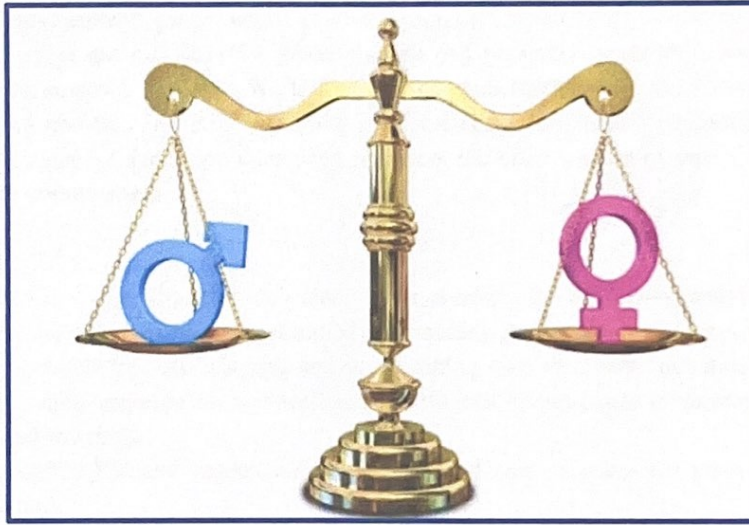




St. Bede's College Shimla

GENDER AUDIT REPORT



*mollym*  
Principal  
St. Bede's College  
Shimla



## St. Bede's College Shimla

### GENDER AUDIT POLICY

Despite being a girls' college, gender equity is promoted to provide an inclusive environment to students and staff. The college has established a Women's Cell that organizes activities to raise awareness of gender equity and empower students. While framing society/cells/club lists, the Principal ensures that both teaching and non-teaching staff, including male members, have equal representation in various societies. Periodic gender audits are conducted to assess the effectiveness of these initiatives and to identify areas for improvement.

### GUIDELINES:

1. Women's Cell: The Women's Cell shall be responsible for organizing activities, workshops, seminars, and awareness campaigns aimed at promoting gender equity and empowerment.
2. Equal Representation: All teaching and non-teaching staff members, including male members, shall have equal representation as well as opportunities to participate in various societies of the college and activities.
3. Gender Audits: Periodic gender audits shall be conducted to assess the progress in achieving gender equity.
4. Internal Complaint Cell: A dedicated Internal Complaint Cell will be established to handle complaints related to gender discrimination in a confidential and sensitive manner.
5. Grievance Redressal Cell: The Grievance Redressal Cell will address grievances and concerns raised by students, faculty, or staff members promptly and through a transparent process.

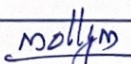
### SECURITY MEASURES:

The college will implement various security measures for a secure and comfortable environment:

1. CCTV Cameras: CCTV cameras will be strategically placed to monitor and enhance security both in the college and hostel campus.
2. Female Security Guards: Female security personnel will be stationed at entry/exit points to provide additional security and assistance.
3. Sanitary Pad Vending Machines and Incinerators: To meet the unique needs of female students and staff, the college will install sanitary pad vending machines and incinerators within women's restrooms.
4. Nurse Services: A qualified nurse will be readily available on campus.

### WOMEN CELL:

Women Cell aims to empower the students to face challenges of life. It provides a platform to the young women of the college to voice their thoughts and opinions related to the issues of women in our society. The students are made aware of their social and legal rights and are also sensitized to realize their gender roles. Girls receive specialized defense training to prepare them for any situation.

  
Principal  
St. Bede's College  
Shimla



## St. Bede's College Shimla

### OBJECTIVES

- To stress upon the importance of women becoming self-dependent and self-reliant.
- To make the girls aware of gender equality issues.
- To help in creating awareness about important issues related to women.
- To provide a platform to young women to voice their thoughts and opinions and to share their experiences.
- To empower and provide training to girls for dealing with potential threats.

### STUDENT GRIEVANCE REDRESSAL COMMITTEE (SGRC)

Student Grievance Redressal Committee (SGRC) is functional in the college. The cell attempts to address after patient listening with understanding and care, genuine problems and complaints of the students. Prompt and needy action is taken to redress the grievances by the members.

### OBJECTIVE

To provide opportunities for Redressal of certain grievances of students already enrolled in any institution, as well as those seeking admission to such institutions, and a mechanism thereto.

### MECHANISM OF STUDENT GRIEVANCE REDRESSAL

“Grievance” means, and includes, complaint(s) made by an aggrieved student. Any aggrieved student may submit an application seeking redressal of grievance. On receipt of complaint, the institution shall refer the complaint to the Students’ Grievance Redressal Committee, along with its comments within 15 days of receipt of complaint on the online portal. The Students’ Grievance Redressal Committee, as the case may be, shall fix a date for hearing the complaint which shall be communicated to the institution and the aggrieved student.

