



# **Abhinav Education Society's Institute of Management & Research, Narhe, Pune.**

**Internal Quality Assurance Cell (IQAC)**

## **GENDER AUDIT REPORT**

7.1: Institutional Values and Social Responsibilities

**Additional information for 7.1.1**

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



# GENDER AUDIT REPORT



## 7.1: Institutional Values and Social Responsibilities

### Additional information for 7.1.1

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

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## **Preface**

Gender equality and inclusivity are fundamental principles that every educational institution should strive to uphold. At Abhinav Education Society's Institute of Management & Research, we recognize the importance of creating an environment that promotes equal opportunities, respect, and empowerment for individuals of all gender identities. This Gender Audit Report is a testament to our commitment to fostering a gender-sensitive and inclusive culture within our institution.

The report aims to provide a comprehensive assessment of the current state of gender representation, policies, and practices at our institute. It highlights areas of strength and identifies opportunities for improvement, serving as a roadmap for our ongoing efforts to promote gender equity and create a safe, supportive, and nurturing environment for all students, faculty, and staff members.

Through this report, we hope to raise awareness, initiate dialogue, and inspire collective action towards addressing gender-related challenges and fostering an inclusive community where every individual can thrive and reach their full potential, regardless of their gender identity.

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

1. Develop and implement comprehensive gender sensitivity training programs for students, faculty, and staff. Establish a robust support system, including counseling services and grievance redressal mechanisms, to address gender-related concerns.
2. Promote gender-inclusive curricula, teaching methodologies, and extracurricular activities.
3. Encourage and facilitate research and academic initiatives focused on gender studies and women's empowerment.

### **Gender Policy:**

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

# **Policy Document**

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



**Abhinav Education Society's  
Institute of Management &  
Research, Narhe, Pune.**

## **Introduction**

Abhinav Education Society's Institute of Management & Research (AESIMR) is committed to upholding the principles of gender equity, inclusivity, and non-discrimination. This Gender Audit Report is a comprehensive evaluation of the institute's current policies, practices, and initiatives related to gender equality. It serves as a foundation for identifying areas that require improvement and developing a roadmap to foster a more gender-sensitive and inclusive environment for all stakeholders.

## **Policy Statement**

AESIMR recognizes the fundamental right of every individual to be treated with dignity and respect, regardless of their gender identity. The institute is dedicated to creating a safe, supportive, and enabling environment that empowers individuals to thrive academically, professionally, and personally. AESIMR's Gender Policy outlines its commitment to promoting gender equality, preventing gender-based discrimination, and ensuring equal opportunities for all genders in all aspects of the institute's operations.

## **Legal Provisions**

AESIMR adheres to the relevant national and state laws and regulations that promote gender equality and prohibit gender-based discrimination, harassment, and violence. These include:

1. The Constitution of India, which enshrines the principles of equality and non-discrimination.
2. The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.
3. The Equal Remuneration Act, 1976.
4. The Maternity Benefit (Amendment) Act, 2017.
5. Relevant provisions of the Indian Penal Code and other applicable laws.

## **Women Cell**

AESIMR has established a dedicated Women Cell to address gender-related concerns and promote the overall well-being and empowerment of women within the institute. The Women Cell serves as a platform for women to voice their concerns, seek support, and participate in various initiatives aimed at raising awareness and fostering a gender-inclusive culture.

## **Prevention of Sexual Harassment (POSH) Committee**

In compliance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, AES IMR has constituted an Internal Complaints Committee (ICC), also known as the Prevention of Sexual Harassment (POSH) Committee. The committee is responsible for addressing complaints of sexual harassment, ensuring a fair and timely redressal process, and implementing measures to prevent and raise awareness about sexual harassment

in the workplace.

## **Reporting Sexual Harassment and Gender Discrimination**

AESIMR has established robust mechanisms for reporting instances of sexual harassment and gender discrimination. The institute encourages all stakeholders, including students, faculty, staff, and visitors, to report any concerns or incidents without fear of retaliation or victimization.

### **Sexual Harassment Reporting:**

Complaints of sexual harassment can be reported to the POSH (Prevention of Sexual Harassment) Committee through various channels, including email, dedicated hotline, or in-person reporting.

The POSH Committee ensures confidentiality and follows a fair and timely process for investigating complaints and recommending appropriate actions.

