

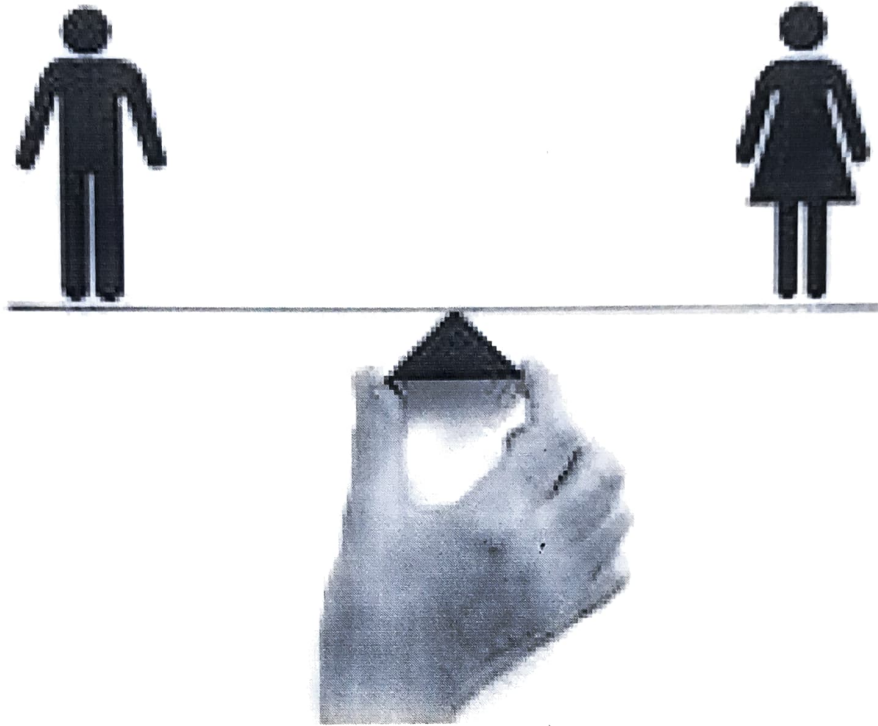


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# GENDER AUDIT REPORT

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An Initiative by Gender Audit Committee of Dyal Singh College, Karnal



## **GENDER AUDIT REPORT**

Dated: 16<sup>th</sup>December, 2022



# DYAL SINGH COLLEGE, KARNAL

NAAC Re-Accredited Grade 'A' and ISO 140001 & 9001 Certified  
Website : dsekarnal.ac.in, e-mail: dsekarnal@gmail.com, Ph.: 0184-2252030/2251087

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A committee of the following members has been constituted for the conduction Gender Audit:

1. Ms Manishaa Sharma
2. Sh Sanjay Kumar, Overall Incharge (NAAC)
3. Sh Sushil Kumar, Coordinator (NAAC)
4. Dr Rajni Seth
5. Dr Anita Agarwal
6. Dr Pooja Malhotra
7. Dr Anuradha Jain, External Expert
8. Dr Isha Rawal, External Expert

Committee shall submit audit reports to the undersigned. In addition to the above Sh Azad Singh (Offg. Deputy Supdt.) and Parveen Kumar (Clerk) will be responsible to provide all the required details and documents to the committee as and when required.



Principal

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## 1. Foreword

### **1.1 About the Higher Education Institute (HEI)**

**Dyal Singh College**, Karnalis a premier co-educational centre of learning of Northern India. With a strength of 3146 students, The College provides exceptional academic excellence through a plethora of programmes. The college has all the three streams of learning – Arts, Science and Commerce, with Post Graduate courses in English, Hindi, Political Science, Commerce and Chemistry, along with the add-on and vocational courses. The college also offers a 5-year Integrated Course M.Sc. Forensic Science under innovative programme sponsored by the UGC. The college is making progress under the esteemed guidance of Shri D.K. Raina – an embodiment of rare wisdom, learning and love for academia-President, Dyal Singh College Trust Society & Governing Body, and the dynamic leadership of Vice Admiral (Retd.) Satish Soni, PVSM, AVSM, NM, a man of letters with administrative acumen, who holds the office of the General Secretary. The College is accredited ‘A’ grade by National Assessment and Accreditation Council (NAAC). The college strives to provide an intellectual environment for the emancipation of the intellect and spirit that stimulates both critical thinking and imagination.