### ANTI-RAGGING CELL

The college has an Anti-Ragging cum Grievances and Redressal cell with the following rules and regulations under the Supreme Court of India Orders. Ragging is a criminal conspiracy, unlawful assembly and rioting, public nuisance, violation of decency and morals through ragging, injury to body, causing hurt or grievous hurt, wrongful restraint, wrongful confinement, use of criminal force, assault as well as sexual offences or even unnatural offences, extortion, criminal trespass, criminal intimidation and attempt to commit any or all of the above mentioned offences against the victim is considered to be ragging.

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Shimla



## St. Bede's College Shimla

### PUNISHMENT

1. Cancellation of admission
2. Suspension from attending classes, as decided by the committee
3. Withholding, withdrawing scholarship/fellowship and any other benefits
4. Debarring from appearing in any test, examination or any other evaluation process
5. Withholding results
6. Debarring from representing the institution in any national or international meet, tournament, youth festival, etc.
7. Suspension or expulsion from the hostel and the college and consequent debarring from admission to any other institution.
8. Fine of up to Rs.25000/-
9. Rigorous imprisonment up to three years.

### INTERNAL COMPLAINT COMMITTEE

In Pursuance of UGC (Prevention, Prohibition and Redressal of Sexual harassment of women employees and students in higher educational institutions) Regulations, 2015 read with Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, the Internal Complaint Committee (ICC) of St. Bede's College was constituted:

1. To deal with the complaints relating to sexual harassment at workplace.
2. To spread awareness about gender-related issues and functioning of the ICC.

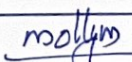
The college has zero tolerance policy towards sexual harassment and is proactively committed to provide a safe conducive work and academic environment to students and employees. We at St. Bede's are extremely alert to matters pertaining to any kind of harassment and gender sensitivity. Any complainant in this matter may fearlessly approach the Presiding Officer i.e., Chairperson or any of the IC members against sexual harassment.

### GRIEVANCE REDRESSAL CELL

The college has constituted a Grievance Redressal Cell with a commitment to provide security and good atmosphere for all round development of the students and to promote good professional relationships among the students and the staff (teaching and non-teaching). The cell intends to genuinely, impartially and amicably facilitate the settlement of grievances related to the stakeholders.

### OBJECTIVES

- To provide access to the stakeholders so that the remedial action related to grievances, can be ensured immediately.
- To be fair and impartial in finding solutions for the issues faced by the grievant.
- To ensure that complete confidentiality is maintained and the grievant is not victimized or harassed.
- To monitor the smooth functioning of the college and oversee the protection of human rights and civil liberties.