Awareness campaigns and training programs are conducted regularly to educate the institute community about sexual harassment, its consequences, and the available reporting mechanisms.

### **Gender Discrimination Reporting:**

Instances of gender-based discrimination, including unfair treatment, denial of opportunities, or biased conduct, can be reported to the Women Cell or the relevant authorities within the institute.

- Complaints can be submitted through designated email addresses, grievance redressal portals, or in-person meetings with authorized personnel.
- The institute ensures a comprehensive and impartial investigation process, maintaining confidentiality and protecting the rights of all parties involved.

AESIMR has a zero-tolerance policy towards sexual harassment and gender discrimination. Appropriate disciplinary actions are taken against individuals found guilty of such offenses, including potential termination of employment or expulsion from the institute. The institute remains committed to fostering a safe and inclusive environment for all individuals, regardless of their gender identity.

## Remedies

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

- ② Upon receipt of a complaint, the college will initiate an investigation into the incident. The investigation will be conducted by a complaints committee, which will be composed of three members. The committee will be trained in the procedures for handling complaints of gender discrimination and will be independent of the parties involved in the complaint.
- ② The investigation will be conducted in a prompt and confidential manner. The complainant and the accused will have an opportunity to present evidence and witnesses to the committee. The committee will make a determination as to whether an offence has been committed based on a preponderance of the evidence. If the committee determines that an offence has occurred, it will recommend appropriate action to the College.

## Sanctions for Sexual Harassment/Gender Discrimination

Sanctions for gender discrimination may include:

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

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

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

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

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

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

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



**Objectives of Gender Audit:**

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

## Data Analysis:

The tables and diagrams (1-8) show gender classification of male and female strength of students and the total number of admissions to the college.

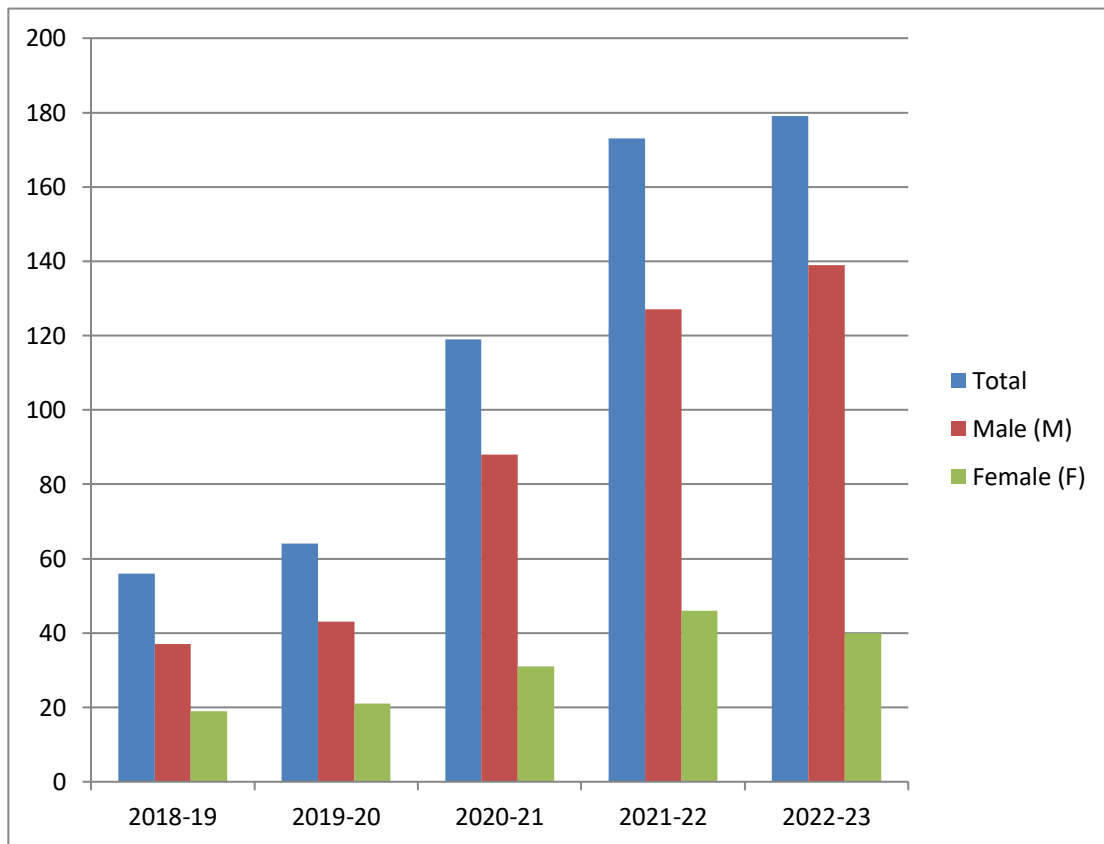
**Table 1: Gender wise details of total students in the college.(MBA & MCA)**

