gradual increase over the years.

Key Observations:

- The number of students, especially girls, is significantly higher in B.Tech ECE, ECT, CST & CSE, MBA, and M.Tech programs.
 - On the other hand, the number of girls in B.Tech Civil & Mechanical programs is relatively low.
 - The success rate of female students surpasses that of male students.
 - Girls' participation in cultural activities equals that of boys.
 - However, boys' involvement in sports is greater compared to girls.
- The count of male regular teaching staff outnumbers that of female staff.

GENDER AUDIT SURVEY:

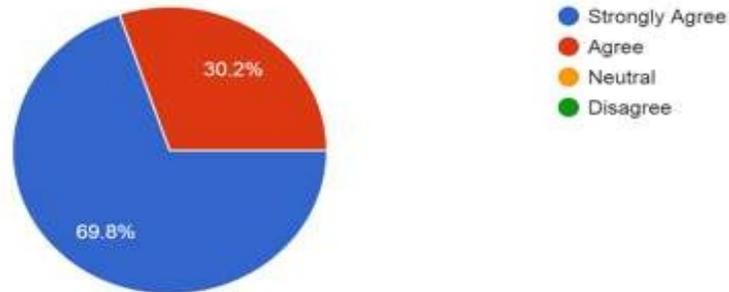
The Women Grievances & Redressal Committee conducted a survey and collected responses from female staff and students.

Following is a summary of questions asked and responses received:

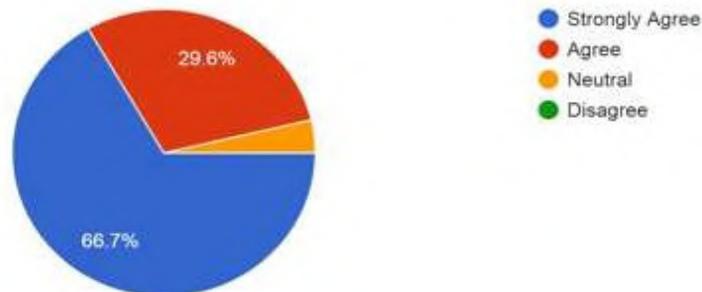
Please rate the following parameters on Gender Sensitization as per your satisfaction 1. The college conducts gender sensitization program to promote Gender equality in the Institution.



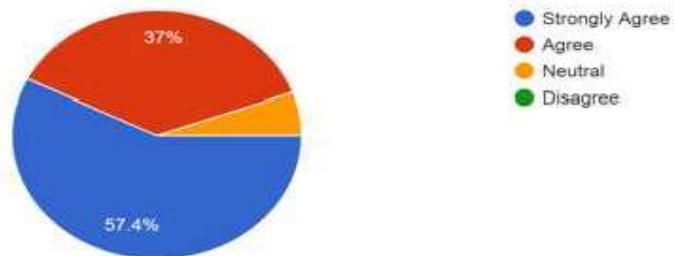
2.A Grievance redressal cell has been set up



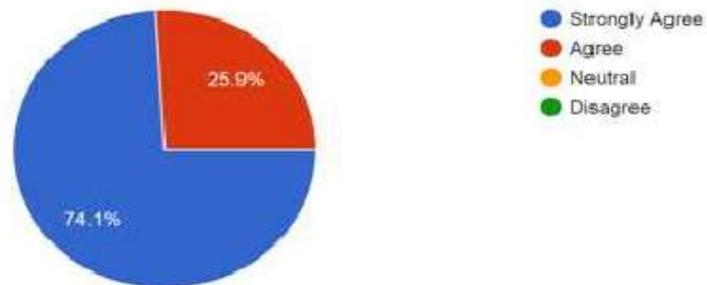
3. Awareness of Students about Women Grievance redressal Cell



4. Adequate number of toilets are available in the campus for girls with proper disposable bins.



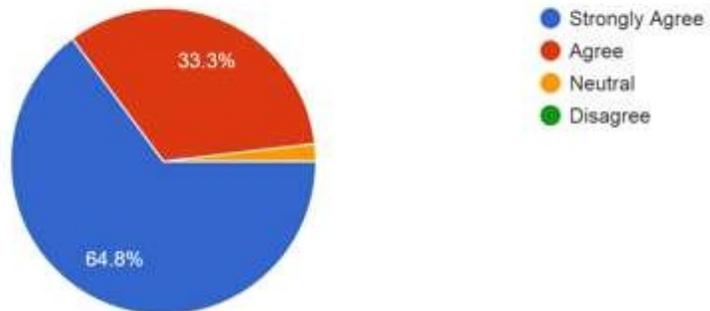
5. Security provisions are made in the campus:



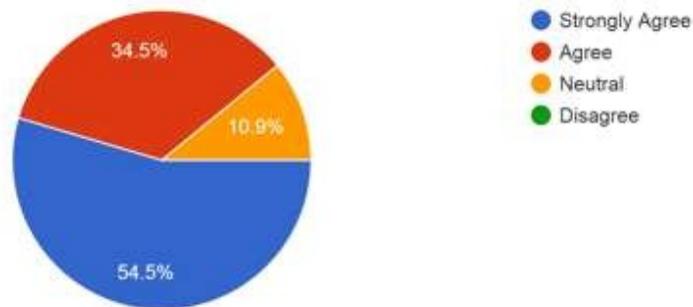
6. The Institution offers equal opportunities to all



