



GENDER AUDIT REPORT

An Initiative by Gender Audit Committee of Aditi Mahavidyalaya, Delhi

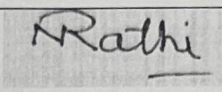
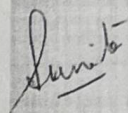
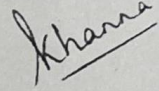
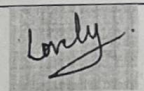
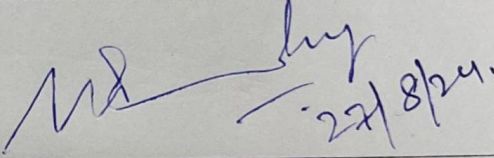
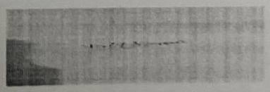


GENDER AUDIT REPORT

Dated:
27th August 2024, Tuesday

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Gender Audit Committee

S. No.	Name	Signatures
1	Principal, Prof. Mamta Sharma	
2	Prof. Neelam Rathi	
3	Prof. Sunita Dhankhar	
4	Prof. Pooja Khanna	
5	Dr. Lovely	
6	Prof. Neena Pandey(External Expert)	 27/8/24.
7	Ms. Vaishnavi	

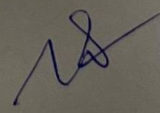


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1. Foreword

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.

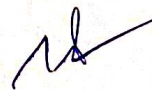
The college has a fully functional Internal Complaints Committee (I.C.C.), Grievance Redressal Committee (G.R.C.) and Women Development Cell (W.D.C.). With their establishment it is ensured that the students have a medium and process through which their problems can be addressed and resolved.

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 with in 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 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 Army Attachment camp, Thal sainik camp , Sikkim and west Bengal trek, Republic day camp 2023.

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 following students participated in different national and international level sports and secured various positions:

<i>S.No</i>	<i>Name</i>	<i>Game</i>	<i>Event and Venue</i>	<i>Date</i>	<i>Position</i>
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1	Manju BA Prog. 3 Year, 21002501463	Wrestling	KHELO INDIA UNIVERSITY GAMES, Uttarpradesh	25 May 2023-3 June 2023	First
			2024 under-23 National FS, GR style and Women Wrestling Championship, MDU, Rohtak	16-18 August 2024	First
			All India Inter- university, wrestling	6-9 Jan 2023	Third
2.	Megha BA PROG.3 YEAR 2101654	Judo	Judo Inter college, Delhi University Multipurpose Hall	23 Nov 2023	first
3.	Tanu BA PROG.2 YEAR, 2301158	Kick boxing	Khelo India Women's Kickboxing League, New Delhi	08-09 December 2023	First
4.	Salina, BA (Hons.) Social work, 2304045	Karate	Nakshatra', Bhumi's national inter-children's home talent festival in sports/arts, Tyagraj Stadium, Delhi	21 Jan 2024	Second
			Shotokan Karate-Do, Delhi		Green Belt
			Nakshatra', Bhumi's national inter-children's home talent festival in sports/arts, Delhi	17-06-2023	First
			Invitational Inter College Tournament	19th March To 20th March 2024	First
			11th All India Shotokan Karate Championship-2023, New Delhi	21st-22nd January 2023	Third
5.	Vasundhra Singh, BA Hons. Hindi Patrikarita, 2 year, 2303036	Kickboxing	Khelo India Women's Kickboxing League, New Delhi	08th-09th December 2023	Second
6.	Suhani Fulmari, BA PROG. 2 YEAR, 2201057	Yoga	Yoga Inter College Competition, Shyama Prasad Mukherji College (for women) University of Delhi	28 Nov. 1 Dec. 2023	Third
7.	Sapna, BA PROG. 2 YEAR, 2201253	Yoga	Yoga Inter College Competition, Shyama Prasad Mukherji College (for women) University of Delhi	28 Nov. 1 Dec. 2023	Third
8.	Manisha Yadav, BA PROG. 2 YEAR, 2201068	Yoga	Yoga Inter College Competition, Shyama Prasad Mukherji College (for women) University of Delhi	28 Nov. 1 Dec. 2023	Third
9	ANSNU TIWARI, BA PROG. 2 YEAR, 2201266	Yoga	Yoga Inter College Competition, Shyama Prasad Mukherji College (for women) University of Delhi	Date - 28 Nov. 1 Dec. 2023	Third
10	PRIYA, BA (Hons.) Hindi Patrikarita I year, 2303017	Yoga	Yoga Inter College Competition, Shyama Prasad Mukherji College (for women) University of Delhi	Date - 28 Nov. 1 Dec. 2023	Third
11	JULI RANA, B.COM	Yoga	Yoga Inter College Competition,	Date - 28	Third

