

**Sadhan Chandra Mahavidyalaya,
Harindanga, Falta, South 24 Parganas**



Gender Audit Report
2021-22





About SCM

Sadhan Chandra Mahavidyalaya, affiliated with the University of Calcutta, provides a comprehensive array of academic offerings, including Honours (with and without research) and General (now Multi-Disciplinary Course) Courses across various subjects. Remarkably, it stands as the sole general degree college in the Falta block of South 24 Parganas district, dedicated to fostering the educational aspirations of students hailing from rural and marginalized backgrounds, of which majority are gender female.





What is Gender Audit?

A gender audit assesses a college's gender balance and compliance with government regulations promoting women's advancement. It evaluates the impact of current and proposed policies on gender equality. While there's no standardized approach, international organizations often employ two main methods: participatory gender audit and the gender integration framework.

This specific report is based on an internal gender audit conducted by the Women Cell and the IQAC of the college, based on the feedback collected and the observation made by the women cell.





I. Student data

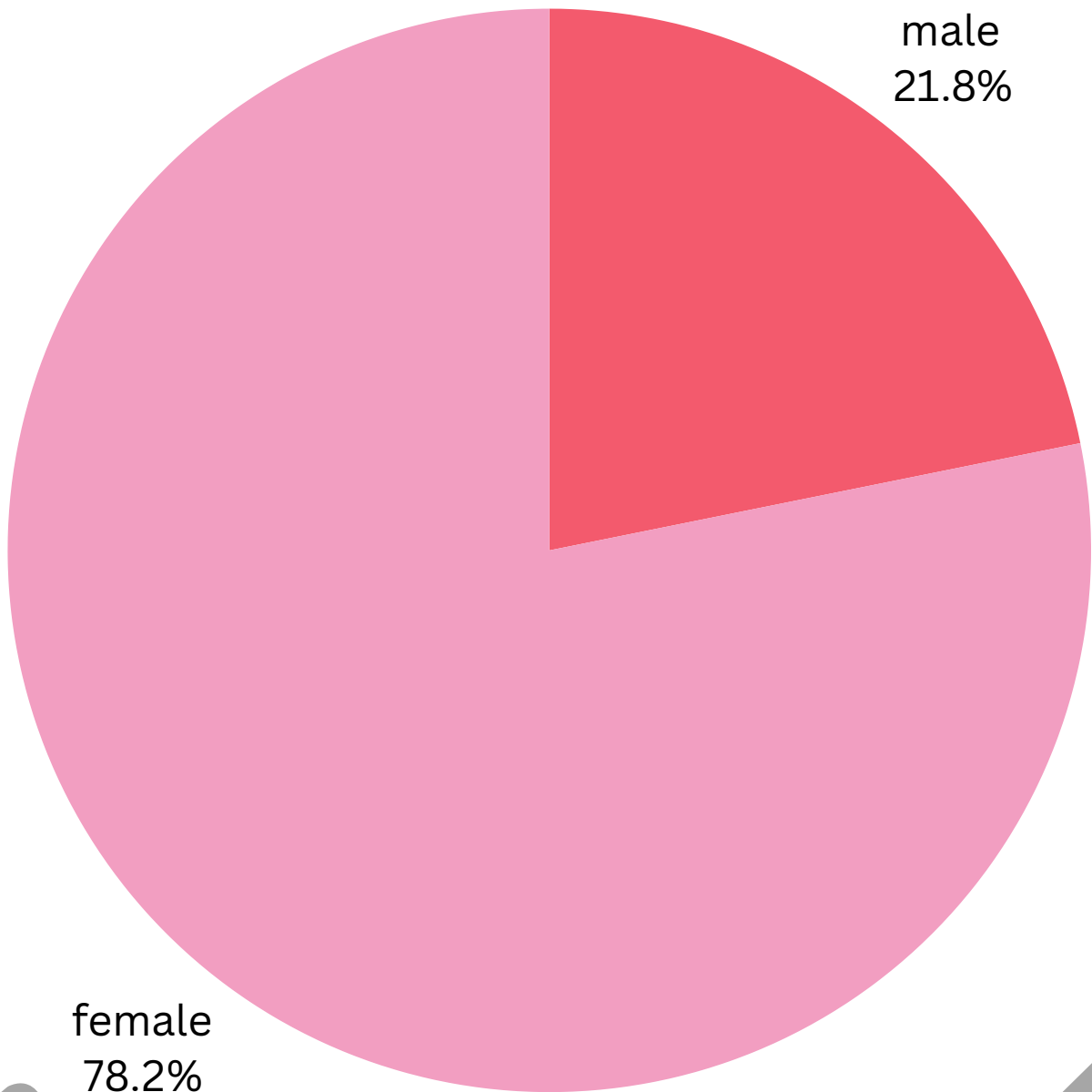
	Female	Male
1st	338	132
3rd	300	58
5th	243	56