  
Principal  
St. Bede's College  
Shimla

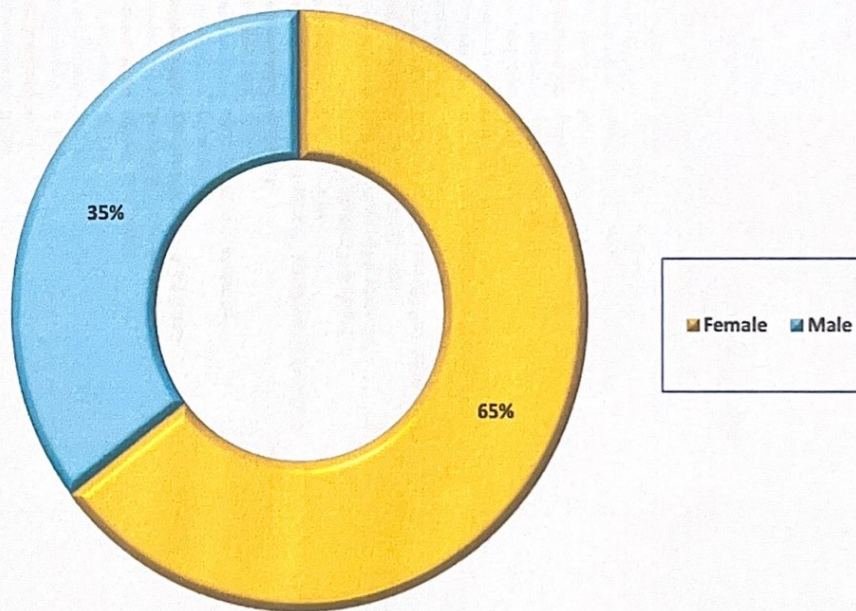


**St. Bede's College Shimla**

**GENDER PROFILE OF THE TEACHING AND NON-TEACHING STAFF**

Academic Year	Female	Male	Total
2022-2023	42	23	65

**GENDER PROFILE OF THE TEACHING AND NON-TEACHING STAFF**

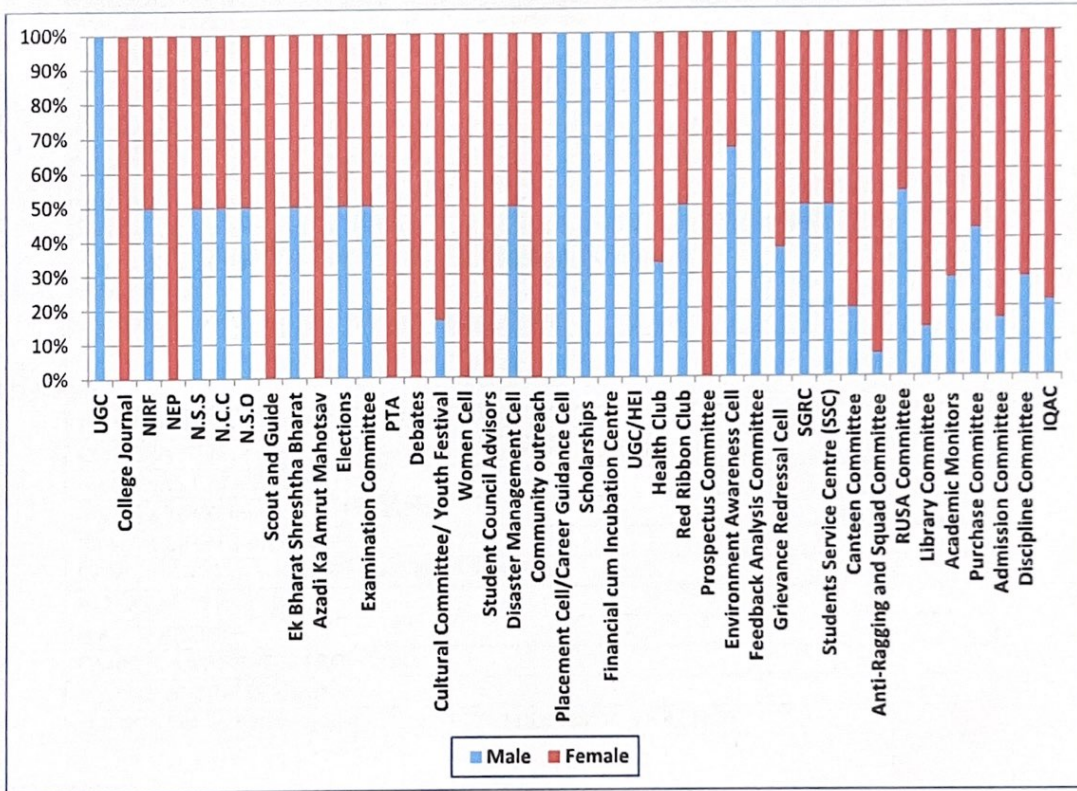


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Principal  
St. Bede's College  
Shimla



**St. Bede's College Shimla**

**GENDER BALANCE IN COMMITTEES/CELLS/SOCIETIES/CLUBS**



**GENDER EQUITY ACTIVITIES**

2018-2019

DECLAMATION ON 'SAFE SPACES FOR YOUTH AND IMPORTANCE OF HIV TESTING'
AWARENESS TRAINING SESSION ON HIV
INTERACTIVE SESSION ON "WOMEN EMPOWERMENT"
GUEST LECTURE- "SWATANTRYOTER NARI LEKHAN"
INTERNATIONAL WOMEN'S DAY CELEBRATION

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Principal  
St. Bede's College  
Shimla



**St. Bede's College Shimla**

**2019-2020**

INTERNATIONAL YOGA DAY
PRESENTATION ON BREAST CANCER AWARENESS
NATIONAL NUTRITION WEEK
TALK ON MENSTRUAL HYGIENE
TALK ON OBESITY
POETRY COMPETITION ON THE TOPIC 'WOMEN EMPOWERMENT'
TALK ON 'GENDER MAINSTREAMING'
PRESENTATION ON BREAST CANCER
INTERACTIVE AND INFORMATIVE SESSION ON WOMEN SAFETY, WOMEN RIGHTS
NATIONAL SCIENCE DAY CELEBRATION WOMEN IN SCIENCE
POWER WALK
INTERNATIONAL WOMEN'S DAY CELEBRATION

**2020-2021**

INTERNATIONAL YOGA DAY CELEBRATION
CELEBRATION OF THE INTERNATIONAL DAY OF THE GIRL CHILD
NATIONAL CANCER DAY
MAINTAINING PERSONAL HYGIENE
HUMAN RIGHTS DAY 2020
INTERNATIONAL WOMEN'S DAY CELEBRATION
ALL WOMAN PARADE
FOOT POLICING
CANCER AWARENESS PROGRAM
FUTURE BUSINESS LEADERS
SESSION ON WOMEN EMPOWERMENT AND DOMESTIC VIOLENCE

