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# GENDER AUDIT REPORT

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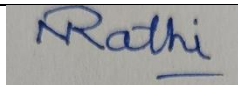
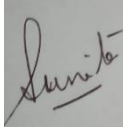
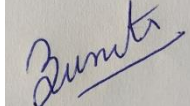


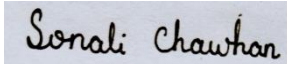
An Initiative by Gender Audit Committee of Aditi Mahavidyalaya, Delhi



# **GENDER AUDIT REPORT**

Dated: 8<sup>th</sup> February, 2023

## Gender Audit Committee

S. No.	Name	Signatures
1	Principal, Prof. Mamta Sharma	
2	Prof. Neelam Rathi	
3	Prof. Sunita Dhankhar	
4	Prof. Sunita Pareek	
5	Dr. Anuradha Jain (External Expert)	
6	Dr. Isha Rawal (External Expert)	
7	Ms. Sonali Chauhan	

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## 1. Foreword

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

**Aditi Mahavidyalaya** established in 1994 has been serving as a revolutionary institution providing higher education to women students. The Institute strengthens diversity in higher education by recognizing and fostering the capacities and capabilities of students coming from different socio-cultural backgrounds. The College plays a dynamic role in bringing in women empowerment to the marginalized women population of Delhi rural outskirts. The College offers well designed honors and professional courses to make the students confident, skillful and self-reliant. The college is proud of the academic commitment of its faculty members and students, who have several achievements to their credit and have made valuable contribution to the field of academia. The campus is fully “No-Smoking zone”. Ragging is completely prohibited and punishable. All necessary measures are taken to ensure the safety of the students. Police picket with PCR van is provided for student’s safety. In addition, sensitization workshops and self-defense training is rendered to make the students empowered.

The College is committed to academic excellence and values humanism. The College empowers its students for self-governance, participation and encourage the overall personality development. Energy and vitality for college activities comes from a collective sense of purpose, comradeship and social solidarity. It is a matter of great satisfaction and pride that Aditi Mahavidyalaya has grown not only in size but has also catered to the needs of the society for higher education and high social values. 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, Aditi Mahavidyalaya conducted Gender Audit.

The gender audit team tried to develop an atmosphere of trust and encouragement to ensure that students and staff feels safe in voicing their concern regarding gender equality and safety within the college campus. And effort was made to find out any shortcomings that might exist in the system. An effort to understand how to augment the infrastructure facilities of the college was made by the team. An effort was made to ensure confidentiality while any information was beings shared by staff or students. The audit aims to provide the status of gender equality in the college. It acted as a forum for discussing and analysing any shortcomings in the working of the college or the infrastructure. The aim was to bring a sense of ownership amongst the various stakeholders –

teaching, non-teaching and students of all genders to create a safe and conducive learning and working environment. 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.

The 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.

In pursuance of U.G.C. (Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and Students in Higher Educational Institutions) Regulations, 2015 with Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, Internal Complaints Committee (I.C.C.) is constituted as under to deal with the complaints relating to Sexual harassment at work place.

The college has a fully functional Internal Complaints Committee (I.C.C.), Grievance Redressal Committee (G.R.C.) and Women Development Cell (W.D.C.). With their establishment it is ensured that the students have a medium and process through which their problems can be addressed and resolved.

The establishment of the I.C.C., G.R.C. and W.D.C. is a step in the direction for the college to pursue the policies of women empowerment and social justice at the college level. The aim is to



create a gender sensitive atmosphere in the college campus and to address concerns of gender discrimination and recommend measures and policies for gender parity within the college. The aim and objective of these committees is to promote general wellbeing of students, teaching and non-teaching women staff. The W.D.C and I.C.C. of the college organise various awareness programmes on gender sensitization, women rights and women empowerment. The I.C.C. and W.D.C. in the last three years have organised certificate course on Legal Awareness for students and faculty in association with the North District Legal Services Authority to spread awareness about the legal rights provided under the constitution (2020-21, 2021-22). The committees have organised numerous webinars and other programmes such as on “Sexual Harassment of Women-Protection and Prevention”, “Domestic Violence In Times Of Covid -19”, “Domestic Violence And Child Abuse” to name a few.

The National Service Scheme (N.S.S.) is a Central Sector Scheme of Government of India, Ministry of Youth Affairs & Sports. It provides opportunity to the student to take part in various government led community service activities & programmes. The aim of N.S.S. is to provide hands on experience to young students in delivering community service. The college has an active N.S.S. unit with around 100 students volunteering for the same. They abide by the N.S.S. motto “NOT ME BUT YOU”. The college volunteers take part in various community service programmes which gives them good exposure to become social leaders, efficient administrators with a good understanding. The committee organised large number of activities related to gender related issues like P.C.O.D., emotional balance during exams, financial literacy etc. and conducted sanitary pad distribution drive.

The college N.C.C. aims to train the students to meet the requirements of the current socio economic scenario of the country. It helps in building character, nurturing a sense of comradeship,

instil discipline and a secular outlook among the students. It fosters a spirit of adventure through the various camps and activities carried out under its banner. It helps in creating a pool of trained and motivated youth who display a positive attitude and leadership qualities in all walks of life. They contribute in nation building regardless of what profession they pursue. The students attended various N.C.C. camps, participated in adventure activities and received recognition and appreciation from N.C.C. units for their excellent performance. To name a few the students participated the Ajmer trekking expedition, Darjeeling trekking camp. The students excelled in All India G.V. Mavalankar Shooting competition in Bhopal and undertook cleanliness drive in areas adjoining Kutub Minar, Delhi.

Sports is very important for the holistic development of any individual. The Department of Physical Education works round the year to validate it by inviting participations of students, teaching and non-teaching staff by organizing all kinds of competitive and recreational sports events throughout the year. The Department provides the facilities in games like Archery, Athletics, Aerobics, Boxing, Badminton, Chess, Judo, Kho-Kho, Kabaddi, Taekwondo, Volleyball, Power-Lifting; Weight Lifting, Wrestling, Yoga etc.

To have healthy interaction amongst the students, teacher and non-teaching, the College brings them under one umbrella by organizing various sports activities on Annual Sports Day such as Sprint races, Shot Put, Tug of war, Musical Chair, Balloon Burst etc. The students are doing very well in sports and won medals at International, National and State level in sports as diverse as kabaddi, judo, yoga, boxing and wrestling.

The students participated in South Asian Championship in kabaddi and won 01 gold medal, and 03 gold medals in yoga at International Yoga Sport Championship. At National level the students have won 13 gold medals, 06 silver medals in kabaddi; 01 gold medal, 01 silver medal in judo; 01

gold medal, 01 silver medal, 02 bronze medals in yoga; 01 silver medal, 02 bronze medals in wrestling and 01 bronze medal in various championships in past three years.

The college has a fully functional medical room with a two beds and a full time female nurse to cater to the medical needs of the students. The College also has a Sanitary Pad Vending Machine and an Incinerator installed in college premises for all time ease and accessibility.

The committee provides scholarship to deserving students under various schemes which benefits them by financing their college education. Students are motivated to perform good so that they can avail benefits of the scholarship available under various schemes. It also inculcates competitive spirit in them. Various schemes have been initiated to provide scholarship to deserving students. Some of them have been mentioned as under:

- Prime Minister's special scholarship scheme for the students of J&K
- National Scholarship (Central Government)
- 2022 Commonwealth Master's Scholarship
- Delhi University Scholarship
- Merit Scholarship to students of Sanskrit students under the scheme for Development of Sanskrit Education (Central Sanskrit University)
- Post Matric Scholarship schemes SC/ST/OBC for students (Delhi Govt.)
- Aditya Birla Capital COVID Scholarship Program
- Usha Agrawal Trust's Scholarship for Commerce students and many more.