Total Students= 1127

Female=881

Male=246



female
78.2%

male
21.8%



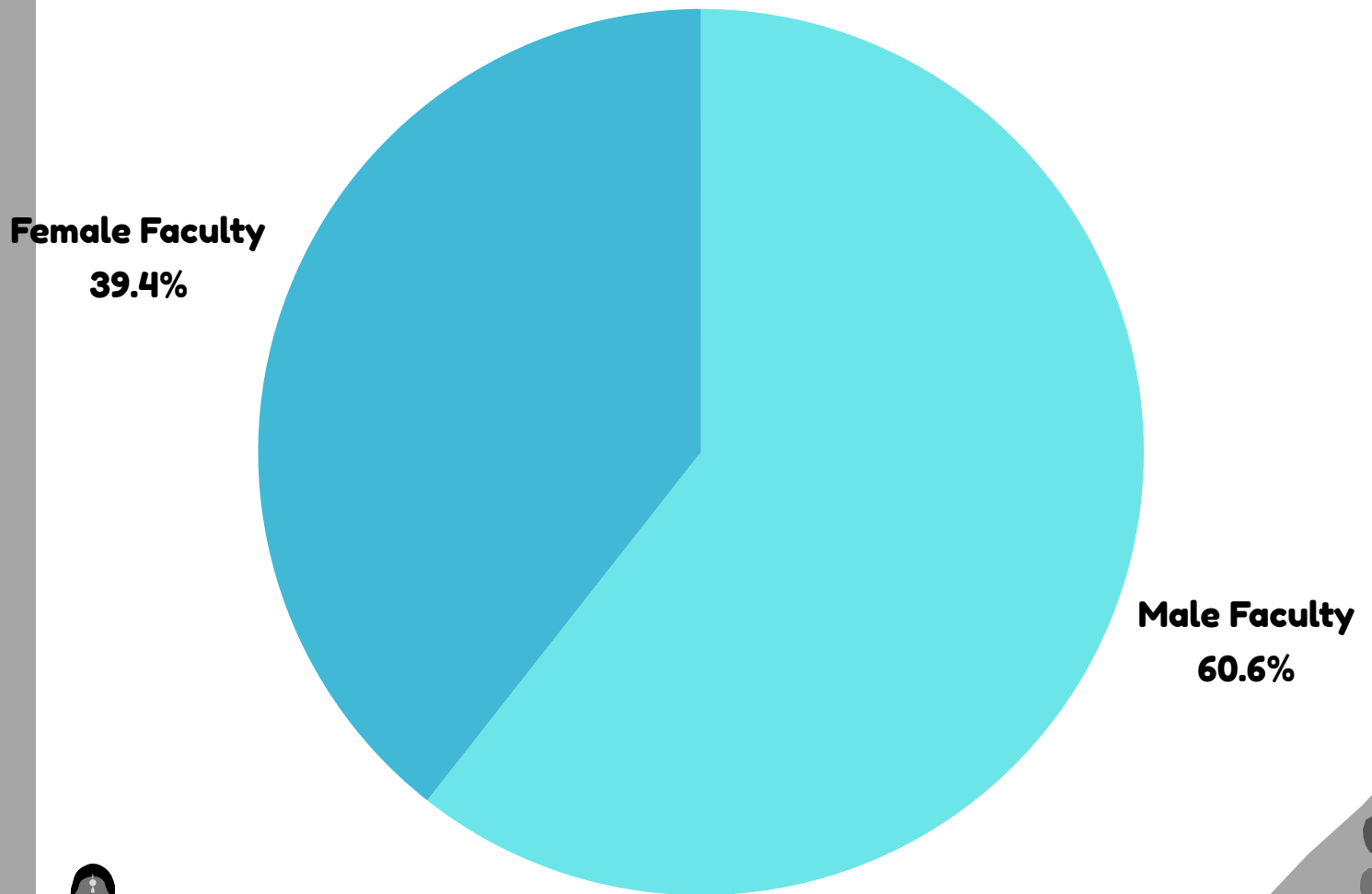
II. Faculty & Staff

Total Faculty Members: 33

Male: 20

Female: 13

Other (Specify): Nil



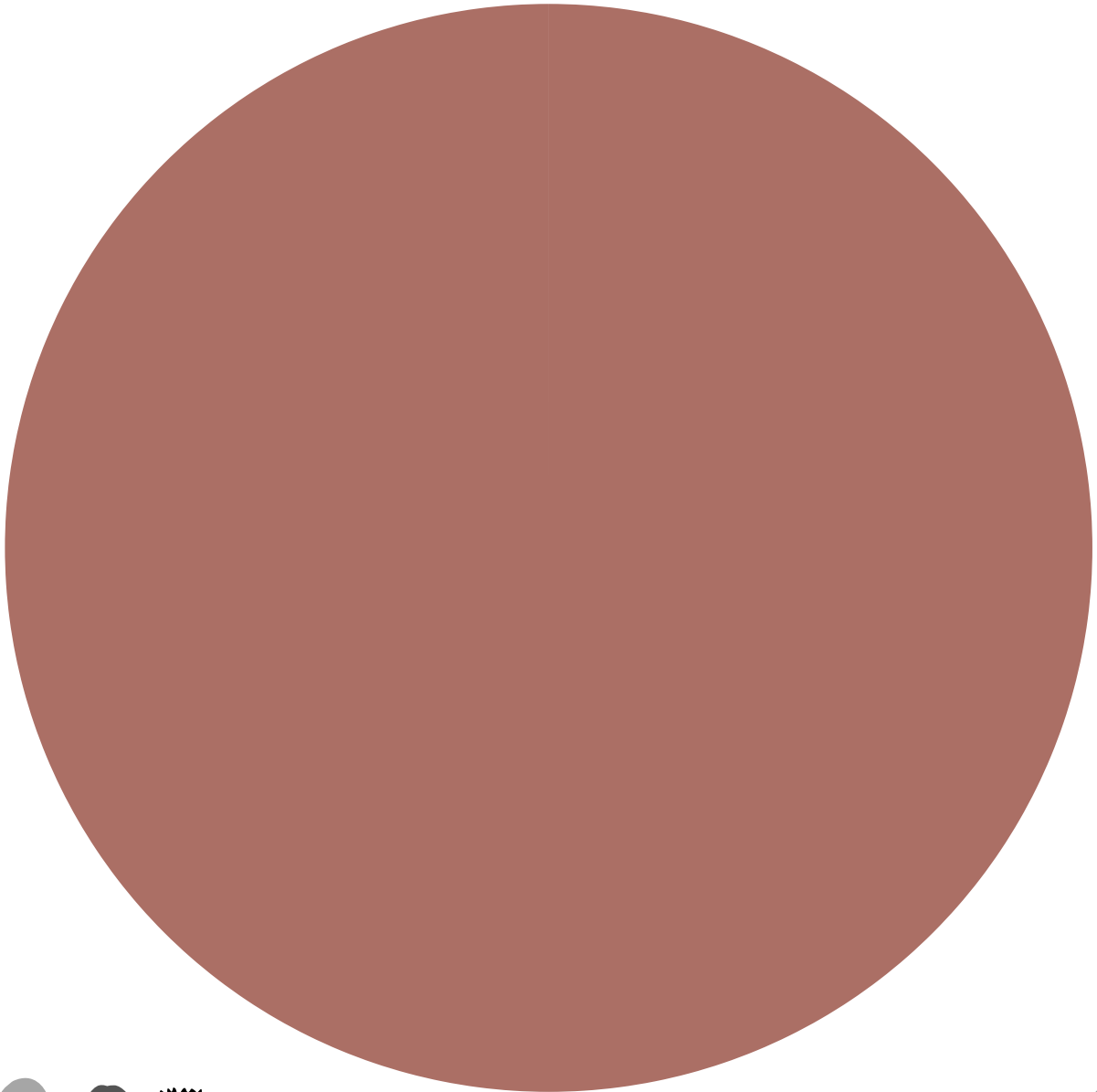


**TOTAL NON-TEACHING STAFF
MEMBERS: 10**

MALE: 10

FEMALE: NIL

OTHER (SPECIFY): NIL



**Male NTS
100%**



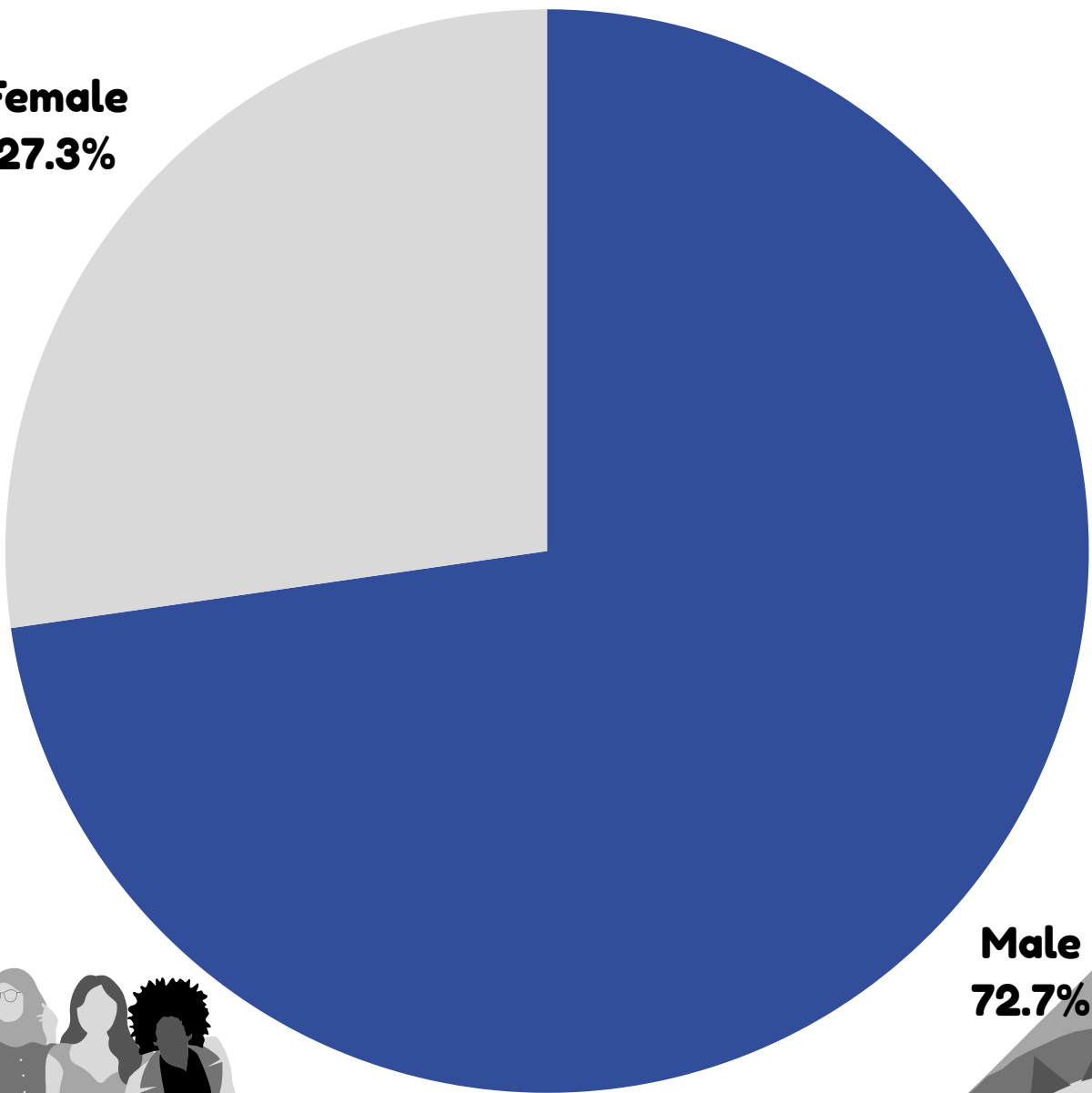
Gender Composition in Leadership Position

LEADERSHIP POSITIONS: 22

MALE: 16