**2021-2022**

INTERNATIONAL YOGA DAY CELEBRATION
FIT INDIA CAMPAIGN UNDER AZADI KA AMRIT MAHOTSAV
AWARENESS ON TUBERCULOSIS AND IMPORTANCE OF PERSONAL HYGIENE IN COVID PANDEMIC
POTION MAH CELEBRATION
NCC RANK PROMOTION CEREMONY
PANEL DISCUSSION ON THE TOPIC 'WOMEN- THE PILLARS OF LIFE'
SHEROES - AN ONLINE EVENT
REPUBLIC DAY PARADE
MANZIL- DOORDARSHAN TALK
PROGRAM FOR ASPIRING WOMEN SCIENTISTS (PAWS)
NATIONAL PARLIAMENT FOR WOMEN
TALK ON BREAST CANCER
ROLE OF WOMEN IN HIGHER EDUCATION
INTERNATIONAL WOMEN'S DAY CELEBRATION
NUKKAD NATAK ON THE EVENT OF INTERNATIONAL WOMEN'S DAY
ROLE PLAY ON THE THEME "PIONEER WOMEN IN INDIAN HISTORY"
ROLE OF NSS IN WOMEN EMPOWERMENT

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St. Bede's College  
Shimla



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**2022-2023**

FELICITATION OF CADETS QUALIFIED TO APPEAR FOR SSB INTERVIEW
INTERNATIONAL DAY OF YOGA
UMBRELLA PAINTING
AWARENESS TALK ON "MAKING A DIFFERENCE AS A TEACHER"
BASIC LEADERSHIP CAMP
HIV PREVENTION AND AWARENESS CAMPAIGN
ISSUES OF DOMESTIC VIOLENCE AGAINST WOMEN
POSHAN MAAH
NUTRITION WEEK
ASSESSMENT OF PREGNANT AND LACTATING WOMEN
ADVANCE LEADERSHIP CAMP
BEAUTY PAGEANTS- A GATEWAY TO SUCCESS AND GLORY!
PRESENTATION ON OBESITY MANAGEMENT
PHYSICAL FITNESS TEST
HEALTH AND FITNESS WORKSHOP
HEALTH AWARENESS PROGRAM ON "BREAST CANCER"
INTERNATIONAL DAY OF GIRL CHILD (STREET PLAY)
"BEYOND ECONOMICS: CELEBRATING FESTIVALS WITH CREATIVITY AND JOY"
WOMEN ATTIRE- EXPRESSION OR REPRESSION
STUDENTS AWARENESS PROGRAM
EXHIBITION
PAINTING COMPETITION ON THE THEME 'BHARAT KI VEERANGNAEN'
PROJECT WORK ON 'THE EVOLVING ROLE OF WOMEN IN CONTEMPORARY SOAPS'
EBA ALUMNI MEET
SILENT MARCH AGAINST EVE TEASING
VISIT TO ANGANWADI TO EVALUATE THE NUTRITIONAL STATUS OF PRESCHOOLERS
INTER DEPARTMENTAL ACTIVITY ON THE TOPIC OF 'CALCULATION OF BMI'
EXCHANGE PROGRAM- PRESENTATION ON TYPES OF NUTRIENTS COMPONENTS
A VIRTUAL SESSION ON ANTIMICROBIAL RESISTANCE AWARENESS
HIMACHAL PRADESH UNIVERSITY INTER COLLEGE BASKETBALL WOMEN CHAMPIONSHIP
RANK CEREMONY
MASS AWARENESS RALLY AGAINST FEMALE FOETICIDE
CATC-132 PRE RDC-3
REPUBLIC DAY CAMP
FELICITATION OF RDC HOLDERS
PRESENTATION ON BREAST CANCER DURING THE NSS ANNUAL CAMP
AN INTERACTIVE SESSION ON DOMESTIC VIOLENCE AND RELATED ACTS
SHIKSHIT NARI, SHIKSHIT SAMAJ
PRE- INTERNATIONAL WOMENS' DAY 2023
CELEBRATION OF INTERNATIONAL WOMENS' DAY 2023
INTER-SHIP POETRY WRITING COMPETITION
BOOK COVER PAINTING COMPETITION ON WOMEN'S WRITING
NCC RAISING DAY
AWARENESS TALK ON CERVICAL CANCER
WALK FOR HEALTH

