

Shivai Shikshan Prasarak Mandal Mahad's
Sundarrao More Arts Commerce and Science College ,
Poladpur-Raigad



Gender Audit Report

Let each side win

The Gender Audit aims to create a platform to analyze ourselves to check for our gender biases and to eliminate them for creation of a socially healthy community

[22 June 2019]

Audit Key Steps

Proposal to management	March 2019
Request for the draft and its sanction	April 2019
Draft report completed and sent for management response	May 2019
Planning completed	June 2019
Field work completed	June 2019
Final report completed	June 2019

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Acknowledgments

I am thankful to the management of Shivai Shikshan Prasarak Mandal Mahad's and Principal Dr. Raverkar D.P. to conduct a Gender audit and to promote the idea of gender equality by factually analysing the campus.

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Chief Audit Executive



Table of Contents

1.0 Executive Summary..... 5

2.0 Statement of Assurance..... 5

3.0 Summary of Findings 6

4.0 Gender Policy 6

5.0 Audit Framework and detailed findings 7

6.0 Recommendations 13

7.0 Objectives and Scope 13

8.0 Methodology..... 13

9.0 Declaration 13

1.0 Executive Summary

There was a continuous demand from the management to assess the status of gender on the campus. The management feels a safe campus promotes a happy learning.

The purpose of the audit was to ensure that the practices followed in the campus are in accordance with the Gender Policy adopted by the institution. With this in mind, the specific objectives of the audit were to evaluate the adequacy of the management control framework as well as the degree to which the Departments are in compliance with the applicable regulations, policies and standards.

During the initial planning of the audit, an analysis was conducted in order to identify, evaluate and prioritize the risks associated with Gender issues. The analysis was based upon an examination of the policies, manuals and standards that govern the gender sustainability, on data analysis, and on the results of preliminary interviews with personnel. The criteria and methods used in the audit were based on the identified risks.

The methodology used included physical inspection of the campus, review of the relevant documentation, and interviews.

2.0 Statement of Assurance

This audit has been conducted in accordance with the *International Standards for the Professional Practice of Internal Auditing*.

In our professional judgment, sufficient and appropriate audit procedures were completed and evidence gathered to support the accuracy of the conclusions reached and contained in this report. The conclusions are based on a comparison of the situations as they existed at the time of the audit with the established criteria.

3.0 Summary of Findings

The main findings of the audit show that, in general, all the departments and students are aware about the need for gender sensitisation at a general level. It was also observed that a number of best practices, such as, awareness programs etc. are followed in the campus.

However, on detailed review, it was observed that, as the college is implementing Gender Policy for the first time, many of the practices followed in the institution are not in compliance with the Gender Policy of the institution, and the applicable standards. In addition, certain processes could benefit from further review in order to improve their efficiency, fairness and consistency.

4.0 Gender Policy

Education is a vehicle of Development. The gender policy of Sundarrao More Arts, Commerce & Science College is gender unbiased and promotes the educational and social development of men and women .to be better oriented to the community.

5.0 Audit Framework and detailed findings

The following audit framework is used for conducting Gender Audit. The framework also lists the findings and observations for every criteria.

Control objective	Option
The college conducts gender sensitization program as a part of its curriculum.	Agree ✓
	Disagree
	no opinion
The college conducts gender awareness programs, such as awareness of sexual harassment, as a part of its curriculum.	Agree ✓
	Disagree
	no opinion
Adequate number of toilets are available in the campus for girls.	Agree ✓
	Disagree
	no opinion
Adequate facilities are available inside the toilet keeping in mind the need of the girl students. Adequate disposal bins are available in the toilet.	Agree ✓
	Disagree
	no opinion
Adequate lighting is available inside the campus during night, including but not limited to, adequate light in corridor, Disagreeclass rooms, common areas, toilets etc.	Agree ✓
	no opinion

Adequate security arrangements have been made in the campus and common areas during day and night.	Agree <input checked="" type="checkbox"/>
	Disagree <input type="checkbox"/>
	no opinion <input type="checkbox"/>
Options for flexible timing is available for girl students. For example, for outside scholars, no class is arranged in late evening or early morning.	Agree <input checked="" type="checkbox"/>
	Disagree <input type="checkbox"/>
	no opinion <input type="checkbox"/>
A women cell is set up in the college and students are aware about the women cell.	Agree <input checked="" type="checkbox"/>
	Disagree <input type="checkbox"/>
	no opinion <input type="checkbox"/>
There are lady faculties available in the women cell.	Agree <input checked="" type="checkbox"/>
	Disagree <input type="checkbox"/>
	no opinion <input type="checkbox"/>
Do you reach out to women's cell?	Agree <input checked="" type="checkbox"/>
	Disagree <input type="checkbox"/>
	no opinion <input type="checkbox"/>
A grievance redressal cell has been set up.	Agree <input checked="" type="checkbox"/>
	Disagree <input type="checkbox"/>
	no opinion <input type="checkbox"/>
The classroom offers equal opportunities to all genders.	Agree <input checked="" type="checkbox"/>
	Disagree <input type="checkbox"/>
	no opinion <input type="checkbox"/>