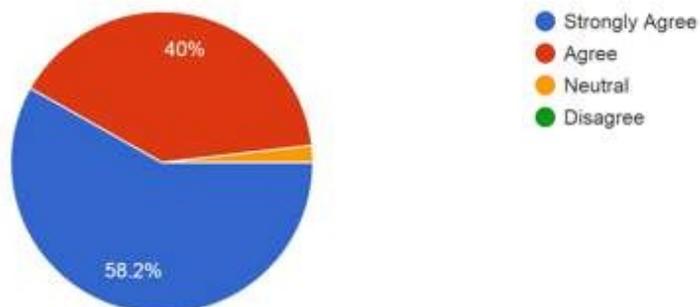
7. There is equal opportunity to all genders to work with various clubs and forums



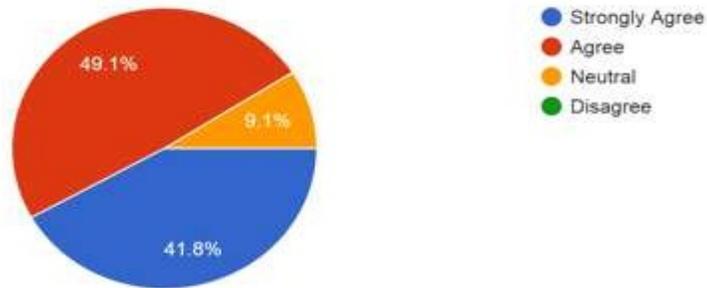
8. Is assigned staff responsible for gender integration in different departments?



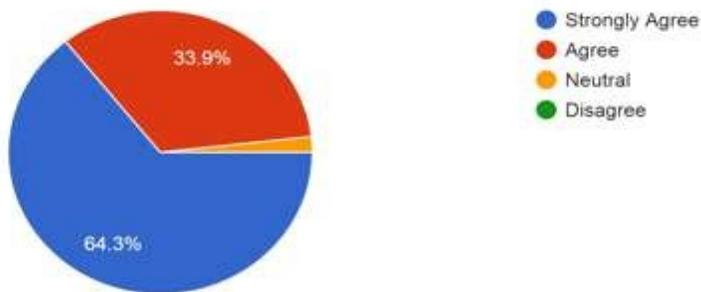
9. Personal Mentoring is offered.



10. The college conducts gender awareness program.



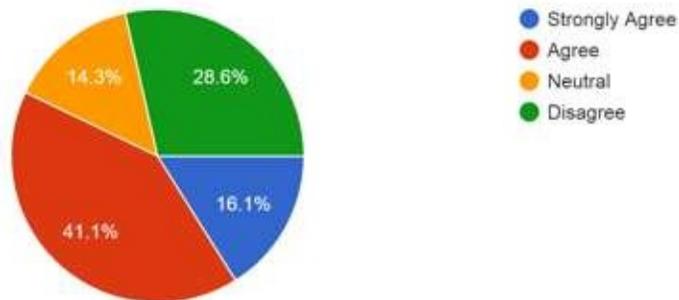
11. Are there proactive strategies implemented to recruit or promote women into senior management positions?



12. Is there a maternity leave policy in your organization?



13. Is there a paternity leave policy in your organization?



14. The equal opportunity to all genders for free and fair expression of ideas



Suggestions and Recommendations:

- Maintain a Safe and Gender-Sensitive Environment: I recommend that the college continues to prioritize creating a safe and inclusive environment for women. This will help retain its reputation as a college that values and respects the rights and well-being of all students.
- Enhance Facilities for Female Staff: It would be beneficial to add relaxation facilities specifically tailored for female staff members in the new upcoming common room. These facilities can provide a comfortable and conducive space for female staff to unwind and recharge during their breaks.
- Promote Female Participation in Sports and Leadership: Encourage and actively support more female students to participate in sports activities. Additionally, provide opportunities and support for female students to contest for leadership positions within the college. This will foster empowerment and leadership skills among female students.
- Implement Paternity Leave Policy: I suggest implementing a paternity leave policy to provide male faculty members with the option of taking time off when needed to support

their families. This will promote work-life balance and equality in parental responsibilities.

By implementing these suggestions and recommendations, the college can further promote gender equality, create an inclusive environment, and support the personal and professional development of all students and staff members.

Conclusion:

In conclusion, the Gender Audit of the College has been comprehensive, thoroughly examining all aspects of gender sensitivity and facilities for both male and female students. The results indicate a positive and highly satisfactory situation. The College has maintained its long-standing reputation of providing a safe and nurturing environment for women's education.

One notable aspect is the continued promotion of healthy interaction among male and female students. The college's efforts to create an inclusive and encouraging atmosphere have resulted in a conducive learning environment for all.

However, while the audit reveals many positive aspects, there is always room for improvement. It is essential to continue the college's commitment to gender equality and strive for further progress in providing enhanced facilities and opportunities for all students.

By sustaining this positive momentum and implementing the suggestions and recommendations, the college can continue to be a shining example of gender-sensitive education and a place where all students feel valued, supported, and empowered to achieve their full potential.



Dr. Purnima K. Sharma ,

Chair Person,

Women Grievances Redressal Committee.