**Placement Cell** of the college works constantly throughout the year to provide a variety of opportunities to the students under the guidance of faculty members. The main aim of the Cell is to get the students placed in reputed companies, Government Organisations, and NGO's. Every year placement cell organizes “Team Build-up” event in which outgoing student team of placement cell conducts two-tier selection process in form of group discussion and personal interview for building up new team of students volunteers. This builds leadership qualilites and team spirit which teaches them how to work succesfully and effectively as team member in any professional set up. This has helped the students find summer internships in numerous organizations which is a stepping stone to gaining experience and honing their professional skills. The Cell conducts numerous activities like mock Personal Interviews, Group Discussions, Career Guidance workshops etc. which enhance the employability quotient of the students. The students have been successfully placed in organizations such as WhiteHat Jr., EXL Service.Com (I) Pvt. Ltd, Arc Math, K.P.M.G. Global Services

Aditi Mahavidyalaya is a semi urban college with a number of first generation female students. The college which initially started with a limited number of courses today boasts of running seven mainstream courses with seventeen Departments. In addition to this students have an option of pursuing various short term courses like Mutual Fund Agent, Cyber Security Essentials etc. which are constantly being revised depending upon dynamic requirements of the job market. The students can chose from a bouquet of streams and courses. The college runs the following courses:

- 1) B.A. (Prog.)
- 2) B. Com
- 3) Bachelor of Elementary Education
- 4) B.A. (H.) Geography

- 5) B.A. (H.) Social Work
- 6) B. Com (Hons.)
- 7) Hindi Patrakarita evam Jan Sanchar

The college has initiated N.C.W.E.B. and I.G.N.O.U. academic centers in recent past to empower and educate students who have limited access to educational facilities on a regular basis due to familial or other reasons. Regular classes are conducted for them in the college premises during weekends and holidays, and regular examination is conducted as per the University norms.

**Section I: Basic Details of the Organization:**

<b>I</b>	<b>Name of the Trust/ Society</b>  Address  Phone no:  E-mail  Year of Establishment:	<b>NOT APPLICABLE</b>
<b>II</b>	<b>Name of the College/ Institute:</b>	<b>ADITI MAHAVIDYALAYA UNIVERSITY OF DELHI</b>
	<b>Address:</b>	<b>DELHI AUCHANDI ROAD, BAWANA, DELHI 110039</b>
	<b>Year of Establishment</b>	<b>1994</b>
	<b>Authority Name&amp; phone No.:</b>	<b>PROF. MAMTA SHARMA (9654619343)</b>
	<b>Coordinators name &amp; Phone no</b>	<b>PROF. NEELAM RATHI ( 9873910379) DR. SUNITA DHANKHAR (9891890797) DR. SUNITA PAREEK (9818872958)</b>

	<p><b>Contact Details:</b></p> <ol style="list-style-type: none"> <li>1. Telephone no with STD code</li> <li>2. Organizational email:</li> <li>3. Website address:</li> </ol>	<p>011 - 27751317</p> <p><a href="mailto:info@aditi.du.ac.in">info@aditi.du.ac.in</a></p> <p><a href="https://aditi.du.ac.in/">https://aditi.du.ac.in/</a></p>
<p><b>III.</b></p>	<p><b>Institutional Status (SHEKHAR SIR)</b></p> <ol style="list-style-type: none"> <li>1. Affiliating University:</li> <li>2. Affiliation Status:</li> <li>3. UGC Approval</li> <li>4. Financial Status:</li> </ol>	<p>Constituent College of University of Delhi, Permanent</p> <p>years 2(f) &amp; 12(B)</p> <p>1994</p> <p>Aided : Grants in Aid</p>

IV.	<b>Type of College:</b>	a) Constituent College b) Women's College c) Rural College
V.	<b>Type of Faculty/Programme</b>	<b>Multi Faculty/ Multi Disciplinary</b> Arts/ Commerce/ Education/ Sports
VI.	<b>Special status conferred</b>  <b>UGC-Special Assistance Programme</b>	<b>NOT APPLICABLE</b>

## Gender Audit Format for College

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

**TABLE 1**  
**Number of Male & Female Staff in College**

	Teaching	Non-teaching	students	Total
<b>2019 - 2020</b>	95	55	2159	2309
Male	12	41	00	53
Female	83	14	2159	2256
Others	00	00	00	
<b>2020 – 2021</b>	95	53	2050	2200
Male	11	40	00	51
Female	84	13	2050	2147
Others	00	00	00	
<b>2021-22</b>	94	57	2220	2371
Male	11	41	00	52
Female	83	16	2220	2319
Others	00	00	00	

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

Location of the banners/ boards	<b>Main gate/ entrance/ prime location/ notice board/ website/ prospectus</b>	
Viewership of the banners/ boards (possible % viewership each day)	No of banners with prime location (viewership 100%)	<b>Main gate/ Principal's Office/ Website/ Prospectus</b>
	locations (viewership: 60 to 80%	<b>Student Notice Boards</b>
Year of posting the banners/ boards.	<b>2015</b>	



### 3. Gender Policy on website.

<b>Gender Policy Link: refer Appendix 3</b>	<a href="https://aditi.du.ac.in/she/">https://aditi.du.ac.in/she/</a>

### 4. Internal Complaints Committee & Vishakha committee (objectives and composition, meeting minutes will not be shared as per ugc POSH Act 2013)).

#### **Composition:**

I.C.C. shall have the following composition:

A Presiding Officer who shall be a woman Faculty member employed at a senior level (not below a Professor in case of a university and not below an Associate Professor or Reader in case of a college) at the educational institution, nominated by the Executive Authority;

Provided that in case a senior level employee is not available, the Presiding Officer shall be nominated from other offices or administrative units of the workplace referred to in sub-section 2(o):

Provided further that in case the other offices or administrative units of the do not have senior level woman employee, the Presiding Officer shall be nominated from any other workplace of the same employer or other department or organization;

- a) Two faculty members and two non-teaching employees, preferably committed to the cause of women or who have had experience in social work or have legal knowledge, nominated by the Executive Authority;
- b) Three students, if the matter involves students, who shall be enrolled at the undergraduate, master's, and research scholar levels respectively, elected through transparent democratic procedure;
- c) One member from amongst non-government organisations or associations committed to the cause of women or a person familiar with the issues relating to sexual harassment, nominated by Executive Authority.

At least one-half of the total members of the ICC shall be women.

The term of office of the members of ICC shall be a period of three years.

The member appointed from amongst the non-governmental organizations or associations shall be paid fees or allowances for holding the proceedings of the Internal Committee, by the Executive Authority as may be prescribed.

Where a Presiding Officer or any member of the Internal Committee:

- (a) Contravenes the provisions of 16 of the Act; or
- (b) Has been convicted for an offence or an inquiry into an offence under any law of the time being in force is pending against him; or

- (c) He has been found guilty in any disciplinary proceedings or a disciplinary proceeding is pending against him; or
- (d) Has so abused his position as to render his continuance in office prejudicial to the public interest

Such Presiding Officer or Member, as the case may be, shall be removed from committee and the vacancy so created or any casual vacancy shall be filled by fresh nomination in accordance with the provisions of this section

**TABLE 2**

<b>Composition of Internal Complaints Committee 2021-22, Aditi Mahavidyalaya</b>		
<b>Position</b>	<b>Name</b>	
Presiding Officer	Dr. Sunita Dhankhar	Prof. Manisha (from 4 <sup>th</sup> April,2022)
Member(s), Teaching	1)Prof. Neelam Rathi 2) Prof. Sunita Pareek	1)Prof. Neelam Rathi 2) Prof. Sunita Pareek
Member(s), Non Teaching	1) Mr. Chandra Shekhar Sharma 2)Ms. Anju Panchal	1) Mr. Chandra Shekhar Sharma 2)Ms. Anju Panchal
External Member – Advocate	Mr. Saurabh Sharma	Mr. Saurabh Sharma
External Member - N.G.O.	Mr. Ravi Kalra	Ms. Parul Sharma
Student Member (s)	1)Ms. Sneha Sharma 2)Ms. Pragati	1)Ms. Sneha Sharma 2)Ms. Pragati

**Responsibilities of (I.C.C.) – The I.C.C. shall:**

- (a) Provide assistance in case an employee or student chooses to file a complaint with the police;
- (b) Provide mechanism of dispute redressal and dialogue to anticipate and address issues through just and fair conciliation without undermining complainant’s rights, and minimize the need for purely punitive approaches that lead to further resentment, alienation or violence:
- (c) Protect the safety of the complainant by not divulging the person’s identity, and provide the mandatory relief by way of sanctioned leave or relaxation of attendance requirement or transfer to another department or supervisor as required during the pendency of the complaint, or also provide for the transfer of the offender;
- (d) Ensure that the victims or witnesses are not victimised or discriminated against while dealing with complaints of sexual harassment: and

(e) Ensure prohibition of retaliation or adverse action against a covered individual because the employee or student is engaged in protected activity.