	HONS 2 YEAR, 2206019		Shyama Prasad Mukherji College (for women) University of Delhi	Nov. 1 Dec. 2023	
12	RAJNI, BA Prog. 1 Year,	Kabaddi	Junior Dist. Kabbadi Championship, Khel Ground Jagatpur Delhi	24-25 Nov 2024	First
			Senior Distt. Kabbadi Championship, Khel Ground Jagatpur Delhi	02-03 DEC 2023	Second
			Invitational Inter Collage Tournament, Kalindi Collage	20 March- 2024	First
14	Kusum, BA PROG. 3 YEAR, 2101653	Kabaddi	Senior State Kabbadi Championship Distt. Lardpur Village	1 MARCH 2024	First
			Invitational Inter College Tournament, Kalindi Collage	19 to 20 March 2024	First
			Senior State Kabbadi Championship, Udham Singh Nagar	12 Feb 2023	Third
15	Nishigandha Mudgal, BA PROG. 1 YEAR, 2301553	Power lifting	FIC Deadlift And Benchpress Championship, Pragati Maidan, New Delhi	14 December, 2023..	First
			Intercollegiate, Ramanujan College	30 November, 2023	Third
16	Ahana Sharma, BA PROG. 1 YEAR, 2301691	Power lifting	FIC Deadlift And Benchpress Championship, Pragati Maidan, New Delhi	14 December, 2023	Second
17	Pooja, BA PROG. 1 YEAR, 2301335	Power lifting	FIC Deadlift And Benchpress Championship, Pragati Maidan, New Delhi	14 December, 2023.	Third
18	Aishwarya, BA PROG. 1 YEAR, 2301654	Power lifting	Intercollegiate, Ramanujan College	30 November, 2023	Second

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.

Details of students benefited by scholarships and free ships provided by the Government during the year 2023-2024

S. No	Name of Scholarship	Name of the student	AMOUNT
1	Post matric Scholarship schemes for SC	PAYAL	10600
2	Post Matric Scholarship for OBC Students(PMS-OBC)	KAJAL	9100
3	Post Matric Scholarship for OBC Students(PMS-OBC)	MUSKAN	6110

4	Merit Scholarship to SC/ST/OBC Students of College/Professional Institutions	NIYATI	8000
5	Merit Scholarship to SC/ST/OBC Students of College/Professional Institutions	AMBIKA YADAV	8000
6	Merit Scholarship to SC/ST/OBC Students of College/Professional Institutions	MEGHA	8000
7	Merit Scholarship to SC/ST/OBC Students of College/Professional Institutions	KUMKUM YADAV	8000

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 qualillites and team spirit which teaches them how to work successfully 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.

Number of placement of outgoing students during the year 2023-24:

Name of student placed and contact details	Program graduated from	Name of the employer with contact details	Pay package at appointment
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Anjali	B.Com (H)	GENPACT	INR 2,47,000/- P.A
Shalini	B.A Prog	ICICI PRUDENTIAL	INR 2,70,000/- P.A
Nishtha Anand	B.A PROG	AKM GLOBAL	INR 5,50,000/- P.A
Pooja Sinha	B.Com	GENPACT	INR 4,77,200/- P.A
Swati Singhal	B.Com	AIRTEL	INR 2,94,361/- P.A
Smriti Malik	B.Com	CONVICTION HR PVT. LTD	INR 2.04,000/- P.A
Arjita Shukla	B.Com	RD PLAST EXPERIENCE	INR 6,00,000/- P.A
Uma Bharti	B.A PROG	IENERGIZER	INR 1,99,200/- P.A
Khushi Kamboj	B.A PROG	TELEPERFORMANCE	INR 2,99,964/- P.A
Rashmi Lalan	B.Com	BT GROUP	INR 4,58,978/- P.A
Monika	B.El.Ed	D.A.V Public School, Budhpur, Delhi 36	INR 2,52,000/- P.A
ADITI KAUSHIK	B.El.Ed	Heritage Xperiential Learning school, delhi	INR 4,80,000/- P.A

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:

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



	Contact Details: 1. Telephone no with STD code 2. Organizational email: 3. Website address:	011 - 27751317 info@aditi.du.ac.in https://aditi.du.ac.in/
III.	Institutional Status (SHEKHAR SIR) 1. Affiliating University: 2. Affiliation Status: 3. UGC Approval 4. Financial Status:	Constituent College of University of Delhi, Permanent years 2(f) & 12(B) 1994 Aided : Grants in Aid