| Sr. No | Year    | Total | Male (M) | Female (F) |
|--------|---------|-------|----------|------------|
| 1      | 2018-19 | 124   | 86       | 38         |
| 2      | 2019-20 | 153   | 98       | 54         |
| 3      | 2020-21 | 251   | 167      | 84         |
| 4      | 2021-22 | 355   | 250      | 105        |
| 5      | 2022-23 | 311   | 219      | 92         |



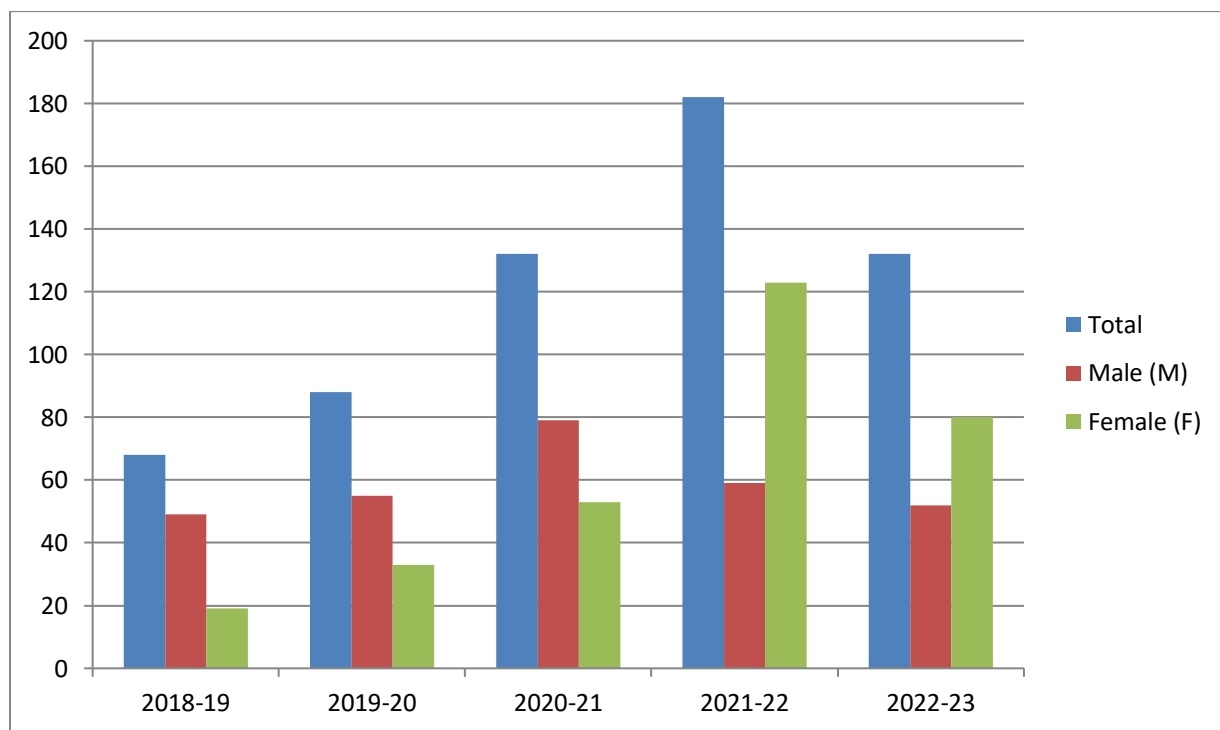
**Table 2: Gender wise details of total MBA students in the college.**

| Sr. No | Year    | Total | Male (M) | Female (F) |
|--------|---------|-------|----------|------------|
| 1      | 2018-19 | 56    | 37       | 19         |
| 2      | 2019-20 | 64    | 43       | 21         |
| 3      | 2020-21 | 119   | 88       | 31         |
| 4      | 2021-22 | 173   | 127      | 46         |
| 5      | 2022-23 | 179   | 139      | 40         |