**5. The Grievance Redressal Cell has a time bound action program displayed on the website.**

Aditi Mahavidyalaya aims to provide a comfortable, productive, safe and ethical work environment to all the students and staff members . The college has a robust mechanism of handling grievances of students, who can approach the college through various modes without any fear of bias or judgment. To ensure this regular interactions and discussions are conducted with students regarding any problems they may be facing so that they may be timely addressed and catered to. Students are sensitized that they must bring up any grievance they may be facing at college level to the teachers or the college administration as they may find comfortable. The college focuses on immediate redressal/ resolution of the complaints to foster an environment conducive to the development of stake holders. To ensure an active and judicious compliance mechanism, the college has constituted an apt grievance procedure outlined as under:

A help desk has been installed outside the Principal's office which students can approach on all working days during office hours. There is also a provision of grievance post box at the installed in the campus where students can post their grievances anonymously. There is a fully operational Internal Quality Assurance Cell (I.Q.A.C.) in the college which conducts regular meetings with the students through the respective class representatives ensuring all grievances whether academic in nature or otherwise are brought to the notice of the college. It also creates confidence and trust in the students that there problems no matter how small they may be, will be well received and reciprocated by the college. Complaints can also be shared online under the tabs of **GRIEVANCE** and **SHE** with email I.D.'s

**grievance@aditi.du.ac.in** and **she@ aditi.du.ac.in**. A separate Student Advisory Cell has also been created to cater to all academic grievances (including college and university level) . There is an S.C.S.T. Cell which handles the complaints specifically related to issues pertaining to minority students. The college has an Internal Complaint Committee (I.C.C.) on lines of the Vishakha guidelines as per U.G.C. Regulation which handles the complaints related to sexual harassment at college. With the objective of timely redressal of complaints of varied constitutions a special Admissions Grievance Committee is also created to address grievances related to admissions and it works 24/7 during the admission period to help the students seeking admissions. On similar lines Examination Committee is constituted to resolve examination related grievances of the students. The main premise of developing an elaborate and multi dimensional grievance handling procedure of college is to ensure maximum reach of students and staff members who may find it easy to approach the requisite forum for a timely action and resolution, as the college firmly believes in creating a positive work environment where all stake holders co exist with respect and responsibility towards each other.

#### **6. Gender sensitization plan and nature of activities included as per the plan**

Gender forms a critical component of the curriculum of a large number of undergraduate programs being offered by the college. This gives the students a nuanced understanding of Gender, Gendered inequality, Caste and Gender, Women's Movement etc. The Department of Sociology offers papers such as Sociology of India, Gender Sensitization, Social Stratification etc. The Department also sends students to the community and neighborhood to give them a better understanding of the ever changing gender relations. Similarly, the Department of Human Development and Family Empowerment emphasizes a lot of issues related to Women and children. Papers namely Empowerment of Women and Children in and Child Rights and Gender Empowerment revolve around issues of gender. Topics like Government programmes for Girl Child, Status of Women and Girls in India, Skewed Sex Ratio, Maternal Mortality Rate-Its Causes and

Steps to Prevent it, Gender Discrimination, Laws Related to Women, Affirmative Actions taken by the Government to Improve the Status of Women in India, The Celebration of Breastfeeding Week, National and International Girl Child Day Celebration, International Women's Day, Poster Making, Slogan writing activities etc. are conducted on a regular basis. Students and faculty are encouraged/engaged in attending webinars and courses related to gender conducted by different colleges and institutions. In same line various other Departments offer papers stressing on gender issues which not only sensitise students about their rights as a strong individual in the society but also makes them aware of the discriminatory situations and practices and how to overcome them successfully. For example, Department of B.El.Ed has a paper on “Gender and Schooling”; Department of Political Science offers a paper on “Human Rights Gender and Environment”; Department of English offers paper on” Women and Empowerment in Contemporary India”.

Aditi Mahavidyalaya is one of the two colleges of University of Delhi that offers Bachelor of Social Work (Honours) course to students. The Department through its syllabus tries to develop sensitivity towards gender related issues. There are number of papers which focus on developing understanding about gender-based issues among students. The course also deals with the various legislative measures that are available for ensuring gender equality in society. The programme focuses on developing the students to be professional social workers who are sensitive towards gender related problems. The aim is to develop professionals with democratic outlook and humanitarian values. The Department organises webinars, lectures on women related issues that have been plaguing the society. The Department organised a lecture series devoted to “Opening Horizons to the Third Gender”; a webinar on “Women Health for Empowerment – Roles and Skills of Social Workers in Health Setting” to name a few. The students of Department are placed in various government and non-governmental organizations for their fieldwork as a part of the curriculum. The students become valuable human resources of the society with competence to work with individuals, groups and communities, and promote welfare and justice in the community

they work with. Their work primarily focuses on problems and issues faced by women, children and adolescents.

Aditi Mahavidyalaya is one of the eight colleges of University of Delhi that offers a four year integrated Bachelor of Elementary Education to students. The programme gives exposure to the students to school cultures and practices. There are different constitutions of schools at primary and upper primary levels like single-sex or co-educational schools where students get a reflective understanding about gender as an active component contributing to the teaching learning process. Students are trained through theory and practice to understand and reflect upon gender dynamics in education and how to address these disparities in education in order to minimize this difference or gap which is leads to unequal educational opportunities for boys and girls; and also, to third gender.

The syllabus is designed in a way where students get exposure to various prevalent stereotypical socio-cultural practices reinforcing certain gender norms and how they influence schooling and impact the personality and schematic processing of young children. When students are placed as interns in school, they observe the school cultures promoting hetero normativity and construct feminist critique to explore gender- responsive pedagogical approach in class rooms.

The Department offers papers like Contemporary India, Core Social Science, and practicums like self-development and theatre. This provides opportunities to students to explore gender issues and practices. Through assignments and projects the students are taught how to analyse the challenges and issues related to gender disparity and differences more analytically. The Department of Education and Science Society had organized a 4 days Seminar cum Workshop for students on “Women, Science and Teacher Education”.

### **TABLE 3**

**List of seminars/ visits/ workshops conducted for development & growth of girl students**

S.NO.	MONTH, YEAR	NAME OF EVENT	DEPARTMENT / COMMITTEE
<b>2019-20</b>			
1	18 <sup>th</sup> AUG,2019	SAY NO TO SINGLE USE PLASTICS	SWACCH BHARAT ABHIYAAN
2	20 <sup>th</sup> AUG	SEMINAR: CANCER AWARENESS	MEDICAL COMMITTEE
3	22 <sup>nd</sup> AUG	FOOD AND CULTURES OF NORTH EAST – SOLUTIONS ORGANISED WITH VIVEKANANDA COLLEGE, UNIVERSITY OF DELHI	DEPT. OF HOME SCIENCE
4	28 <sup>th</sup> AUG	NATIONAL CONFERENCE: REVAMPING HIGHER EDUCATION FOR GIRLS IN INDIA BY EXPLORING POSSIBILITIES- BETI BACHAO BETI PADHAO	RESEARCH ADVISORY COMMITTEE
5	4 <sup>th</sup> SEPT	LECTURE: FAMILY EMPOWERMENT	DEPT. OF HOME SCIENCE & ENGLISH
6	15 <sup>th</sup> SEPT	POSTER MAKING COMPETITION: SWACHH BHOJAN, SURAKSHIT AAHAR	DEPT. OF HOME SCIENCE
7	17 <sup>th</sup> SEPT	INTERACTIVE SESSION: ENHANCING COMMUNICATION SKILLS	DEPT. OF ENGLISH
8	17 <sup>th</sup> SEPT	INTERACTIVE SESSION: HANDLING INTERVIEWS	DEPT. OF COMMERCE & ENGLISH , EXTENSIVE LECTURE SERIES COMMITTEE
9	24 <sup>th</sup> SEPT	HEALTH CHECK UP CAMP	MEDICAL COMMITTEE
10	25 <sup>th</sup> SEPT	ESSAY WRITING COMPETITION: NUTRITION	DEPT. OF HOME SCIENCE
11	26 <sup>th</sup> SEPT	LECTURE: HOW TO DO WELL IN GROUP DISCUSSION	PLACEMENT CELL
12	10 <sup>th</sup> OCT	SELFIE CONTEST: FOOD SHARING/PREVENTING FOOD WASTE	DEPT. OF HOME SCIENCE
13	14 <sup>th</sup> OCT	HAND WASHING DAY	SWACCH BHARAT ABHIYAAN
14	14 <sup>th</sup> OCT	SEMINAR : SOCIAL WORK WITH CHILDREN	DEPT. OF SOCIAL WORK
15	14 <sup>th</sup> OCT	SEMINAR :WORKING WITH PEOPLE IN COMMUNITY: FIELD REFLECTIONS	DEPT. OF SOCIAL WORK
16	14 <sup>th</sup> OCT	SEMINAR :DEALING WITH VIOLENCE AGAINST WOMEN: ROLE OF SOCIAL WORKER	DEPT. OF SOCIAL WORK
17	14 <sup>th</sup> OCT	SEMINAR :RESEARCH IN SOCIAL SCIENCE	DEPT. OF SOCIAL WORK
18	14 <sup>th</sup> OCT	SEMINAR :HUMAN RIGHTS AND SOCIAL WORK	DEPT. OF SOCIAL WORK
19	14 <sup>th</sup> OCT	SEMINAR :STRESS MANAGEMENT	DEPT. OF SOCIAL WORK