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



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
2023-24				
Male	10	40	00	50
Female	80	13	1787	1880
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	Main gate/ entrance/ prime location/ notice board/ website/ prospectus	
Viewership of the banners/ boards (possible % viewership each day)	No of banners with prime location (viewership 100%)	Main gate/ Principal's Office/ Website/ Prospectus
	locations (viewership: 60 to 80%)	Student Notice Boards
Year of posting the banners/ boards.	2015	



3. Gender Policy on website.

Gender Policy Link: refer Appendix 3	https://aditi.du.ac.in/she/

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;

- 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;
- 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;
- 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:

- Contravenes the provisions of 16 of the Act; or
- 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

Composition of Internal Complaints Committee 2023-24, Aditi Mahavidyalaya	
Position	Name
Presiding Officer	Prof. Manisha
Member(s), Teaching	1) Prof. Neelam Rathi 2) Prof. Sunita Pareek 3) Prof. Pooja Khanna 4) Dr. Lovely
Member(s), Non Teaching	1) Ms. Seema Bhatnagar 2) Ms. Anju Panchal
External Member – Advocate	Mr. Saurabh Sharma
External Member – N.G.O.	Ms. Parul sharma
Student Member (s)	1) Ms. Vaishnavi 2) Ms. Neha Sharma 3) Ms. Pragati 4) Ms. Arzoo

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

A handwritten signature or set of initials in blue ink, located in the lower right quadrant of the page. The signature appears to be a stylized 'N' followed by a checkmark-like flourish.

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.

TABLE 3

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

S.No.	Date From – To	Name of the workshop/ seminar	DEPARTMENT
1	11-Jul-23	WORLD POPULATION DAY-webinar	DEPARTMENT OF GEOGRAPHY
2	08-07-2023	Talk on “BREASTFEEDING: RESPONSIBLE PARENTING	HD FE
3	11-12 Aug, 023	Traditional Science and Digital Empowerment	DEPARTMENT OF CHEMISTRY
4	16-Aug-23	Workshop on suicide prevention	HD FE
5	17 August 2023.	Suicide Prevention Among Youth	HD FE
6	17.8.23-19.8.23	Continuous Rehabilitation Education for Special Educators on Social Communication Disorders, jointly organized by Bharati College Janakpuri, and the Indian Association of Health, Research, and Welfare	HD FE
7	29-Aug-23	“GREEN FINANCE”	DEPARTMENT OF COMMERCE
8	2, September, 2023,	FRAUD IDENTIFICATION AND REPORTING WEBINAR-	DEPARTMENT OF COMMERCE
9	14, SEPT, 2023	हिन्दी का बदलता स्वरूप और मीडिया : संभावनाएं एवं चुनौतियाँ	HINDI DEPT.
10	15-Sep-23	Financial Empowerment through Wealth Creation	DEPARTMENT OF COMMERCE
11	05-Oct-23	BHARATIYA JNANA PADDHATI: GLOBAL MESSAGE (SPECIAL REFERENCE TO ITALY	DEPARTMENT OF GEOGRAPHY
12	13 & 14 October 2023	TALLY WORKSHOP	DEPARTMENT OF COMMERCE
13	16 - 18, November 2023	GEOSPATIAL TECHNOLOGIES	DEPARTMENT OF GEOGRAPHY
14	2, December 2023	Fundamentals of Remote Sensing	DEPARTMENT OF GEOGRAPHY
15	20-Dec-23	webinar on <i>Ramanujan and Magic of Numbers</i>	Department of Education
16	24-Dec-23	quiz competition	DEPARTMENT OF MATHEMATICS
17	9	Career Counselling for CA	DEPARTMENT