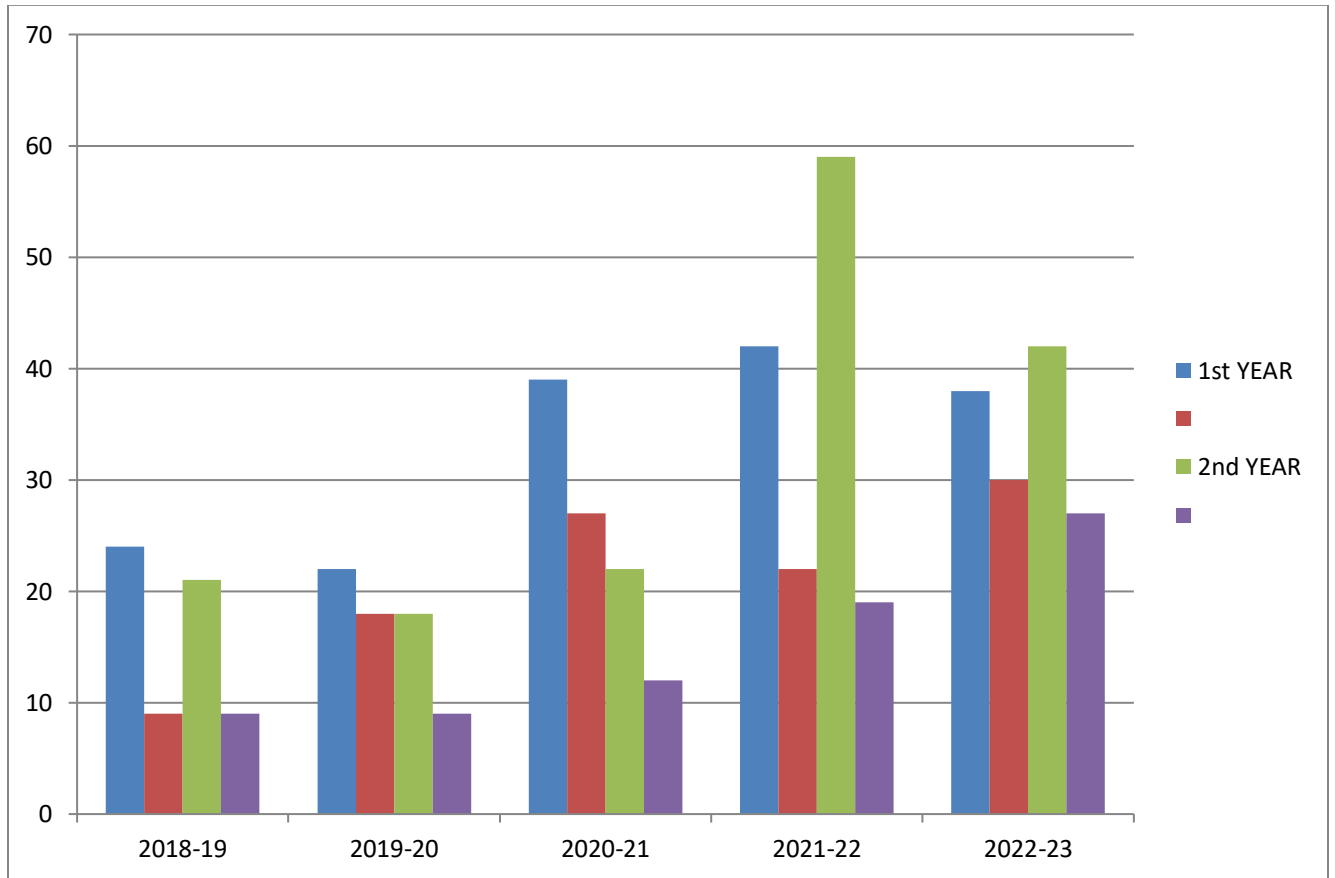
**Table 3: Gender wise details of total MCA students in the college.**

| Sr. No | Year    | Total | Male (M) | Female (F) |
|--------|---------|-------|----------|------------|
| 1      | 2018-19 | 68    | 49       | 19         |
| 2      | 2019-20 | 88    | 55       | 33         |
| 3      | 2020-21 | 132   | 79       | 53         |
| 4      | 2021-22 | 182   | 59       | 123        |
| 5      | 2022-23 | 132   | 52       | 80         |