20	14 <sup>th</sup> OCT	SEMINAR :SOCIAL WORK WITH MARGINALISED SECTION	DEPT. OF SOCIAL WORK
21	14 <sup>th</sup> OCT	SEMINAR :HIV AIDS AND COUNSELLING: CASE REFLECTIONS	DEPT. OF SOCIAL WORK
22	14 <sup>th</sup> OCT	SEMINAR :HEALTH AND SOCIAL WORK	DEPT. OF SOCIAL WORK
23		FIELD WORK EXCURSION TO LODHI GARDEN	DEPT. OF SOCIAL WORK
24		WORKSHOP: PEER COUNSELLING	DEPT. OF SOCIAL WORK
25		INTERACTIVE SESSION: OPENING HORIZONS TO THE THIRD GENDER	DEPT. OF SOCIAL WORK
26		N.G.O. MEET : ERADICATION OF POVERTY AND SUSTAINABLE DEVELOPMENT	DEPT. OF SOCIAL WORK
27		RURAL CAMP AT RURAL CENTER FOR HUMAN INTERESTS (RUCHI), SOLAN, HIMACHAL PRADESH	DEPT. OF SOCIAL WORK
29		PEARL MEMORIAL POSTER MAKING COMPETITION: CONSTITUTION IN CONTEMPORARY INDIA	DEPT. OF SOCIAL WORK
30		WORKSHOP : “WHEN SKILLS SPEAK” IN COLLABORATION WITH DEV INSIGHTS PRIVATE LIMITED AND THE LILY FOUNDATION	DEPT. OF SOCIAL WORK
31		LECTURE: RECENT TRENDS IN ADVERTISING	DEPT. OF COMMERCE
32	21 <sup>st</sup> OCT	INTERACTIVE SESSION: HEALTH CHECK UP – TEST, TREAT, TALK –T3	DEPT. OF PSYCHOLOGY
33		LECTURE: OUT OF OFFICE, TOO STRESSED TO WORK	DEPT. OF COMMERCE & ENGLISH , EXTENSIVE LECTURE SERIES COMMITTEE
34		LECTURE: CYBER CRIME & SOCIAL MEDIA	DEPT. OF COMMERCE & ENGLISH , EXTENSIVE LECTURE SERIES COMMITTEE
35		LECTURE: ENHANCING COMMUNICATION SKILLS	DEPT. OF COMMERCE & ENGLISH , EXTENSIVE LECTURE SERIES COMMITTEE
36		LECTURE:ECONOMIC & SOCIAL ASPECT OF ADVERTISEMENT	DEPT. OF COMMERCE & ENGLISH , EXTENSIVE LECTURE SERIES COMMITTEE
37		LECTURE: CAREER AFTER GRADUATION	DEPT. OF COMMERCE
38		WEBINAR: HOW TO CRACK CASE STUDY – PROBLEM SOLVING & DECISION MAKING	DEPT. OF COMMERCE



39		VIGILANCE AWARENESS WEEK	DISCIPLINE COMMITTEE
40	5 <sup>th</sup> NOV	LECTURE: CAREER AFTER GRADUATION	PLACEMENT CELL
41	7 <sup>th</sup> – 10 <sup>th</sup> JAN, 2020	SEMINAR CUM WORKSHOP: WOMEN, SCIENCE & TEACHER EDUCATION	B.EL.ED. DEPT. & SCIENCE SOCIETY
42	23 <sup>rd</sup> JAN, 2020	QUIZ CONTEST: YOUNG TALENT SEARCH QUIZ CONTEST	PLACEMENT CELL
43	23 <sup>rd</sup> -24 <sup>th</sup> JAN, 2020	WORKSHOP: TRAINING & CERTIFICATION IN FOOD SAFETY SUPERVISOR (FSS) IN BASIC MANUFACTURING	DEPT. OF HOME SCIENCE
44	24 <sup>th</sup> JAN	ONLIN EXAM FOR PLACEMENT IN TATA POWER LTD.	PLACEMENT CELL
45	28 <sup>th</sup> JAN	CAMPUS PLACEMENT & TRAINING	PLACEMENT CELL
46	30 <sup>TH</sup> MAY	WEBINAR: OPPORTUNITIES IN BANKING SECTOR	PLACEMENT CELL
47	30 <sup>th</sup> JAN	FIELD SURVEY TO RITHALA SEWAGE PLANT	B.EL.ED. DEPT.
48	30 <sup>th</sup> JAN	SEMINAR: SPREAD & PREVENTION OF CORONA VIRUS	SWACCH BHARAT ABHIYAN
<b>2020-21</b>			
49	APRIL 22	LETS MAKE EACH DAY EARTH DAY	ECO CLUB
50	MAY, 11-15	YOGA FOR SELF REALIZATION & AEROBICS FOR CONDITIONING	SPORTS COMMITTEE
51	MAY, 12	RITI YOGIN BHAKTI KAVITA	MAGAZINE COMMITTEE
52	MAY, 11	SEXUAL HARASSMENT OF WOMEN	WOMEN DEVELOPMENT CELL
53	MAY, 19	CORONA KAAL MEY MEDIA KII BHOOMIK PER PARICHARCHA	DEPT. OF HINDI & B.H.J.
54	MAY, 24	USING S.P.S.S. TO UNDERSTAND RESEARCH & DATA ANALYSIS	RESEARCH ADVISORY COMMITTEE
55	MAY, 25	SELF MANAGEMENT IN THE SHADOW OF COVID 19 PANDEMIC	I.G.N.O.U.
56	JUNE, 5	GANDHI KEY NIRMAAN MEY KAVITA KII BHOOMIKA AUR CHARKHEY KII ARTH NITI	GANDHI STUDY CIRCLE
57	JUNE, 5	INDIAN PR INDUSTRY PRE & POST COVID 19	DEPT. OF HINDI & B.H.J.
58	JUNE, 21	6 <sup>TH</sup> INTERNATIONAL YOGA DAY	SPORTS COMMITTEE
59	JULY, 20	INTER PERSONAL CONFLICT RESOLUTION	DEPT. OF PSYCHOLOGY
60	AUG 8	VARTMAN SANDARBH MEY PARYAVARAN KII BHARTIYA DRISHTI	SHIKSHA SANSKRITI UTTHAAN NYAS
61	10 <sup>th</sup> – 14 <sup>th</sup> AUG	HANDS ON FACULTY TRAINING PROGRAM	I.Q.A.C. CELL
62	25 <sup>th</sup> AUG	CHILD ABUSE	DEPT. OF HOME SCIENCE

63	2 <sup>nd</sup> SEPT	P.O.C.S.O. 2012 ACT	DEPT. OF HOME SCIENCE
64	9 <sup>th</sup> SEPT	EMPOWER YOUR SUB CONSCIOUS MIND TO UNFOLD YOUR INFINITE POTENTIAL	SKILL DEVELOPMENT COMMITTEE
65	1 <sup>st</sup> -2 <sup>nd</sup> OCT	TWO DAYS INTELLECTUAL CELEBRATIONS OF GANDHI JAYANTI	DEPT. OF PSYCHOLOGY
66	3 <sup>rd</sup> OCT	RELEVANCE OF THE MAHATMA TODAY	GANDHI STUDY CIRCLE + DEPT. OF POLITICAL SCIENCE
67	27 <sup>th</sup> OCT – 2 <sup>nd</sup> NOV	VIGILANCE AWARENESS WEEK, 2020	DISCIPLINE COMMITTEE
68	31 <sup>st</sup> OCT	SHRI GURU NANAK DEV JII KAA SAMAAJIK , SAHITYIK AUR DARSHNIK AVATAR	I.Q.A.C. CELL
69	26 <sup>th</sup> OCT – 2 <sup>nd</sup> NOV	VYARKHYAAN MAALA	SHIKSHA SANSKRITI UTTHAAN NYAS
70	18 <sup>th</sup> NOV	MOOKNAYAK – AMBEDKAL PATRAKRITA PER VISHESH VYARKHYAAN	AMBEDKAR STUDY CIRCLE
71	26 <sup>th</sup> NOV	WEBINAR ON OCCASION OF CONSTITUTION DAY	IQAC CELL
72	28 <sup>th</sup> NOV	DIALOGUE WITH THE PRACTITIONER SERIES 2020-21, PART I	EDUCATION DEPARTMENT
73	5 <sup>th</sup> DEC	DIALOGUE WITH THE PRACTITIONER SERIES 2020-21 , PART II	EDUCATION DEPARTMENT
74	12 <sup>th</sup> DEC	DIALOGUE WITH THE PRACTITIONER SERIES 2020-21 , PART III	EDUCATION DEPARTMENT
75	22 <sup>nd</sup> DEC	SPECIAL LECTURE ON NATIONAL MATHEMATICS DAY	MATHEMATICS DEPARTMENT
76	5 <sup>th</sup> JAN, 2021	E- ORIENTATION PROGRAM	PLACEMENT CELL
77	9 <sup>th</sup> JAN, 2021	DIALOGUE WITH THE PRACTITIONER SERIES 2020-21, PART VI - PROVISION OF EDUCATION IN U.K.	EDUCATION DEPARTMENT
78	12 <sup>th</sup> JAN	LEADERSHIP YOUTH & DEVELOPMENT	N.S.S.
79	26 <sup>th</sup> JAN	REPUBLIC DAY CELEBRATION – THE INDIA I DREAM	A.M.V.
80	13 <sup>th</sup> FEB	WEBINAR ON- MANAGING CONFLICT: A LIFESTYLE CHALLENGE	DISCIPLINE COMMITTEE
81	16 <sup>th</sup> FEB	WEBINAR ON – SHIKSHIK LADKIYAAN SAFALTA KEY MUKAAM PER	CULTURAL COMMITTEE
82	28 <sup>th</sup> FEB	NATIONAL SCIENCE DAY CELEBRATION – VISION OF SCIENCE IN N.E.P. 2020	VIGYAN SANJEEVANI SCIENCE SOCIETY
83	8 <sup>th</sup> - 9 <sup>th</sup> MARCH	U.G.C. FUNDED NATIONAL CONFERENCE – WATER SCARCITY & SUSTAINABILITY : A JAL SHAKTI ABHIYAN PERSPECTIVE	ECO CLUB