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Shimla

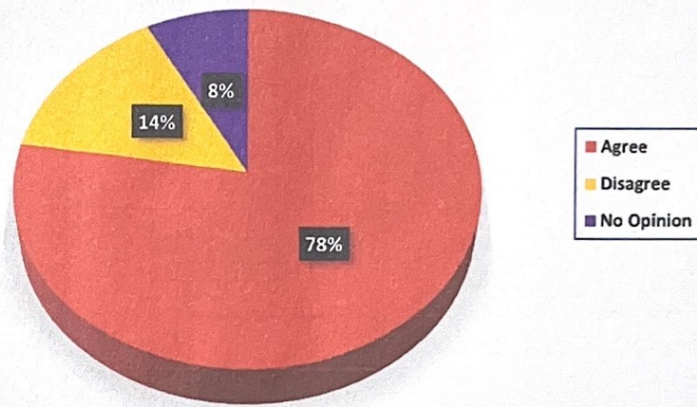




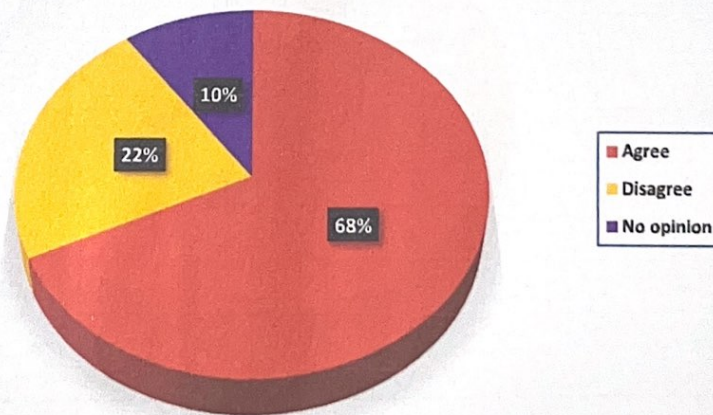
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GENDER AUDIT SURVEY

THE COLLEGE CONDUCTS GENDER SENSITIZATION PROGRAMME AS A PART OF ITS CURRICULUM



THE COLLEGE CONDUCTS GENDER AWARENESS PROGRAMMES, SUCH AS AWARENESS OF SEXUAL HARASSMENT, AS A PART OF ITS CURRICULUM

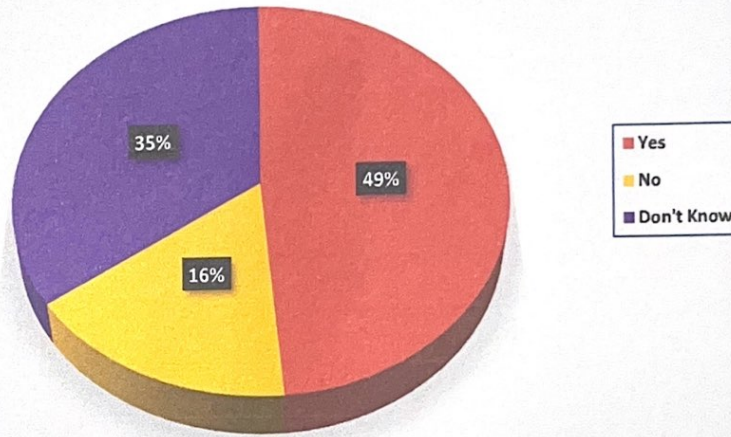


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Shimla

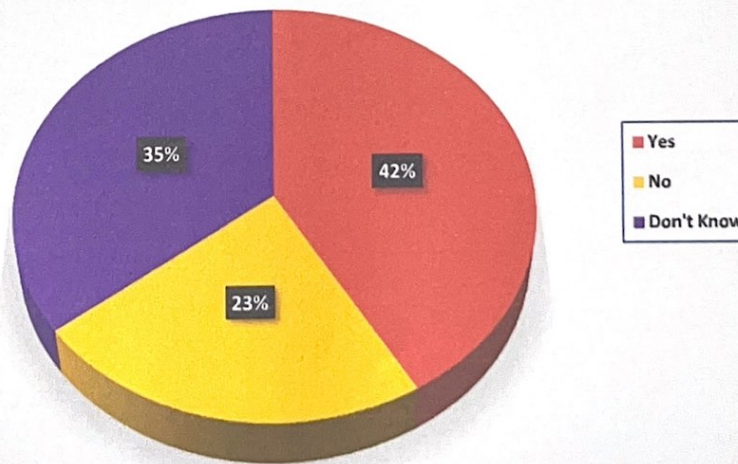


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WHETHER THERE IS A PUBLISHED POLICY TO DEAL WITH SEXUAL HARASSMENT COMPLAINTS IF ANY?



WHETHER THIS POLICY IS EASILY AVAILABLE TO EVERYONE IN THE INSTITUTE?