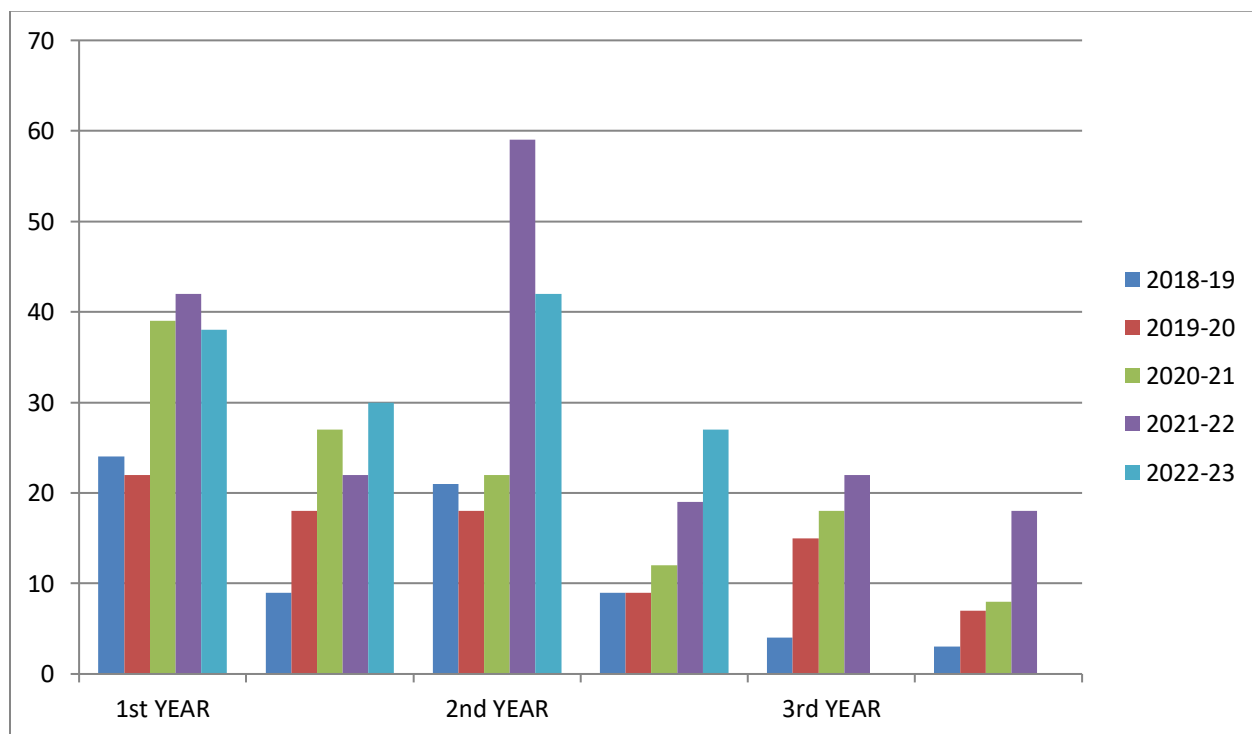
**Table 4: Gender wise & Class wise details of total MBA students in the college.**

| Sr. No | Year    | 1st YEAR |            | 2nd YEAR |            |
|--------|---------|----------|------------|----------|------------|
|        |         | Male (M) | Female (F) | Male (M) | Female (F) |
| 1      | 2018-19 | 18       | 10         | 19       | 9          |
| 2      | 2019-20 | 29       | 12         | 14       | 9          |
| 3      | 2020-21 | 59       | 19         | 29       | 12         |
| 4      | 2021-22 | 68       | 27         | 59       | 19         |
| 5      | 2022-23 | 71       | 13         | 68       | 27         |