84	3 <sup>rd</sup> MARCH	WEBINAR ON – N.E.P. – ATMANIRBHAR BHARAT KI MAZBOOT BUNIYAAD	DEPT. OF POLITICAL SC + WOMEN DEVELOPMENT CELL
85	8 <sup>th</sup> MARCH	E - CONFERENCE ON ATMA NIRBHAR BHARAT MEY MAHILAON KI BHOOMIKA	ADITI MAHAVIDYALAYA & SHIKSHA SANSKRITI UTTHAAN NYAAS
86	8 <sup>th</sup> MARCH	WEBINAR ON – WOMEN’S RIGHTS	WOMEN DEVELOPMENT CELL
87	25 <sup>th</sup> MARCH	TWO DAY INTERNATIONAL WEBINAR ON PSYCHOLOGY IN ACTION	DEPT. OF PSYCHOLOGY
88	13 <sup>th</sup> APRIL	E LECTURE ON HOW TO DO WELL IN G.D.’s	PLACEMENT CELL & COMMERCE DEPARTMENT
89	15 <sup>th</sup> APRIL	SPECIAL LECTURE ON BABA SAHEB AMBEDKAR AUR HAMARA SAMAY	AMBEDKAR STUDY CIRCLE
90	23 <sup>rd</sup> APRIL	PHILOSOPHY OF B.R. AMBEDKAR AND WOMEN EMPOWERMENT	AMBEDKAR STUDY CIRCLE
91	22 <sup>nd</sup> APRIL	WEBINAR ON COVID TSUNAMI	ECO CLUB
92	21 <sup>st</sup> MAY	CREATING HUMAN SUPPORT SYSTEM TO COMBAT PANDEMIC: PLASMA DONATION AWARENESS	V.O.I.C.E.S. - JEEVAN RAKSHIKA: A PLASMA DONATION DRIVE
93	18 <sup>th</sup> MAY	SESSION ON : PLASMA DONATION: BREAKING THE MYTHS	V.O.I.C.E.S. - JEEVAN RAKSHIKA: A PLASMA DONATION DRIVE
94	20 <sup>th</sup> MAY	PANEL DISCUSSION: ESSENCE OF VOLUNTEERISM DURING COVID-19: BUILDING HUMAN RESOURCE INFRASTRUCTURE	V.O.I.C.E.S. - JEEVAN RAKSHIKA: A PLASMA DONATION DRIVE
95	20 <sup>th</sup> MAY	WEBINAR : COPING WITH COVID BURNOUT	N.S.S.
96	22 <sup>nd</sup> MAY	TALK ON BIO DIVERSITY AND ITS IMPORTANCE	VIGYAN SANJEEVANI SCIENCE SOCIETY & ECO CLUB
97	31 <sup>st</sup> MAY	WEBINAR ON – SAY NO TO TOBACCO	N.S.S.
98	5 <sup>th</sup> JUNE	WEBINAR ON – THE ROLE OF YOUTH FOR THE PROTECTION OF ENVIRONMENT	N.S.S.
99	7 <sup>th</sup> JUNE	AWARENESS DRIVE ON BREAKING THE MYTHS : VACCINATION & ITS RELEVANCE	V.O.I.C.E.S. – JEEVAN RAKSHIKA
100	8 <sup>th</sup> JUNE	WEBINAR ON: POST COVID 19: KNOWING AND HEALING SELF	N.C.C.
101	10 <sup>th</sup> JUNE	WEBINAR: ENVIRONMENT & N.E.P.	UDAANKAAR
102	16 <sup>th</sup> JUNE	WEBINAR: CONTRIBUTING IN ENVIRONMENTAL PRESERVATION DURING PANDEMIC	V.O.I.C.E.S. – JEEVAN RAKSHIKA
103	19 <sup>th</sup> JUNE	E SANGOSHTHI – SHAHARI PRISTHITIKI TANTRA KEY LIYE SATAT VRAKSHAROPAN	ECO CLUB
<b>2021-22</b>			

105	24 <sup>th</sup> OCT	ROLE OF GENDER INEQUALITY IN MENTAL HEALTH	
106	27 <sup>th</sup> OCT	ART HISTORY & HERITAGE STUDIES IN THE INDIAN CONTEXT	DEPT. OF HISTORY
107	26 <sup>th</sup> OCT	ROLE OF AMBEDKAR IN WOMEN EMPOWERMENT	AMBEDKAR STUDY CIRCLE
108	13 <sup>th</sup> NOV	DEBATE ON : RELEVANCE OF TRADITIONAL DRESSES/ ATTIRE	DEBATING SOCIETY
109	29 <sup>th</sup> OCT	CULTURAL EVENT: SASHAKTIKARAN: WOMEN WARRIORS IN PANDEMIC	DEPT. OF SOCIAL WORK
110	11 <sup>th</sup> NOV	CELEBRATION OF NATIONAL EDUCATION DAY – TEACHER TO MENTOR: A PARADIGM SHIFT	DEPT. OF EDUCATION
111	13 <sup>th</sup> NOV	A STATIONERY DISTRIBUTION DRIVE	N.S.S.
	14 <sup>th</sup> NOV – 20 <sup>th</sup> NOV	PUSTAKALYA MAHOTSAV, NATIONAL LIBRARY WEEK : BASICS OF RESEARCH	LIBRARY COMMITTEE
112	14 <sup>th</sup> NOV	INTERACTIVE SESSION: LIFE AS ART	N.S.S.
113	14 <sup>th</sup> NOV – 20 <sup>th</sup> NOV	OPEN MIKE PRATIYOGITA	LIBRARY COMMITTEE
114	14 <sup>th</sup> NOV	INTERACTIVE SESSION cum RELEASE OF 6RESEARCH ABSTRACT TITLED AS CHOOILING IN PANDEMONIUM	DEPT. OF EDUCATION
115	14 <sup>th</sup> NOV – 20 <sup>th</sup> NOV	PUBLISHING RESEARCH PAPER IN SCOPUS INDEXED JOURNALS	LIBRARY COMMITTEE
116	17 <sup>th</sup> NOV	KATHA KAHANI: A DISCUSSION ON STORY TELLING AS A SKILL , PEDAGOGICAL TOOL AND SOCIAL ASPECTS OF STORY	LIBRARY COMMITTEE
117	18 <sup>th</sup> NOV	INTERACTIVE SESSION : UNDERSTANDING RESEARCH METRICS	LIBRARY COMMITTEE
118	25 <sup>th</sup> Dec	WEBINAR: EMOTIONAL INTELLIGENCE	PSYCHOLOGY DEPARTMENT
119	27 <sup>TH</sup> DEC	OFFICIAL LAUNCH OF RESEARCH CELL	RESEARCH ADVISORY COMMITTEE
120	29 <sup>TH</sup> DEC	TRAINING SESSION : PERSONAL INTERVIEW	PLACEMENT CELL
121	7 <sup>TH</sup> JAN 2022	LAUNCH OF DIGITAL INCUBATION PLATFORM	THROUGH SKILLSertifika Bootup 360
122	8 <sup>TH</sup> JAN	ORIENTATION AAGAZEIN DAASTAAN	DRAMATICS SOCIETY – ENACT
123	11 <sup>TH</sup> JAN	YOUTH IN BUILDING SELF RELIANT INDIA	SWAMI VIVEKANANDA JAYANTI
124	12 <sup>TH</sup> JAN	VISHESH VYARKHYAAN: VAISHVIK STAR PER HINDI AUR ROZGAAR KI SABHA AVNAEIN	HINDI DEPARTMENT