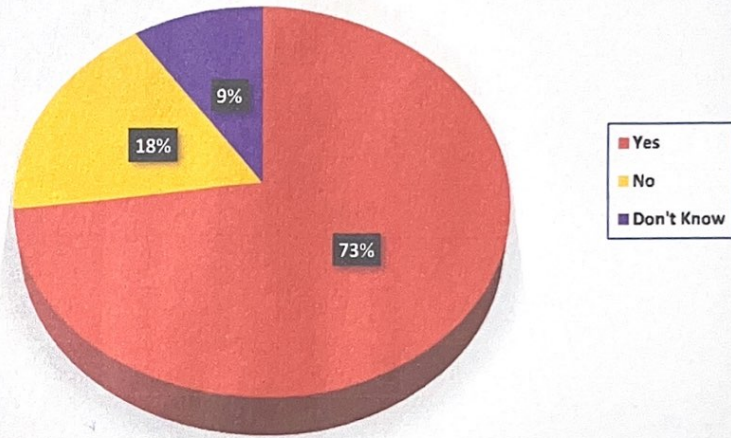


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Shimla

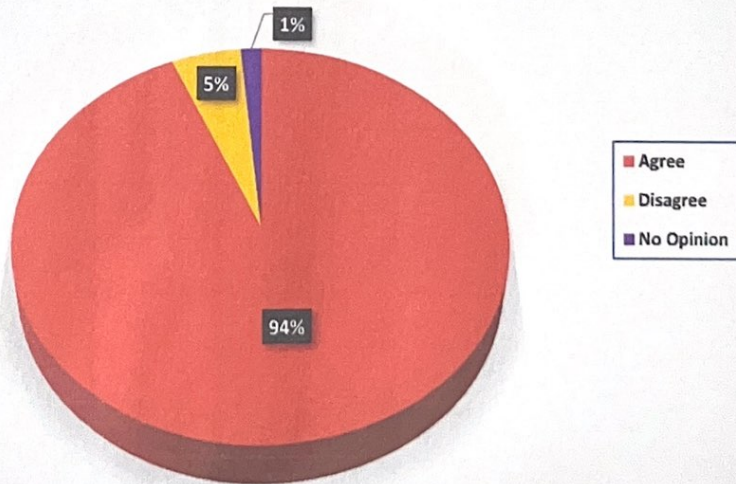


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WHETHER INTERNAL COMPLAINTS COMMITTEE IS IN PLACE?



A WOMEN CELL IS SET UP IN THE COLLEGE AND STUDENTS ARE AWARE OF THE WOMEN CELL

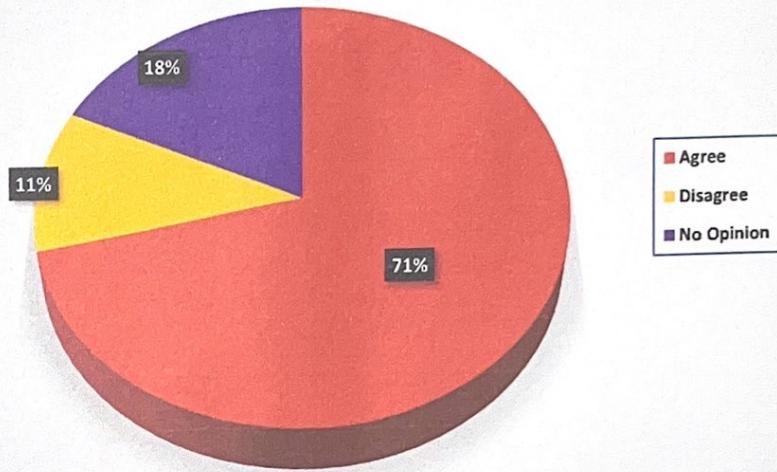


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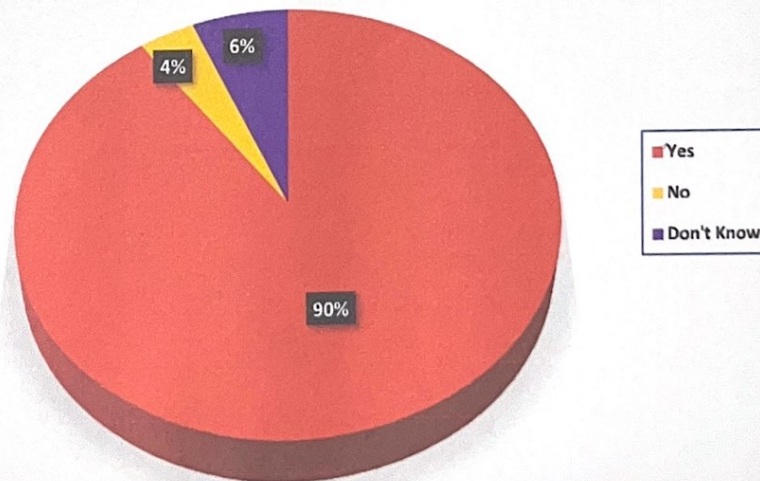


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**A GRIEVANCE REDRESSAL CELL HAS BEEN SET UP**