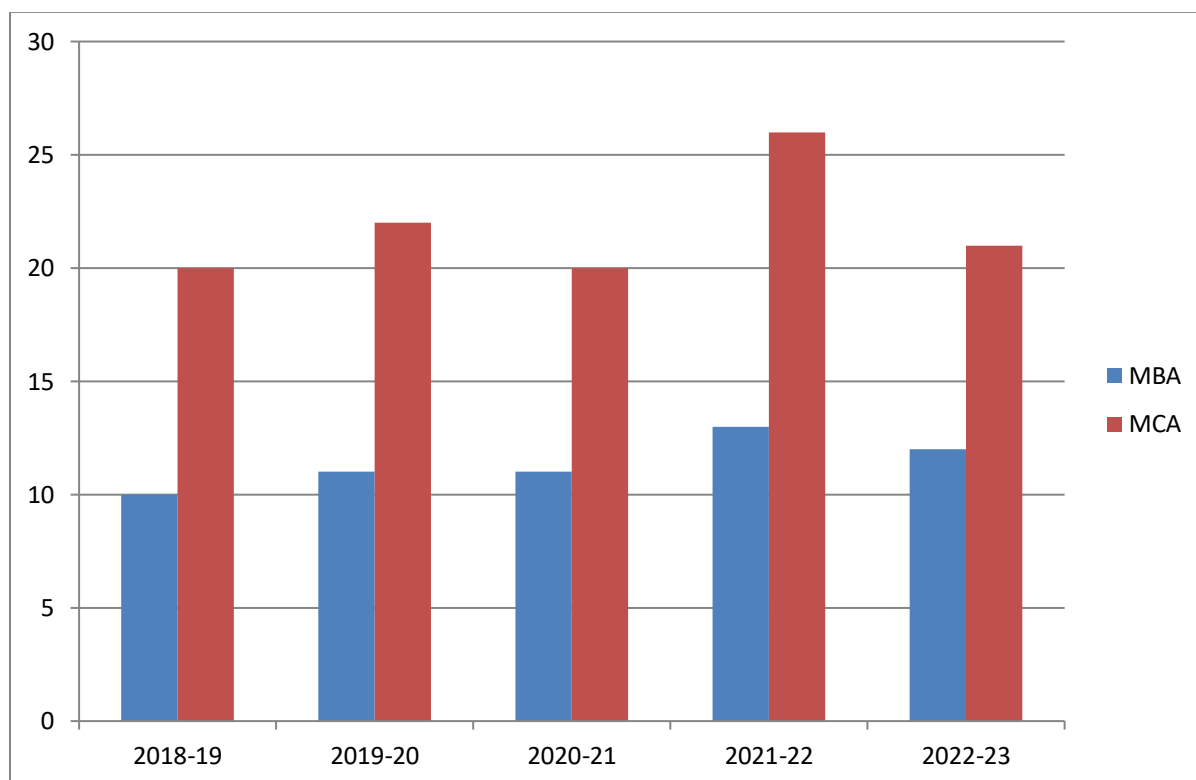
**Table 5: Gender wise & Classwise details of total MCA students in the college.**

| Sr. No | Year    | 1st YEAR |            | 2nd YEAR |            | 3rd YEAR |            |
|--------|---------|----------|------------|----------|------------|----------|------------|
|        |         | Male (M) | Female (F) | Male (M) | Female (F) | Male (M) | Female (F) |
| 1      | 2018-19 | 24       | 9          | 21       | 9          | 4        | 3          |
| 2      | 2019-20 | 22       | 18         | 18       | 9          | 15       | 7          |
| 3      | 2020-21 | 39       | 27         | 22       | 12         | 18       | 8          |
| 4      | 2021-22 | 42       | 22         | 59       | 19         | 22       | 18         |
| 5      | 2022-23 | 38       | 30         | 42       | 27         | NA       | NA         |