### **1.3 Objectives of the Audit Report**

**Gender Equality** is of utmost importance as it prohibits discrimination on the basis of gender. It promotes gender neutrality in terms of learning. A non-discriminant place of education is a prerequisite for effective dissemination of knowledge and learning. In order to promote gender equality and non-discrimination on grounds of gender, as ensured by Article 15 (1) of the Indian Constitution, particularly in the institutes of Higher education where the maturity level of the students is much higher, a greater outreach can be expected by promoting, implementing & monitoring specific policies and procedures that question inequalities and foster equal

opportunity across genders. Societies that value all genders as equal are safer and healthier. Gender equality is the precondition for an equitable society. Ensuring that all can live up to their full potential, regardless of gender identity or other factors, is not only a moral imperative. It is a strategic imperative—a continuation of journey toward justice, opportunity, and equality. College envisions a society where everyone has equal opportunities. With the objective to ensure gender equality at their campus, Dyal Singh College conducted Gender Audit.

The objective of this audit report is to produce the major findings of the Gender audit conducted for the College.

## **2. Methodology**

As part of the Audit, a questionnaire was specially designed for the Higher Education Authorities to procure gender segregated data on the curriculum, male –female composition across various departments as well as listing of program /workshops /Seminars conducted on Gender related issues.

The statistical data provided for the last three academic years together with the finding of the online meeting has been analyzed. The broad gender sensitive indicators which have been studied in detail including Curricular Aspects, Learning and Evaluation, Gender balance in Teaching & Non-Teaching Staff – male and female, Research, Consultancy and Extension, Resources & Infrastructure, Student Support and Progression, Gender Sensitization Policy and Practices, Gender Issues - Mechanisms and Methods


## **3. Findings& Observations**

After a thorough analysis of the facts provided by the College, it is observed that the College institutionalizes gender equality through various means and mechanisms. There is


significant representation of female staff in the total strength of the employees. The Gender Policy and Internal Complaints Committee (Sexual Harassment) is in place. The grievances are resolved in a confidential and timely manner. Gender equality is given prime importance and equal opportunities are provided in terms of sports, cultural, curricular and co-curricular events organized in and outside the campus. The College has been regularly organizing special sessions /workshops /webinars and Gender sensitization programs with women related themes to foster gender equality in the mindsets of the students and community at large. College maintained gender segregated data on most of the issues. College Women Empowerment Committee highly active and work whole year for students and staff. The College supports research related to women concerns as seen in their publications. The College has supported and strengthened the faculty in organising seminar, workshops, lectures etc. on women issues. Faculty is easily approachable not only during the classes but on call too for students in case of exigencies. The College has regularly supported for the welfare of women staff in terms of maternity leave or child care leave. The Institute has an active Internal Complaints Committee which resorts to complaints received pertaining to gender sensitive issues. It can be concluded that the environment of the college is extremely gender friendly.

**Basic Details of the Organization:**

<b>I</b>	<b>Name of the Trust/ Society</b>	Dyal Singh College Trust Society
	Address Phoneno:	
	E-mail	Inside Dyal Singh College

  
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	Year of Establishment:	Campus 0184-4046947  <u>pdsets@gmail.com</u>  1951
II	<b>Name of the College/ Institute:</b>	Dyal Singh College Karnal
	<b>Address:</b>	Dyal Singh Colony, Karnal
	<b>Year of Establishment</b>	1949
	<b>Authority Name&amp; phone No.:</b>	Dr Ashima Gakhar (9467996336)
	<b>Coordinators name &amp; Phone no</b>	Sh. SushilGoel, 9416859533
	<b>Contact Details:</b>	
	1. Telephone no with STD code	0184-2252030
	2. Fax no:	0184- 2260700

  
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	<p>3. Mobile no of the organization</p> <p>4. Organizational email:</p> <p>5. Website address:</p>	<p>9169823000</p> <p>dsckarnal@gmail.com</p> <p>www.dsckarnal.ac.in</p>
<p><b>III. Institutional Status</b></p>	<p>1. Affiliating University:</p> <p>2. Affiliation Status:</p> <p>3. UGC Approval</p> <p>4. Financial Status:</p>	<p><b>Permanent/ one year/ two years/ three years 2&amp;12B ,</b> only 2f only 12b</p> <p>Date : 09/1956</p> <p>Aided :</p> <ul style="list-style-type: none"> <li>• Grant in Aid</li> <li>• <b>Grant in Aid + self-financing.</b></li> </ul>