125	15 <sup>TH</sup> JAN	LAUNCH OF 4 MONTH E CERTIFICATE COURSE ON LEADERSHIP & COMMUNICATION	DEPARTMENT OF SOCIAL WORK
126	20 <sup>TH</sup> JAN	POSTER MAKING COMPETITION : THEME SAVITRI BAI PHULE	AMBEDKAR STUDY CIRCLE
127	17 <sup>TH</sup> JAN	AZAADI KAA AMRIT MAHOTSAV – INDEPENDENCE DAY CELEBRATION	SPORTS & CULTURAL COMMITTEE
128	19 <sup>TH</sup> JAN	TRAINING SESSION ON TIME MANAGEMENT : NEW SITUATION NEW CHALLENGES	PLACEMENT CELL
129	22 <sup>ND</sup> JAN	AN ALUMNI INTERACTIVE SESSION- A GUIDING NOTE FROM ALUMNUS	DEPARTMENT OF GEOGRAPHY
130	24 <sup>TH</sup> JAN	ORIENTATION PROGRAM: RELIVE THE LIFE OF MAHATMA	GANDHI STUDY CIRCLE
131	25 <sup>TH</sup> JAN	WEBINAR AND ALUMNI INTERACTIVE SESSION	DEPARTMENT OF COMMERCE
132	25 <sup>TH</sup> JAN	VIDEO PRESENTATION : WEAVING INDIA THROUGH ITS FOLK SONGS: WE THE PEOPLE	N.S.S.
133	25 <sup>TH</sup> JAN	VIDEO PRESENTATION : NATIONAL INTEGRATION FOOD FESTIVAL	N.S.S.
134	25 <sup>TH</sup> JAN	WEBINAR ON BODY LANGUAGE AND DECEPTION DETECTION	PSYCHOLOGY ASSOCIATION: EMPATHY
135	25 <sup>TH</sup> JAN	NATIONAL VOTER'S DAY – PLEDGE TAKING CEREMONY	N.S.S
136	27 <sup>TH</sup> JAN	INAUGRATION PROGRAM OF SHORT TERM COURSE ON ENTREPRENEURSHIP	DEPT. OF COMMERCE
137	28 <sup>TH</sup> JAN	NGO MEET: SASHAKTIKARAN - WOMEN WARRIORS IN COVID-19	DEPARTMENT OF SOCIAL WORK
138	28 <sup>TH</sup> JAN	EMPOWERING DIFFERENTLY ABLED: CHALLENGES AND WAY AHEAD	N.S.S.
139	29 <sup>TH</sup> JAN	INAUGRATION OF PROJECT PRAMAAN / PRAVAAH	At college level
140	29 <sup>TH</sup> JAN	PAST/PRESENT/FUTURE MANDALA	HAPPINESS CLUB
141	30 <sup>TH</sup> JAN	BAAPU KAA SAFARNAAMA	GANDHI STUDY CIRCLE
142	30 <sup>TH</sup> JAN	INDUCTION PROGRAM OF NEW BATCH OF IGNOU	I.G.N.O.U.
143	30 <sup>TH</sup> JAN	POSTCARD TO GANDHIJI	N.S.S.
144	31 <sup>ST</sup> JAN	LETS BUILD AN INCLUSIVE SOCIETY	H.D.F.E. SOCIETY
145	2 <sup>ND</sup> FEB	WEBINAR ON COMMUNITY STRENGTHENING THROUGH NETWORKING	DEPT. OF SOCIAL WORK
146	2 <sup>ND</sup> FEB	WEBINAR: AN OVERVIEW OF BOOK ENTITLED “STATES & MINORITIES”	AMBEDKAR STUDY CIRCLE
147	4 <sup>TH</sup> FEB	WEBINAR: MAHILA UTPEEDAN: SANGHARSH SEY KAMYAABI TAK	ALUMNI COMMITTEE

148	9 <sup>TH</sup> FEB	WEBINAR: OUR UNDERSTANDING & SEX WORKER?" THE QUESTION OF ENGAGEMENT	DEPT. OF SOCIAL WORK
149	12 <sup>TH</sup> FEB	OUR TRIBUTE TO HEROES OF PULWAMA: UNFORGETTABLE STORIES	N.S.S.
150	15 <sup>TH</sup> FEB	ECO FEST: AROGYA SIDHI – “CASH THE TRASH” COMPETITION	ECO CLUB
151	16 <sup>TH</sup> FEB	COVID AND COVID APPROPRIATE BEHAVIOUR IN ADOLESCENTS	V.O.I.C.E.S.
152	18 <sup>TH</sup> FEB	NUTRITIONAL, MENSTRUAL & LIFESTYLE DISORDERS IN YOUNG GIRLS: PREVENTION & MANAGEMENT	V.O.I.C.E.S.
153	18 <sup>TH</sup> FEB	A VIRTUAL VISIT TO YAMUNA BIODIVERSITY PARK	ECO CLUB
154	14 <sup>TH</sup> FEB	HERBAL VATIKA COMPETITION : BEST REPORT PRESENTATION COMPETITION	ECO CLUB
155	14 <sup>TH</sup> -18 <sup>TH</sup> FEB	WORKSHOP ON YOGA & ALTERNATE THERAPIES IN PANDEMIC SITUATION	DEPT OF PHYSICAL EDUCATION
156	16 <sup>TH</sup> FEB	WOMEN & LEGAL ISSUES ‘ DOMESTIC VIOLENCE AGAINST WOMEN CASE STUDIES’	DEPT. OF SOCIAL WORK
157	19 <sup>TH</sup> FEB	PERENNIAL VATIKA COMPETITION	ECO CLUB
158	16 <sup>TH</sup> FEB	QUIZ COMPETITION: CHECK YOUR EDUCATION ON POLLUTION	ECO CLUB
159	16 <sup>TH</sup> FEB	QUIZ COMPETITION: CHECK YOUR EDUCATION ON POLLUTION	ECO CLUB
160	17 <sup>TH</sup> FEB	WEBINAR: DELHI SULTANATE & WATER PROBLEM IN DELHI	ECO CLUB
161	20 <sup>TH</sup> FEB	E SANGOSHTHI “ RASHTRIYA SHIKSHA NEETI AUR MATRIBHASHA”	I.Q.A.C.
162	21 <sup>ST</sup> FEB	RASHTRIYA MATRIBHASHA DIWAS – APNAA HASTAAKSHAR APNII BHAASHA MEY KAREIN	I.Q.A.C.
163	28 <sup>TH</sup> FEB	CELEBRATION OF NATIONAL SCIENCE DAY	VIGYAN SANJEEVANI SCIENCE SOCIETY
164	5 <sup>TH</sup> MARCH	DANCE COMPETITION ON OCCASION OF HOLI	CULTURAL COMMITTEE
165	16 <sup>TH</sup> MARCH	WEBINAR: ADVERTISING IN THE DIGITAL ERA- TRENDS DURING COVID	DEPT. OF COMMERCE
166	24 <sup>TH</sup> MARCH	KARYASHAALA “ HOW TO IDENTIFY FAKE NEWS”	DEPT. OF HINDI
167	28 <sup>TH</sup> MARCH	TRAINING SESSION ON “ HOW TO CLEAR AN APTITUDE TEST”	PLACEMENT CELL
168	31 <sup>ST</sup> MARCH	TRAINING SESSION ON “ HOW TO CLEAR AN APTITUDE TEST”	PLACEMENT CELL
169	14 <sup>TH</sup> APRIL	DIGITAL POSTER MAKING COMPETITION ON THE OCCASION OF NATIONAL SCIENCE DAY	VIGYAN SANJEEVANI SCIENCE SOCIETY