FEMALE: 06

**Female
27.3%**



**Male
72.7%**





III Infrastructure and Facilities available in the college:

A. Gender-Friendly Infrastructure

- 1.The college has common room for the girls.
- 2.There are ladies toilets on each floor of the main building.
3. Special female guards are made available during the University Examinations.





IV. GENDER-BASED VIOLENCE & HARASSMENT:

Reported incident during the academic year 2021-
22 – 0

Actions taken- NA





A. Preventive Measures in Place

- 1.. DIFFERENT BODIES - ANTI-RAGGING CELL, GRIEVANCE REDRESSAL CELL, AND INTERNAL COMPLAINTS COMMITTEE (ICC) TO ADDRESS & PREVENT GENDER BASED VIOLENCE., ARE ACTIVE IN THE COLLEGE
2. REGULAR INTERACTION - INITIATIVES ARE TAKEN FOR ENGAGEMENT WITH STUDENTS THROUGH THE MENTIONED BODIES TO ADDRESS THEIR CONCERNS AND CREATE AWARENESS.
3. COMPLAINT BOX - A COMPLAINT BOX FOR STUDENTS TO SUBMIT GRIEVANCES OR SUGGESTIONS ANONYMOUSLY, PROMOTING A SAFE SPACE FOR REPORTING IS AVAILABLE