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		<ul style="list-style-type: none"><li>• Self-financing only</li></ul>
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IV.	<b>Type of College:</b>	<p>a) <b>Affiliated/</b> Autonomous</p> <p>b) Women's College / <b>Co-ed College.</b></p> <p>c) <b>Urban / Rural / Tribal</b></p>
V.	<b>Type of Faculty/Programme</b>	<p>Single Faculty / <b>Multi faculty/</b> Schools</p> <p><b>Arts/ Commerce/ Science/ BBA/ BCA/</b>  <b>Engineering/ Pharmacy/ Education/ Sports/</b>  <b>Management/ Law / liberal Arts/ Health</b>  <b>Science/</b></p>
VI.	<b>Special status conferred</b>	<p><b>UGC/CSIR/DST/DBT/ICMR etc (give details)</b></p> <p>DST Star Scheme</p> <p>UGC-CPE</p> <p><b>UGC-Special Assistance</b></p> <p><b>Programme</b></p> <p>Any other (<i>Specify</i>)</p>

  
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## Gender Audit Format for College

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

	Teaching	Non-teaching	students	Total
<b>2018 - 2019</b>				-
Male	48	54	1300	1402
Female	76	4	1516	1596
Others			-	
<b>2019 - 2020</b>				
Male	39	49	1268	1356
Female	67	4	1450	1521
Others			-	
<b>2020 - 2021</b>				
Male	33	46	1251	1330
Female	64	3	1588	1655
Others			-	

**2. Whether banners about respect of all genders is showcased on campus on website and in prospectus?**

Location of the banners/ boards	Main gate/ entrance/ <b>prime location/ notice board/ library/ canteen/ departments/ washrooms/ website/ prospectus/ any other.</b>	
Viewership of the banners/ boards (possible % viewership each day)	No of banners with prime location (viewership 100%): No of Banners at other	04
	locations (viewership: 60 to	04

	80%	
Year of posting the banners/ boards.	2017	
Banner link on college website	<a href="https://www.dsckarnal.ac.in/wp-content/uploads/2022/12/banners.jpeg">https://www.dsckarnal.ac.in/wp-content/uploads/2022/12/banners.jpeg</a>	

  
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### 3. Gender Policy on website.

Gender Policy Link:	<a href="https://www.dsckarnal.ac.in/wp-content/uploads/2022/12/Gender-Policy.pdf">https://www.dsckarnal.ac.in/wp-content/uploads/2022/12/Gender-Policy.pdf</a>

### 4. Internal Complaints Committee & Vishakha committee (objectives and composition, meeting minutes).

#### Objective

The college is committed to provide all women a place of work and study free of sexual harassment, intimidation or exploitation. Anyone violating this policy is liable to disciplinary action.

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

1. A case of Eve Teasing was reported in the Session 2021-2022, where in a Girl student was harassed. But with the mediation of Senior Lecturers (members of ICC) and the girl student's father, the boy was reprimanded and warned. The case was resolved to the satisfaction of the girl student and her parents.

File name, file no and ownership of file:	ICC activity file – file no 1 Ownership of file - Chairperson ICC
Link of the committee details on website:	<a href="https://www.dsckarnal.ac.in/student-grievances/">https://www.dsckarnal.ac.in/student-grievances/</a>

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

- File with details of authority name, position, phone numbers, grievance policy, minutes of the meetings.)
- Link of above details on the website. <https://www.dsckarnal.ac.in/student-grievances/#1672118372723-664de6ad-d97a>
- Grievance redressal policy on the website. <https://www.dsckarnal.ac.in/student-grievances/#1672118372723-664de6ad-d97a>