170	14 <sup>TH</sup> APRIL	POETRY RECITATION PROGRAM: DR. BHIM RAO AMBEDKAR'S IDEA OF INDIA	N.S.S.
171	20 <sup>TH</sup> JULY	FREE MEDICINE DISTRIBUTION DRIVE	MEDICAL COMMITTEE
172	26 <sup>TH</sup> JULY	HAR GHAR TIRANGA MOVEMENT ON OCCASION OF KARGIL VIJAY DIWAS	N.S.S.
173	27 <sup>TH</sup> JULY	SEMINAR: SOLAR ENERGY	ECO CLUB
	2 <sup>ND</sup> AUG	TRAINING ON STRATEGIC WASTE MANAGEMENT A WORKSHOP: REACHING THE MARGIN	N.S.S.
174	9 <sup>TH</sup> AUG	WEBINAR: AZAADI KEY 75 SAAL, BEMISAAL	ALUMNI COMMITTEE
175	10 <sup>TH</sup> AUG	DOCUMENTARY PRADARSHAN "ADHKHULLEY PANNEY"	FILM SOCIETY
176	10 <sup>TH</sup> AUG	POSTER COMPETITION ON THE OCCASION OF AZAADI KA AMRIT MAHOTSAV	FILM, ART PHOTOGRAPHY & HAR GHAR TIRANGA SOCIETY
177	12 <sup>TH</sup> AUG	DOCUMENTARY SCREENING ON "INDIAN FREEDOM FIGHTERS OF CELLULAR JAIL"	DEPT. OF HISTORY
178	12 <sup>TH</sup> AUG	SLOGAN WRITING COMPETITION INDIA@75	PROCTORIAL COMMITTEE
179	12 <sup>TH</sup> AUG	RECIPE COMPETITION: TRICOLOUR RECIPES	DEPT. OF HOME SCIENCE
180	12 <sup>TH</sup> AUG	FREEDOM RUN	SPORTS COMMITTEE
181	12 <sup>TH</sup> AUG	AWARENESS CAMPAIGN ON SALIENT FEATURES OF FLAG CODE OF INDIA,2022	DEPT. OF HISTORY
182	12 <sup>TH</sup> AUG	DOCUMENTARY SCREENING OF "INDIAN FREEDOM FIGHTERS OF CELLULAR JAIL"	DEPT. OF HISTORY
183	12 <sup>TH</sup> AUG	SEMINAR:ONE NATION READING TOGETHER	NATIONAL LIBRARIAN 'S DAY
184	14 <sup>TH</sup> AUG	WEBINAR: NATIONALISM & NATIONAL FLAG: HAR GHAR TIRANGA	DEPT. OF GEOGRAPHY
185	14 <sup>TH</sup> AUG	SEMINAR:WOMEN OF INDIA FROM INDEPENDENCE TO CONTEMPORARY TIMES	DEPT. OF EDUCATION
186	14 <sup>TH</sup> AUG	SEMINAR:AZAADI KEY 75 VARSH KAA AVLOKAN: GANDHI KII NAZAR SEY	GANDHI STUDY CIRCLE
187	15 <sup>TH</sup> AUG	CULTURAL PROGRAMME AND NUKKAD NATAK	CULTURAL COMMITTEE
188	15 <sup>TH</sup> AUG	NUKKAD NATAK "EKA"	DRAMATIC SOCIETY
189	20 <sup>TH</sup> AUG	WEBINAR: PREPARING FUTURE READY PROFESSIONALS	DEPT. OF COMMERCE
190	16 <sup>TH</sup> AUG	WEBINAR : UNSUNG HEROES OF INDEPENDENT INDIA, ROLE OF WOMEN	DEPT. OF POLITICAL SCIENCE
191	29 <sup>TH</sup> AUG	FREE HEALTH CHECK UP CAMP	MEDICAL COMMITTEE

192	26 <sup>TH</sup> AUG	SEMINAR: PERSONALITY DEVELOPMENT AND MENSTRUAL HYGIENE	INTERNSHIP & PLACEMENT COMMITTEE
193	3 <sup>RD</sup> SEPT	WEBINAR: GUESSTTIMATES	DEPT. OF COMMERCE
194	6 <sup>TH</sup> SEPT	SEMINAR:POTENTIAL OF INDIGENOUS MILLETS & THEIR ROLE AS FUNCTIONAL FOODS	DEPT. OF HOME SCIENCE
195	5 <sup>TH</sup> SEPT	DEBATE COMPETITION : IS BEING AN ENTREPRENEUR BETTER THAN BEING A GOVERNMENT SERVANT?	DEBATING SOCIETY
196	5 <sup>TH</sup> SEPT	SEMINAR:NEP-2020 KEY SANDARBH MEY SHIKSHAK EVAM SHIKSHAN KII AVDHAARNA	DEPT. OF EDUCATION
197	10 <sup>TH</sup> SEPT	ALUMNI PANEL DISCUSSION ON EMPOWERING WOMEN BEYOND SKY	DEPT. OF COMMERCE
198	12 <sup>TH</sup> SEPT	SEMINAR:ANXIETY TO SUCCESS: A NEW PARADIGM	DEPT. OF PSYCHOLOGY
199	15 <sup>TH</sup> SEPT	PHOTOGRAPHY COMPETITION : CRYSTAL SKY	ECO CLUB
200	15 <sup>TH</sup> SEPT	SEMINAR:MONTREAL PROTOCOL@35: GLOBAL COOPERATION PROTECTING LIFE ON EARTH BY CLOSING THE FRIDGE FOR 2 HOURS	ECO CLUB
201	17 <sup>TH</sup> SEPT	INTERACTIVE CUM AWARENESS SESSION: INVESTMENT AND DEPOSITORY SERVICES	DEPT. OF COMMERCE & RESEARCH ADVISORY COMMITTEE
202	20 <sup>TH</sup> SEPT	SEMINAR: PROJECT FINANCE START UP MODEL	PLACEMENT CELL & INTERNSHIP COMMITTEE
203	20 <sup>TH</sup> SEPT	TRAINING CUM WORKSHOP ON ACUPRESSURE	MEDICAL COMMITTEE
204	6 <sup>TH</sup> OCT	PANEL DISCUSSION ON UNLOCKING THE POTENTIALS OF INTELLECTUAL PROPERTY RIGHTS & COPYRIGHTS	DEPT. OF COMMERCE & RESEARCH ADVISORY COMMITTEE
205	8 <sup>TH</sup> OCT	STRESS FREE GUIDED IMAGERY SESSION	DEPT. OF PSYCHOLOGY
206	8 <sup>TH</sup> OCT	LECTURE SERIES : ENTREPRENEURSHIP MINDSET & ACTION	DEPT. OF COMMERCE
207	8 <sup>TH</sup> OCT	LECTURE: I NTRODUCTION TO SECURITIES MARKET	DEPT. OF COMMERCE & EXTENSIVE LECTURE SERIES COMMITTEE
208	11 <sup>TH</sup> OCT	WEBINAR: MUTUAL FUNDS	DEPT. OF COMMERCE & EXTENSIVE LECTURE SERIES COMMITTEE
209	12 <sup>TH</sup> OCT	WEBINAR:TAX PLANNING & CAREER AS A COMPANY SECRETARY	DEPT. OF COMMERCE & EXTENSIVE



			LECTURE SERIES COMMITTEE
210	10 <sup>TH</sup> – 12 <sup>TH</sup> OCT	LECTURE SERIES ON WORLD INVESTOR WEEK	DEPT. OF COMMERCE & EXTENSIVE LECTURE SERIES COMMITTEE
211	11 <sup>TH</sup> OCT	FREE HEALTH CHECK UP FOR NON TEACHING & TEACHING STAFF MEMBERS	MEDICAL COMMITTEE & SWACHH BHARAT COMMITTEE
212	11 <sup>TH</sup> OCT	AWARENESS TALK ON BREAST CANCER & ITS PREVENTION	MEDICAL COMMITTEE & SWACHH BHARAT COMMITTEE
213	12 <sup>TH</sup> OCT	SEMINAR:MANOSPARRSH – AN OPEN SPACE EVENT	DEPT. OF PSYCHOLOGY
214	14 <sup>TH</sup> OCT	ECO DIWALI WEEK POT DECORATION & PLANTATION , RANGOLI MAKING COMPETITION, FACE PAINTING COMPETITION	ECO CLUB , SPORTS COMMITTEE , DEPT. OF HISTORY, DEPT. OF PHYSICAL EDUCATION
215	4 <sup>TH</sup> NOV	WORKSHOP: VIOLENCE	DEPT. OF PSYCHOLOGY
216	7 <sup>TH</sup> NOV	AWARENESS CAMPAIGN RBIO- III	DEPT. OF POLITICAL SCIENCE
217	3rd NOV	WORKSHOP: INVENTORY MANAGEMENT WORKSHOP FOR TEACHING & NON TEACHING STAFF	LIBRARY
218	9 <sup>TH</sup> NOV	WORKSHOP:WINGS X SKILLSERTIFIKA	THE INCUBATION CENTRE
219	10 <sup>TH</sup> NOV	WEBINAR : ONE NATION, ONE TAX, ONEMARKET : G.S.T. IN INDIA	DEPT. OF COMMERCE
220	11 <sup>TH</sup> NOV	ORIENTATION ON HAPPINESS CURRICULUM	DEPT. OF EDUCATION
221	15 <sup>TH</sup> NOV	FOOD FEST' 22	DEPT. OF HOME SCIENCE
222	23 <sup>RD</sup> NOV	WEBINAR: DOMESTIC VIOLENCE IN INDIA : ISSUES & CHALLENGES	V.O.I.C.E.S. SOCIETY
223	1 <sup>ST</sup> DEC	INTERACTIVE TALK WITH RED RIBBON AND DELHI STATE AIDS CONTROL SOCIETY	N.S.S.