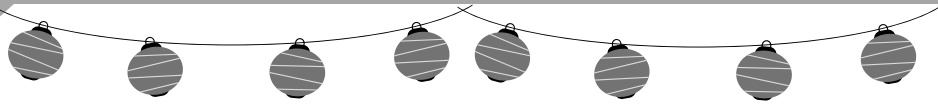




B. PROGRAMMES OR POLICIES IN PLACE TO PREVENT GENDER BASED VIOLENCE AND HARASSMENT

1. Awareness Campaigns- Ongoing campaigns addressing women's safety and fostering gender sensitivity within the college community are undertaken
2. Educational Initiatives- Periodic workshops, seminars, and street rallies organized by both internal and external faculty members, as well as NSS Volunteers, aimed at raising awareness and promoting a culture of respect are part of our programmes
3. Expert Insights- Special lectures featuring experts to address health, anxiety, and gender-related issues, fostering a comprehensive understanding and dialogue are arranged regularly.
4. Regular Feedback-Mechanisms- regular surveys and feedback mechanisms to gauge the effectiveness of preventive measures and identify areas for improvement are done
5. Inclusive Curriculum- Incorporated gender-sensitive topics in the academic curriculum, promoting discussions and awareness about gender equality and respectful behavior.





Arpita Nath speaking in the mental health awareness workshop during the Covid-19 pandemic lockdown, organized by Women Cell of Sadhan Chandra Mahavidyalaya





V. Gender Sensitization Programmes

Due to Covid 19 pandemic, there were not many awareness programmes that could be arranged during this period.

Counselling/ Awareness programme- 2





VI. Support Systems

- COUNSELING SERVICES: NOT AVAILABLE
- AVAILABILITY OF GENDER-SPECIFIC COUNSELING SERVICES: NOT AVAILABLE
- UTILIZATION RATES: NA





A. Support for Pregnant/Parenting Students and Staff

1.FLEXIBLE ATTENDANCE POLICIES SUPPORT FOR PREGNANT/PARENTING STUDENTS - ALLOWING PREGNANT AND PARENTING STUDENTS FLEXIBILITY IN ATTENDANCE, WITH THE PROVISION OF MAKEUP CLASSES OR ALTERNATIVE LEARNING OPTIONS.

2.MATERNITY/PATERNITY LEAVE POLICIES- CLEAR AND COMPREHENSIVE MATERNITY AND PATERNITY LEAVE POLICIES FOR STAFF, AS PER THE GOVERNMENTAL REGULATIONS, ENSURING ADEQUATE TIME FOR PARENTAL RESPONSIBILITIES WITHOUT AFFECTING CAREER PROSPECTS.





A. Policies and Facilities in Place

1. THE COLLEGE MAINTAINS CLEAR AND INCLUSIVE POLICIES THAT DELINEATE AVAILABLE SUPPORT MECHANISMS, COUPLED WITH THE PROVISION OF APPROPRIATE FACILITIES. DISCRIMINATION AGAINST ANY INDIVIDUALS OR GROUPS IS STRICTLY FORBIDDEN. THIS ENSURES A CONDUCTIVE ENVIRONMENT FOR THE HOLISTIC WELL-BEING OF ALL GENDER IDENTITIES AND SEXUAL ORIENTATION.





A.Strategic Plans

- 1.TO CRITICALLY REVIEW THE INITIATIVES AND FACILITIES AVAILABLE IN THE CAMPUS AND CONSTRUCT AN ANNUAL PLAN FOR THE NEXT ACADEMIC YEAR IN ADVANCE.
- 2.TO MAKE A LIST OF INFRASTRUCTURAL DEVELOPMENT REQUIRED TO SUBMISSION TO THE GOVERNING BODY.



Audited By:

Dr. S.F. Haque

Sayantani Adhikary

**Dr.S.F.Haque, Principal,
Sadhan Chandra
Mahavidyalaya**

*Principal
Sadhan Chandra Mahavidyalaya
Harindanga, Falta, South 24 Parganas*

**Sayantani Adhikary,
IQAC Co-ordinator &
Convenor, Women's Cell
Sadhan Chandra
Mahavidyaslaya**

*Co-ordinator
Internal Quality Assurance Cell
Sadhan Chandra Mahavidyalaya*

Shabana Yasmin

**Shabana Yasmin. Jt.
Convenor, Women's Cell,
Sadhan Chandra
Mahavidyaslaya**