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



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S.No.	Name of Activity	Nature of the activity	Date, day & duration	Number of participants	Link of the report and photos
2019-2020 1.	Quiz on "Empowered Women"	Quiz Competition	14 August 2019	80	<a href="https://www.dsckarnal.ac.in/wp-content/uploads/2022/12/Comp19-20WDC-F.pdf">https://www.dsckarnal.ac.in/wp-content/uploads/2022/12/Comp19-20WDC-F.pdf</a>
2.	Extension Lecture on self Defense				
3.	Visit to NSS Camp to Sensitize the students on gender Equality	Poster making Competition and Quiz Competition	27 December 2019	150	<a href="https://www.dsckarnal.ac.in/wp-content/uploads/2022/12/Comp19-20WDC-F.pdf">https://www.dsckarnal.ac.in/wp-content/uploads/2022/12/Comp19-20WDC-F.pdf</a>
4	Extension Lecture on "Gender Equality"	Extension Lecture	18 February 2020	70	<a href="https://www.dsckarnal.ac.in/wp-content/uploads/2022/12/Comp19-20WDC-F.pdf">https://www.dsckarnal.ac.in/wp-content/uploads/2022/12/Comp19-20WDC-F.pdf</a>
2020-2021 1.	Online National Level Declamation Competition	Declamation Competition	December 2020	64	<a href="https://www.dsckarnal.ac.in/wp-content/uploads/2022/12/Comp19-20WDC-F.pdf">https://www.dsckarnal.ac.in/wp-content/uploads/2022/12/Comp19-20WDC-F.pdf</a>



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	on "Mental Health of Women During Covid-19"				<a href="#">2/Comp19-20WDC-F.pdf</a>
2.	Extension Programme to Create Awareness among the Students about 'Gender Sensitization'	Extension Programme: Visit to NSS Camp at Dabari Village	February 19, 2021		<a href="https://www.dsckarnal.ac.in/wp-content/uploads/2022/12/Comp-21-22-WDC-F.pdf">https://www.dsckarnal.ac.in/wp-content/uploads/2022/12/Comp-21-22-WDC-F.pdf</a>
3.	Commemoration of International Women's day, organized extension lecture on topic, "Importance of skill based education and its impact on women Empowerment"	Extension Lecture			<a href="https://www.dsckarnal.ac.in/wp-content/uploads/2022/12/Comp-21-22-WDC-F.pdf">https://www.dsckarnal.ac.in/wp-content/uploads/2022/12/Comp-21-22-WDC-F.pdf</a>
4	National Level essay writing & Poetic Recitation Competitions on topic of essay Competition	Essay Writing & Poetic Recitation Competitions		Essay Writing - 120 Poetic Recitation - 33	<a href="https://www.dsckarnal.ac.in/wp-content/uploads/2022/12/Comp-21-22-WDC-F.pdf">https://www.dsckarnal.ac.in/wp-content/uploads/2022/12/Comp-21-22-WDC-F.pdf</a>





	“Women Education : A Solution for Gender Inequality” and topic of Poetic Competition “Break the Silence and violence women of Next Decade: Vision 2030”				
5.	Webinar on “Fostering Entrepreneurship among Women”	Webinar	13 February 2021		<a href="https://www.dsckarnal.ac.in/wp-content/uploads/2022/12/Comp-21-22-WDC-F.pdf">https://www.dsckarnal.ac.in/wp-content/uploads/2022/12/Comp-21-22-WDC-F.pdf</a>
2021-2022 1.	National Level Essay Writing Competition	Essay writing Competition on Topic: Social Media and women opportunities and Challenges	November 2021	62 entries	<a href="https://www.dsckarnal.ac.in/wp-content/uploads/2022/12/Comp-21-22-WDC-F.pdf">https://www.dsckarnal.ac.in/wp-content/uploads/2022/12/Comp-21-22-WDC-F.pdf</a>
2.	Online Poster Making & Slogan Writing Competition	Online Poster Making & Slogan Writing Competition Poster Making Topics :-	07 January, 2022	17 entries	<a href="https://www.dsckarnal.ac.in/wp-content/uploads/2022/12/Comp-21-22-WDC-F.pdf">https://www.dsckarnal.ac.in/wp-content/uploads/2022/12/Comp-21-22-WDC-F.pdf</a>