**TABLE 4****List of short term courses introduced for development & growth of students**

<b>NAME OF THE COURSE</b>	<b>COURSE CODE/ ORGANISER</b>	<b>DURATION OF THE COURSE</b>
<b>2019-20</b>		
ENGLISH SPEAKING AND PERSONALITY DEVELOPMENT	Y.W.C.A.	03 MONTHS
TRAVEL AND TOURISM MANAGEMENT	Y.W.C.A.	06 MONTHS
DRESS DESIGNING	Y.W.C.A.	06 MONTHS
BEAUTY CULTURE	Y.W.C.A.	06 MONTHS
AIR HOSTESS/ CABIN CREW	Y.W.C.A.	06 MONTHS
<b>2020-21</b>		
CREATIVE WRITING	U.D.A.A.N.	30 HOURS
RESEARCH AND ACADEMIC WRITING	U.D.A.A.N.	30 HOURS
<b>2021-22</b>		
GEO INFORMATICS TECHNOLOGY	-	30 HOURS
DIGITAL LITERACY PROGRAM CERTIFICATE COURSE- CERTIFICATE	C.L.D.E.	03 MONTHS

COURSE IN DATA ENTRY SKILL		
DIGITAL LITERACY PROGRAM CERTIFICATE COURSE- CERTIFICATE COURSE IN CUSTOMER RELATIONSHIP MANAGEMENT BPO	C.L.B.P.O.	03 MONTHS
DIGITAL LITERACY PROGRAM CERTIFICATE COURSE- CERTIFICATE COURSE IN SHOWROOM OPERATIONS: RETAIL TRAINEE ASSOCIATE-	C.L.R.I.M.	03 MONTHS
DIGITAL LITERACY PROGRAM CERTIFICATE COURSE- CERTIFICATE COURSE IN DATA ENTRY SKILL	C.L.D.E.-FOR N.C.W.E.B. STUDENTS	03 MONTHS
DATA ENTRY SKILLS	-	03 MONTHS
CAREER EDGE IT PROFESSIONAL AND <sup>[1]</sup> <sub>[SEP]</sub> TALLY ESSENTIALS	-	04 MONTHS
SHOWROOM OPERATIONS: RETAIL TRAINEE ASSOCIATE	-	04 MONTHS

LOGISTICS MANAGEMENT	-	03 MONTHS
CUSTOMER RELATIONSHIP MANAGEMENT BPO-VOICE	-	04 MONTHS
DIGITAL MARKETING	-	05 MONTHS
SKILL BUILDING TRAINING COURSE ALONG WITH ZONE 4 SOLUTIONS (DISASTER MANAGEMENT)	-	30 HOURS
COMMUNICATION AND LEADERSHIP SKILLS	PROJECT LEAD	04 MONTHS
CYBER SECURITY ESSENTIALS	N.I.I.T. FOUNDATION	30 HOURS

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.  
**There are 30 CCTV cameras. They are located at prominent locations like the entrance gate, all the corridors, outside Principal’s office, all computer laboratories, administrative office, accounts office, NCWEB office, library, college hall.**
  - b. Male and Female security guard available – **Yes, the college has 07 male and 01 female security guards. There is “Pink Booth” installed at the gate of the campus.**
  - c. If there is patrolling squad in and around the campus –
    - o Yes
    - o 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? ADD SAKSHAM LINK
  - Yes  **The college strictly adheres to the provisions under Ordinance XV of the U.G.C. portal "Saksham"**
  - 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**
  - **Personal discussion**
  - **College Assembly**
  - **Others, like workshops, orientation program on I.C.C., W.D.C. etc.**
- d. Whether Internal Complaints Committee (ICC) is in place?
  - Yes
  - No
- e. Is it easy to approach the committee for complaint redressal? ADD LINK OF GRC
  - 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?

**TABLE 5**  
**DETAILS OF GREIVANCES RECIEVED BY I.C.C.**

S. No.	YEAR	NO. OF. COMPLAINTS RECEIVED	DURATION OF GREIVANCE REDRESSAL
1	2019-20	01	One Day
2	2020-21	03	Two months; Six days ; Eight days respectively
3	2021-22	01	Less than three months

- k. With the ongoing online mode of working and operations, have you also received complaint against sexual harassment in online mode? **All complaints have have been received in offline mode.**
- l. How did the committee resolve it? Provide data for each complaint.
- o Resolved amicably
  - o Not yet resolved, still pending and under consideration
- m. General time frame for addressing such complaints? **As per norms that is less than 90 days.**
- n. Whether the complaints are kept confidential?
- o Yes
  - o No
- o. Is there any Annual Report / regular report published on this issue –
- o Yes 
    - **Regular compliance about women safety measures is communicated to Special Task Force constituted by the Lieutenant of Delhi.**
    - **Regular reports are submitted to the District Collector, G.N.C.T. Delhi.**
  - o 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? –
- o Yes
  - o No
- b. Hostel facilities provided by the institute?
- o Yes

o No

- c. If Yes, is the hostel located within or outside the campus? **Not Applicable**
- 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? **Not Applicable**
- e. Describe the other facilities if provided for girls (separate entrance gates, ladies washroom, staff rooms etc). **Not Applicable**

f. Is coaching facility for sports events provided on the campus for both males and females?

**It's an only for girls college, and coaching facility for sports is provided.**

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?

o Yes

o No

b. If Yes, provide details.

**YES, REFER TABLE 4**



## **Part IV**

### **ANALYSIS THROUGH THE QUESTIONNAIRE ON GENDER**

- More than 90% respondents felt that the college has adequate security arrangements on the campus.
- More than 90% of the students find the gender awareness programmes being organised by the college useful.
- 88.1% students felt that there are adequate number of toilets for the female students in the college.
- 87% students felt that adequate number of bins have been installed in college washrooms.
- More than 90% of the respondents feel that there is adequate lighting in the college campus.
- Majority of the students felt that most colleges should have W.D.C. and I.C.C., although nearly 30% students were not sure about the same.
- Although more than 95% of the students did not face sexual harassment in the college, the 11 respondents (4.1%) who faced the harassment is not to be taken lightly. Even one case is too many.
- Only 11 respondents who faced the harassment were supposed to answer this question, but data has been received for 263 respondents, which is not a true representation of the data asked.
- Only those respondents (out of 11) who actually raised a complaint/ reported the matter to I.C.C. were supposed to answer this question, but data has been received for 270 respondents, which is not a true representation of the data asked.
- Most of the students are satisfied with the health care facilities in the college.
- In response to the security arrangements, most respondents felt that the college has adequate security arrangements on the campus.

- Nearly 84% respondents are of the opinion that installation of sanitary napkin vending machine in college campus has benefitted them.
- More than 99% students feel safe and secure that women faculty members accompany them on various outstation visits and residential camps.
- Most students find availability of personal counselling facility in college useful for them.
- 98.1% respondents find the college campus to be very safe.
- The installation of C.C.T.V. cameras on the campus has gone a long way in making the respondents feel safe.
- The respondents suggested that a better monitoring of entry and exit of outside visitors should be strictly adhered to. Many of them also suggested better connectivity from nearest metro stations to the college through dedicated transport available at regular intervals, to ensure better last mile connectivity.

**NOTE:**

**SAMPLE SIZE = 270**

**SAMPLE COMPOSITION = Students, Teaching and Non-Teaching staff members of College**

## **Recommendations**

The college aims 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. Overall, the safety and security of the campus is up to the mark. In any case there is always scope for improvement and certain steps can be taken to achieve the same. To make the campus even more student friendly, the provision for more transport facilities from the nearest metro stations will go a long way in improving the safety concerns faced by students while travelling. Uninterrupted availability of water supply in the washrooms should be ensured at all times. Any lacunae in the same should be rectified. 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. 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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