The library offers equal opportunities to all genders.	Agree <input checked="" type="checkbox"/>
	Disagree
	no opinion
Safe environment is available for all girl students in the campus.	Agree <input checked="" type="checkbox"/>
	Disagree
	no opinion
Have you been a victim of sexual harassment at class by faculties?	Agree
	Disagree <input checked="" type="checkbox"/> NO
	no opinion
Have you been a victim of sexual harassment at class by fellow students?	Agree
	Disagree <input checked="" type="checkbox"/> NO
	no opinion
Have you reported the incident?	Agree
	Disagree <input checked="" type="checkbox"/> NO
	no opinion
If you reported the incident, was it resolved to your satisfaction?	Agree
	Disagree <input checked="" type="checkbox"/> NA
	no opinion
If not, why did you not report it?	Agree
	Disagree
	no opinion
A committee has been set up to redress all complaints related to sexual harassment in a timely manner. You are aware about the process and believe that the process is appropriate.	Agree <input checked="" type="checkbox"/> NA
	Disagree

	no opinion
A fair inquiry is conducted by the committee in case of a complaint.	Agree
	Disagree NA
	no opinion
Confidentiality is maintained during the inquiry process.	Agree
	Disagree NA
	no opinion
Adequate number of toilets are available in the hostel for girls.	Agree
	Disagree NA
	no opinion
Adequate facilities are available inside the toilet keeping in mind the need of the girl students.	Agree ✓
	Disagree
	no opinion
Adequate lighting is available inside the hostel during night, including but not limited to, adequate light in corridor, class rooms, common areas, toilets etc.	Agree
	Disagree NA
	no opinion
Entry and exit timing of the hostel are appropriate for the hostel.	Agree
	Disagree NA
	no opinion
A grievance redressal cell has been set up.	Agree ✓
	Disagree
	no opinion

Healthcare facilities are available to girl students at the campus.	Agree <input checked="" type="checkbox"/>
	Disagree
	no opinion
Minimum courtesy is extended to the girl students during their visit to the doctors in campus.	Agree <input checked="" type="checkbox"/>
	Disagree
	no opinion
During visit to the doctor in campus, only doctor and a lady nurse is present in the room.	Agree
	Disagree
	no opinion
Attitude of medical personnel is appropriate.	Agree
	Disagree
	no opinion
Adequate number of security personnel are deployed.	Agree <input checked="" type="checkbox"/>
	Disagree
	no opinion
Attitude of security personnel is appropriate.	Agree <input checked="" type="checkbox"/>
	Disagree
	no opinion
Gender sensitization program must be conducted for security personnel deployed at the campus.	Agree
	Disagree <input checked="" type="checkbox"/>
	no opinion
	Agree <input checked="" type="checkbox"/>

Laboratory infrastructure is appropriate for safety of the girl students, for example, there is adequate lighting, adequate space is provided in the corridors and other areas etc.	Disagree
	no opinion
Attitude of laboratory staff is appropriate.	Agree ✓
	Disagree
	no opinion
There is no gender biased artifacts, such as discriminative screen savers, or work tables that are not conveniently located for the girl students.	Agree ✓
	Disagree
	no opinion
Timing of the laboratory is appropriate.	Agree ✓
	Disagree
	no opinion
Adequate and safe transport options are available for girl students.	Agree ✓
	Disagree
	no opinion
Is there a separate queue for girls in dining hall, office etc.	Agree
	Disagree ✓
	no opinion
Do you feel a separate queue is required?	Agree ✓
	Disagree
	no opinion

6.0 Recommendations

Following the audit, no major recommendations were observed.

7.0 Objectives and Scope

The purpose of this audit was to ensure that the Gender Policy is followed and implemented in the campus, across all departments, administrative bodies and students.

8.0 Methodology

In order to meet its objectives, this audit combined physical inspection with a review of relevant documentation and interviews with various stakeholders.

Review of the Documentation

For the purpose of this audit the Gender Policy of the institute was reviewed. Other relevant documents and standards were also reviewed.

Interviews

Interviews were conducted with the students.

Physical Inspection

The audit team was in college to inspect the campus.

9.0 Declaration

I agree with all the recommendation and observation mentioned in this report.

 22-6-2019

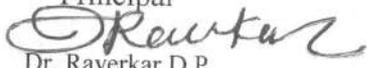
Smt. Shiddhi More

Audit Executive

 22.6.2019

Adv. Sarika Palkar

Audit Executive

Principal

Dr. Raverkar D.P.
PRINCIPAL

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