		Slogan Dowery System & Digital gender divide  Poster Making Topic:- Mission Shakti &Women of the next decade			
3.	Online poetic Recitation	Intra College Competition on the topic of Role of Women towards upliftment of Society	January, 2022	13	<a href="https://www.dsckarnal.ac.in/wp-content/uploads/2022/12/Comp-21-22-WDC-F.pdf">https://www.dsckarnal.ac.in/wp-content/uploads/2022/12/Comp-21-22-WDC-F.pdf</a>
4.	National Webinar	Topic- Empowering women through financial independence		152	<a href="https://www.dsckarnal.ac.in/wp-content/uploads/2022/12/Comp-21-22-WDC-F.pdf">https://www.dsckarnal.ac.in/wp-content/uploads/2022/12/Comp-21-22-WDC-F.pdf</a>
5.	Intra College Slogan writing &Poster making Competition	Topic for Slogan  • Gender Equality  • If there were	May 18, 2022	70	<a href="https://www.dsckarnal.ac.in/wp-content/uploads/2022/12/Comp-21-22-WDC-F.pdf">https://www.dsckarnal.ac.in/wp-content/uploads/2022/12/Comp-21-22-WDC-F.pdf</a>

		<p>no war.</p> <p>Topic for poster making</p> <ul style="list-style-type: none"><li>• Role of women in environment Conservation</li><li>• Ensuring no wastage of Food</li></ul>			
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### Existing arrangements on campus for ensuring safety –

1. Describe institutional arrangements that are present to ensure safety (both students and employees) with respect to the following points –
  - a. CCTV cameras – If Yes, provide no. of cameras installed and important locations where they are installed. 48 (All Departments, Principal Office, Exam Center Block, Supports Department, Seminar Room, NSS Office, Fee Windows, Main Gate, Back Gate, Outside GCR)
  - b. Male and Female security guard available – If Yes, mention the no. of such guards. (6+1 Female)
  - c. If there is patrolling squad in and around the campus –
    - Yes ✓
    - No
  - d. Personal discussion with students and staff related to matters on safety –
    - Yes ✓
    - No

### Institute's published Policies for handling of complaints

- a. Whether there is a published policy and established procedure to deal with sexual harassment complaints if any?
  - Yes ✓
  - No
- b. Whether this policy is easily accessible to everyone in the institute?
  - Yes ✓
  - No
- c. If Yes, by which of the following means and methods, is it presented?
  - Notice Board
  - Website ✓
  - Brochure ✓
  - Personal discussion ✓
  - College Assembly
  - Others
- d. Whether Internal Complaints Committee (ICC) is in place?
  - Yes ✓
  - No
- e. Is it easy to approach the committee for complaint redressal?
  - Yes ✓
  - No
- f. Whether helpline number displayed clearly at various prominent places in the campus –
  - Yes ✓
  - No
- g. Whether lectures/ seminars/ webinars are conducted regularly on gender sensitive issues?

- Yes ✓
  - No
- h. Whether induction/ orientation programs are held to explain the policy and methods?
- Yes ✓
  - No
- i. Whether there is a provision of a suggestion/ complaint boxes on the campus?
- Yes ✓
  - No
- j. How many complaints have been received in the last four years or since the policy was put in place? 01
- k. With the ongoing online mode of working and operations, have you also received complaint against sexual harassment in online mode? No
- l. How did the committee resolve it? Provide data for each complaint.
- Resolved amicably ✓
  - Not yet resolved, still pending and under consideration
- m. General time frame for addressing such complaints?
- 4 weeks ✓
  - Within 8 weeks
  - More than 8 weeks
- n. Whether the complaints are kept confidential?
- Yes ✓
  - No
- o. Is there any Annual Report / regular report published on this issue –
- Yes ✓
  - No

### Gender equality and sensitization measures on Campus


- a. Does institute give equal rights and opportunities to access campus facilities such as library, laboratory or any campus events at all times without gender bias? –
- Yes ✓
  - No
- b. Hostel facilities provided by the institute?
- Yes ✓
  - No
- c. If Yes, is the hostel located within or outside the campus? NA
- d. Is there any differential timing for males or females hostel residents to return to their respective hostels? Are there any other requirements which are gender specific? NA
- e. Describe the other facilities if provided for girls (separate entrance gates, ladies washroom, staff rooms etc). (Response: GCR, Separate Entrance Gate, Ladies Washroom, Ladies Staffroom)
- f. Is coaching facility for sports events provided on the campus for both males and females?
- Yes ✓

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- No
- g. Does the team have any other suggestion for improving gender equality on campus?