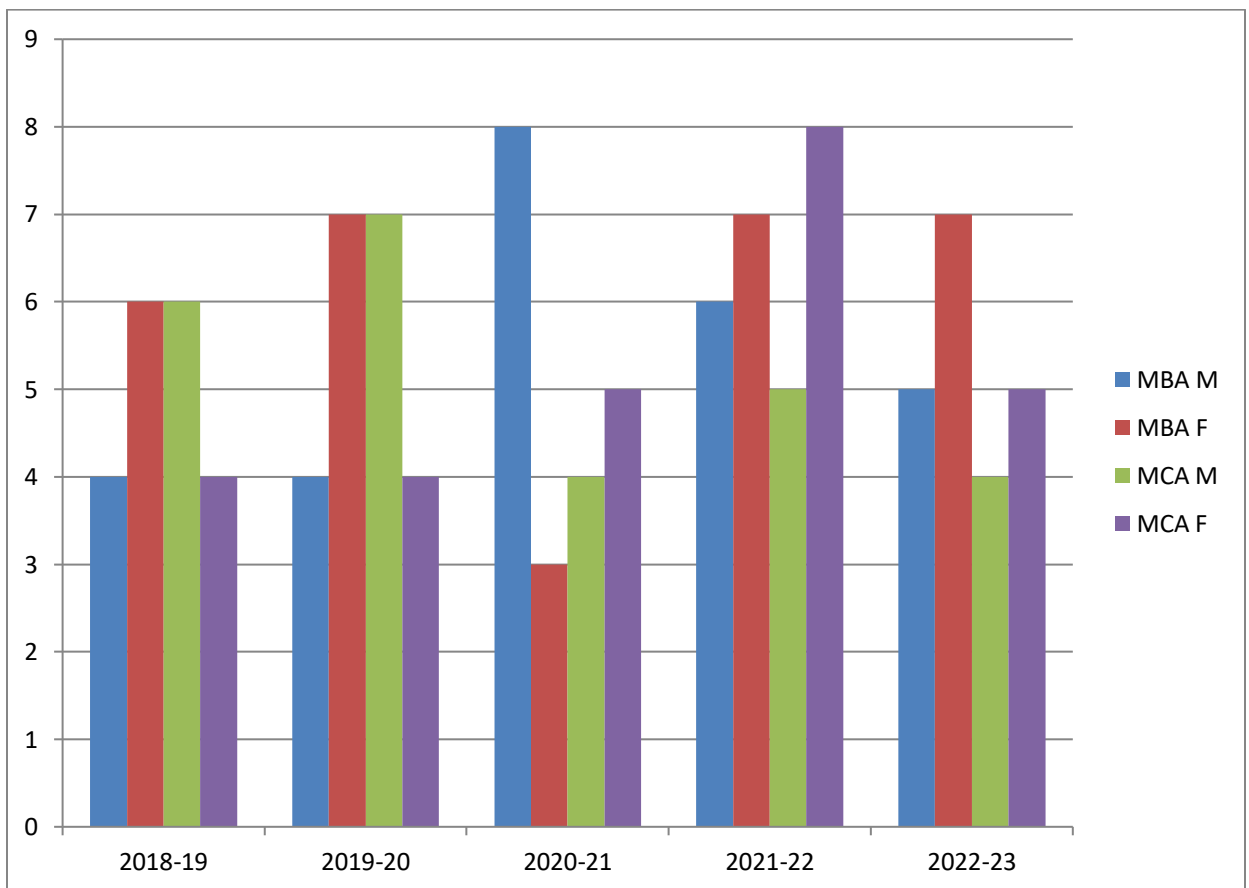
**Table 6 : Details of Total Staff (teaching) in the College.**

| <b>Sr. No</b> | <b>Year</b>    | <b>MBA</b> | <b>MCA</b> |
|---------------|----------------|------------|------------|
| <b>1</b>      | <b>2018-19</b> | <b>10</b>  | <b>20</b>  |
| <b>2</b>      | <b>2019-20</b> | <b>11</b>  | <b>22</b>  |
| <b>3</b>      | <b>2020-21</b> | <b>11</b>  | <b>20</b>  |
| <b>4</b>      | <b>2021-22</b> | <b>13</b>  | <b>26</b>  |
| <b>5</b>      | <b>2022-23</b> | <b>12</b>  | <b>21</b>  |