**WHETHER THERE IS A PROVISION OF SUGGESTION/COMPLAINT BOX ON THE CAMPUS?**

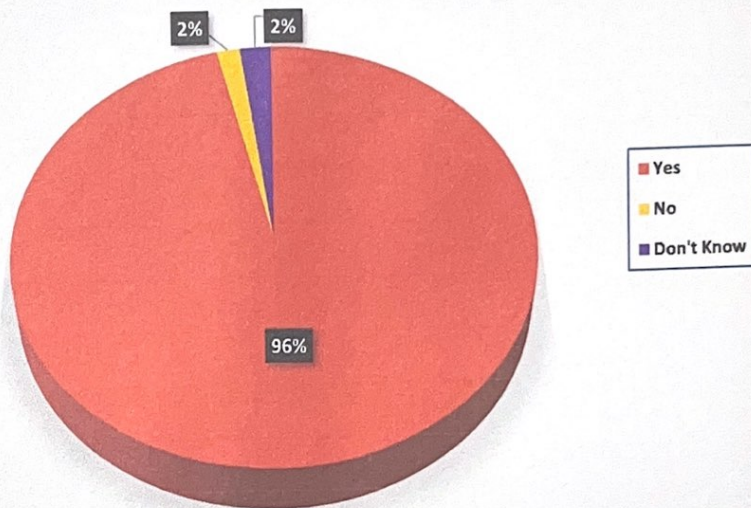


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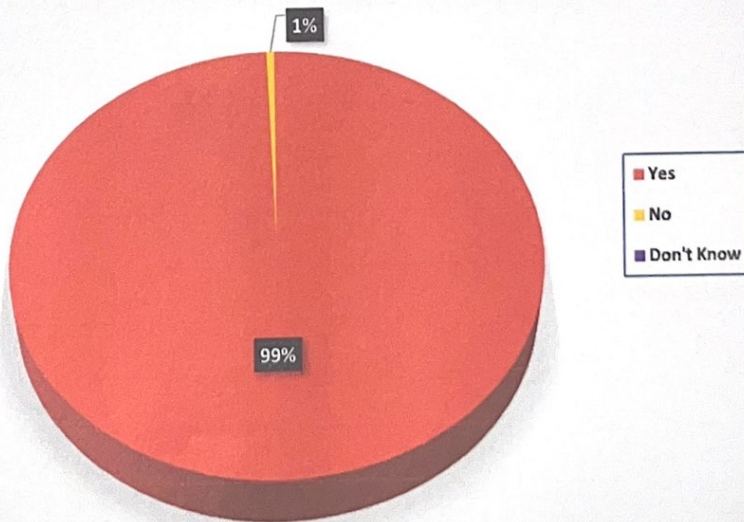


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WHETHER CCTV CAMERAS ARE PROVIDED ON THE CAMPUS?



WHETHER FEMALE SECURITY GUARD IS AVAILABLE ON THE CAMPUS?

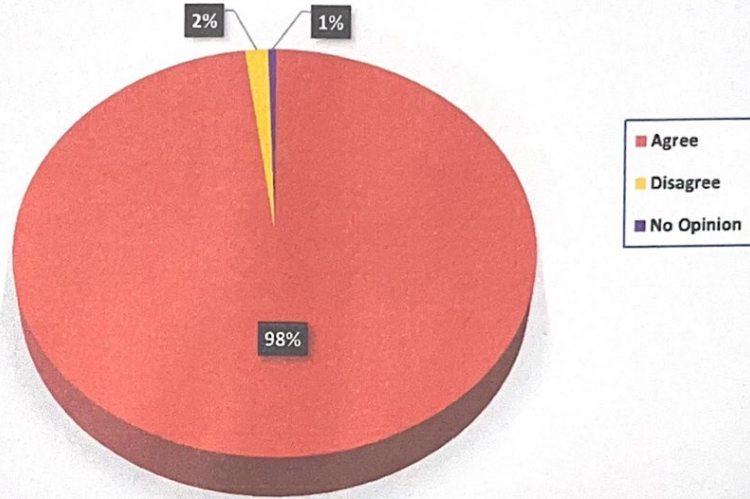


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Shimla

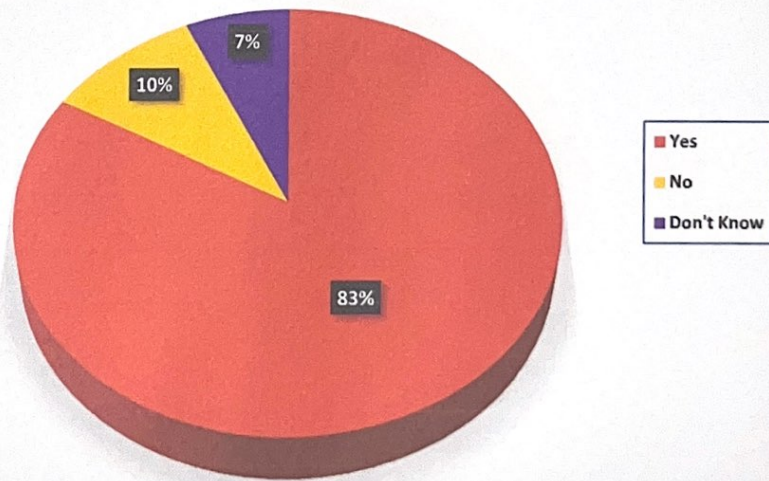


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**SAFE ENVIRONMENT IS AVAILABLE FOR ALL GIRL STUDENTS IN THE CAMPUS**