**Gender related courses offered on Campus**

- a. Are there any courses that focus on gender related topics in any of the departments or centers of your institution?
  - Yes
  - No ✓
- b. If Yes, provide details.

  
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**Part IV**

**Survey (Gender Equality & Gender Perspective)**

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

N o	Question	Agree	Disagree
1.	The institution has a gender policy and is clearly visible on the website and at important places.	√	
2.	The admission form clearly asks about the gender of the prospective student.	√	
3.	The college conducts gender sensitization programs as a part of its curriculum.	√	
4.	The college conducts gender awareness program each year.	√	
5.	You are aware of the Internal Complaints Committee and Vishakha Samiti is present in the college.	√	
6.	The women empowerment committee is setup in the college and displayed on the college website.	√	
7.	Lady faculty members are appointed in the women empowerment committee	√	
8.	The organization takes initiatives to work out on gender related issues proactively. (Provide details as annexure)	√	
9.	The organization has a sexual harassment cell.	√	
1 0 .	The organization has a grievance redressal cell. Its working is time bound.	√	
1 1 .	The college has adequate security personnel and technological support/ surveillance.	√	

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1 2 .	Safety guards employed on the gate also have women guards	√	
1 3 .	The remote areas on the campus are well protected and safe.	√	
1 4 .	There is a mechanism to assess the entry of strangers on the campus.	√	
1 5 .	There are adequate number of toilets on the campus for men and women.	√	
1 6.	The toilets are hygienic, clean, and well maintained.	√	
1 7 .	The women's toilets have sanitary pad vending machines at convenient places.	√	
1 8 .	Sanitary incinerating machinery is available in the women's washrooms. .	√	
1 9 .	The classrooms / Library offers equal opportunities to all genders.	√	
2 0 .	Common rooms are available to boys and girls.	√	
21.	Healthcare section of the organization takes special care in gender related illnesses.	√	
22.	The University/ College has an insurance for the students in case of death/ emergency?	√	
23.	Gender related counselling facility exists in the organization.	√	

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1 2 .	Safety guards employed on the gate also have women guards	√	
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1 4 .	There is a mechanism to assess the entry of strangers on the campus.	√	
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1 7 .	The women's toilets have sanitary pad vending machines at convenient places.	√	
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1 9 .	The classrooms / Library offers equal opportunities to all genders.	√	
2 0 .	Common rooms are available to boys and girls.	√	
21.	Healthcare section of the organization takes special care in gender related illnesses.	√	
22.	The University/ College has an insurance for the students in case of death/ emergency?	√	
23.	Gender related counselling facility exists in the organization.	√	

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24.	Transportation by the organization is safe and efficient	√	
25.	<p>Three suggestions by students on gender related issues of the campus:</p> <ol style="list-style-type: none"> <li>1. More training programmes for female students on core career skills, self-defense, work-life balance and public speaking.</li> <li>2. Create more awareness regarding gender sensitization among students</li> <li>3. Common library and canteen facility for boys and girls,</li> </ol>		




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## Recommendations

The Vision for the College as foreseen by their management is “Excellence is a journey, not an end”. This conveys the intention of the college of attain excellence in all virtues of human life: knowledge, modesty and sense of duty. Since its inception, the College has not only made substantial progress in the field of education, but also contributed immensely to nation building. Many of its students and alumni have reached great heights and achieved national and international recognition. The College aims at being a leader in creating unique and exclusive learning opportunities in all disciplines of study that ultimately lead to the advancement of learning and creation of a sustainable society and environment.

A sustainable society can only be created with the appropriate and equitable representation of both genders. It is observed that the adequacy of facilities, policies as well handling capabilities of the administration is very high, but at the same time there is scope for enhancing the same to a much higher level. This can be attained by dissemination of gender related data at prominent places; and Display of ‘Gender Policy’ on the website. It is suggested to sensitize the students and the teaching community through newsletters, regular communication, seminars and self-defense classes. It is recommended to conduct frequent awareness drives to cover the existing communication gap. To ensure the safety of the youth, it is proposed to appoint more lady guards. As the College is always under CCTV surveillance, it is suggested to make the students aware of this information. The faculty and students may jointly publish research articles pertaining to gender sensitive issues.

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