**Table 7 : Gender wise Details of Total Staff (teaching) in the College.**

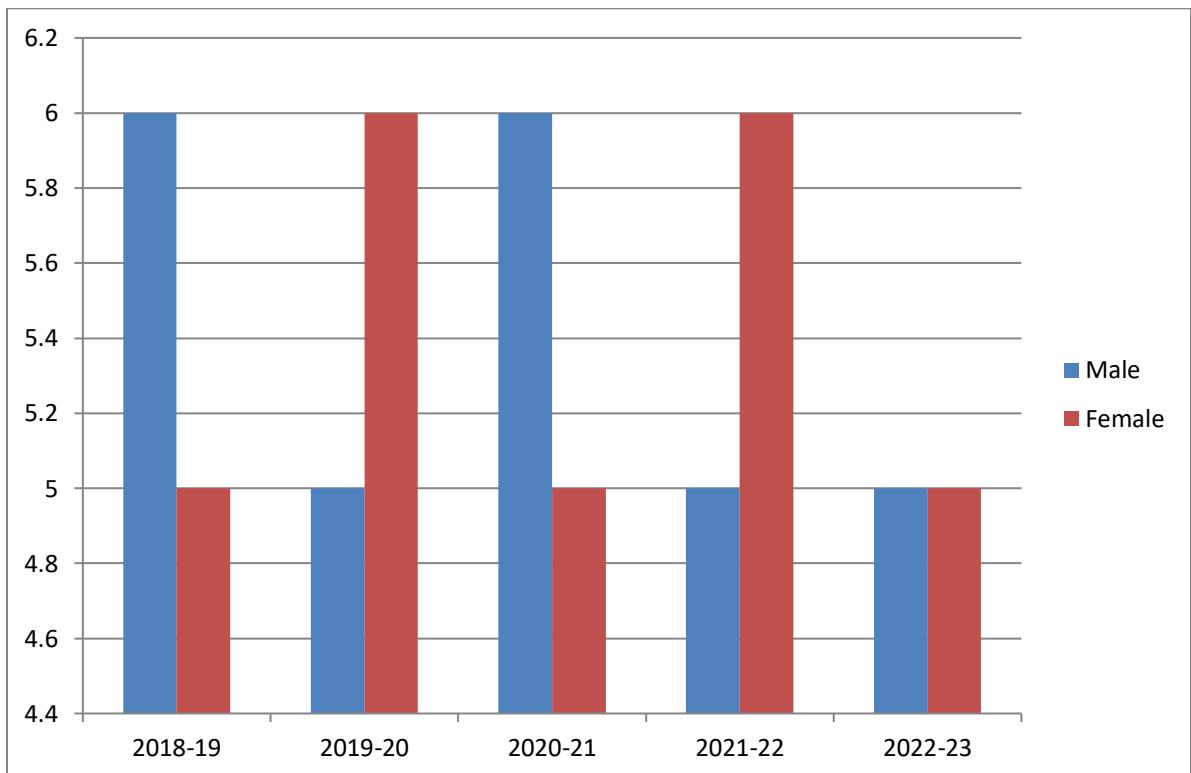
| Sr. No | Year    | MBA |   | MCA |   |
|--------|---------|-----|---|-----|---|
|        |         | M   | F | M   | F |
| 1      | 2018-19 | 4   | 6 | 6   | 4 |
| 2      | 2019-20 | 4   | 7 | 7   | 4 |
| 3      | 2020-21 | 8   | 3 | 4   | 5 |
| 4      | 2021-22 | 6   | 7 | 5   | 8 |
| 5      | 2022-23 | 5   | 7 | 4   | 5 |





**Table 8: Gender wise Details of Total Staff (Non-teaching) in the College.**

| Sr. No | Year    | Male | Female |
|--------|---------|------|--------|
| 1      | 2018-19 | 6    | 5      |
| 2      | 2019-20 | 5    | 6      |
| 3      | 2020-21 | 6    | 5      |
| 4      | 2021-22 | 5    | 6      |
| 5      | 2022-23 | 5    | 5      |



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

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

➤ **Suggestions:**

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

➤ **Conclusion:**

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

## Sample Questionnaire:

### **Is your college a Gender-happy place?**

2. The college has a Women's Cell and the students are aware of its existence.
3. The college has a grievance redressal cell [ICC].
4. Awareness regarding college committees and cells (grievance redresses cell, women's cell, internal complaint committee [ICC])
5. Adequate electricity facility is available in corridors, class rooms, common area and toilets.
6. Adequate hygiene (particularly sanitary napkin vending and disposal) and privacy is maintained.
7. Adequate amenities are available on the college campus (e.g. toilets, first aid facility, common room)
8. The Cell provides gender counseling.
9. Equal opportunity is given to all genders for free and fair expression of ideas
10. Cultural, social, legal awareness about sexual harassment at workplace is provided to all.
11. Do you feel safe in the college?
12. Are your peers gender-sensitive?
13. If need be, do you know how and where to lodge a complaint?