**WHETHER LECTURES/ACTIVITIES/WORKSHOPS ARE CONDUCTED ON GENDER SENSITIVE ISSUES?**

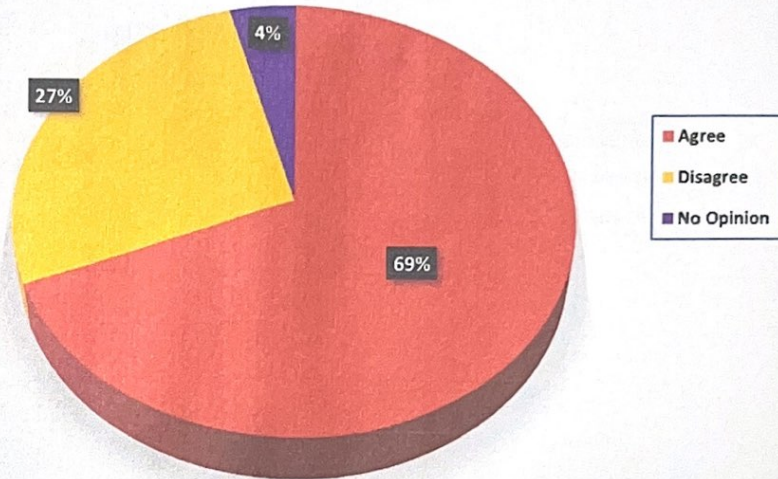


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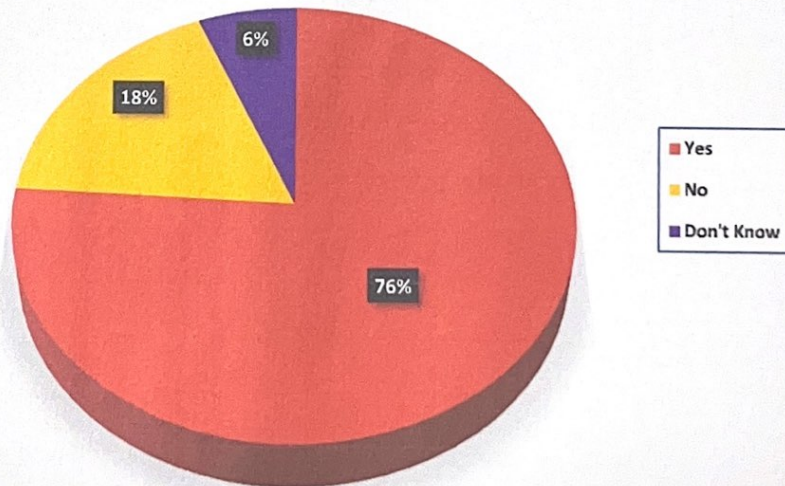


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**ADEQUATE NUMBER OF TOILETS ARE AVAILABLE IN THE CAMPUS FOR THE GIRLS**



**DO YOU THINK WASHROOMS MAINTAIN ADEQUATE HYGIENE (PARTICULARLY SANITARY NAPKIN DISPOSAL) AND PRIVACY?**



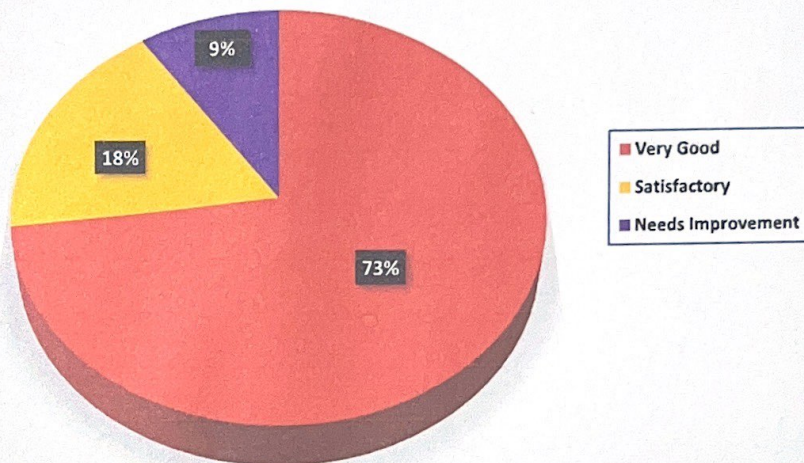
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St. Bede's College  
Shimla



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ON AN OVERALL BASIS, ARE YOU SATISFIED WITH THE GENDER RELATED POLICIES, FACILITIES AND HANDLING OF ISSUES BY THE INSTITUTE?



Principal  
St. Bede's College  
Shimla