	February, 2024		OF COMMERCE
18	21, February, 2024	webinar on Stress Management Techniques to Manage Your Hormones Naturally & Correction of Body Posture	DEPARTMENT OF PHYSICAL EDUCATION
19	5, March 2024	Workshop on Introduction to Palliative Care	DEPARTMENT OF SOCIAL WORK
20	23-Mar-24	webinar on the "Scope of Social Work"	DEPARTMENT OF SOCIAL WORK
21	7, April, 2024	Webinar on Developmental Orthopaedic Disability: Necessity of Early Intervention	HD FE
22	9, April, 2024	Talk on Turning Pressure into Performance: The Art of Exam Zen-Unlock your Exam Excellence	HD FE
23	14, April, 2024	Webinar on Handling Specific Learning Disabilities	HD FE
24	17, April, 2024	webinar on "Accessing Universities for Social Work as a Career: An Awareness Session"	DEPARTMENT OF SOCIAL WORK
25	21-Apr-24	Webinar on How to Prepare for Competitive Exams after Graduation	HD FE
26	22-Apr-24	seminar on "Scopes and Careers in Psychology"	DEPARTMENT OF PSYCHOLOGY
27	23, April 2024	workshop on "Nutrition Hacks for Health and Fitness"	DEPARTMENT OF PHYSICAL EDUCATION
28	01-May-24	ए. आई. तकनीक: संभावनाएं और चुनौतियां	HINDI DEPT.
29	02-May-24	"Academic Research"	DEPARTMENT OF PSYCHOLOGY
30	2 May, 2024	Interactive-Awareness Session on "UNDERSTANDING RESEARCH MISCONDUCT: FABRICATION, FALSIFICATION AND PLAGIARISM (FFP)"	DEPARTMENT OF COMMERCE
31	14.6.24	Seminar on 'Importance of Early Detection and Intervention Cross Disabilities	HD FE
32	14.6.24	Talk on 'Career Opportunities in Special Education'	HD FE

S.No	Date From – To	Name of the workshop/ seminar	COMMITTEE
1	26-7-2023 to 28-7-2023	ONLINE TRAINING PROGRAMME ON ROLE OF DISASTER MANAGEMENT PLANS TO ENHANCE THE RESILIENCE OF EDUCATIONAL INSTITUTIONAL BUILDINGS	DISASTER DEVELOPMENT CELL
2	14-Aug-23	webinar on "75 Years of Independence: Unprecedented"	ALUMNI COMMITTEE
3	22-Aug-23	MUN Y20' on "Climate Change and Disaster Risk Reduction- Making Sustainability a Way of Life"	EXTENSIVE LECTURE SERIES COMMITTEE
4	28-Aug-23	Mission Life	GARDEN COMMITTEE
5	09-Sep-23	webinar on "MBA in INDIA vs MBA in ABROAD"	THE INTERNSHIP AND PLACEMENT COMMITTEE
6	6 th October 2023,	seminar on "Union Public Services Commission (UPSC)"	THE INTERNSHIP AND PLACEMENT COMMITTEE
7	12-Oct-23	Graduate Research Seminar GRADS 2023	LIBRARY COMMITTEE
8	30th October, 2023 to 5th November, 2023	Vigilance Awareness Week with the theme "Say no to corruption; commit to the Nation"	PROCTORIAL COMMITTEE
9	31-Oct-23	UTTHAN	THE INTERNSHIP AND PLACEMENT COMMITTEE
10	10-Jan-24	Vishwa Hindi Diwas Webinar	NATIONAL SERVICE SCHEME (N.S.S.)
11	09-Feb-24	seminar on "Career Counselling for CA"	THE INTERNSHIP AND PLACEMENT COMMITTEE
12	21st February 2024.	webinar on "Stress Management Techniques to Manage your Hormones Naturally & Correction of	EXTENSIVE LECTURE



		Body Posture	SERIES COMMITTEE
13	01-Mar-24	Flower show in DU	GARDEN COMMITTEE
14	March 20-21, 2024	'Hybrid Library Resources and Readability Challenges and Opportunities'	LIBRARY COMMITTEE
15	26 April, 2024	An interactive session on "Roadmap for Civil Services Examination Preparation,"	EXTENSIVE LECTURE SERIES COMMITTEE
16	2nd May, 2024	UNDERSTANDING RESEARCH MISCONDUCT: FABRICATION FALSIFICATION AND PLAGIARISM	RESEARCH AND DEVELOPMENT CELL

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

NAME OF THE COURSE	COURSE CODE/ ORGANISER	DURATION OF THE COURSE
2023-24		
DATA ENTRY SKILLS	NAVJYOTI	03 MONTHS
TALLY PRIME	NAVJYOTI	03 MONTHS

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 48 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 –



- o Yes ☐
- o 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
 - o Yes ☐ **The college strictly adheres to the provisions under Ordinance XV of the U.G.C. portal "Saksham"**
 - o No ☐
- b. Whether this policy is easily accessible to everyone in the institute?
 - o Yes ☐
 - o No ☐
- c. If Yes, by which of the following means and methods, is it presented?
 - o **Notice Board**
 - o **Website**
 - o **Personal discussion**
 - o **College Assembly**
 - o **Others, like workshops, orientation program on I.C.C., W.D.C. etc.**
- d. Whether Internal Complaints Committee (ICC) is in place?
 - o Yes ☐
 - o No ☐
- e. Is it easy to approach the committee for complaint redressal? ADD LINK OF GRC
 - o Yes ☐
 - o No ☐
- f. Whether helpline number displayed clearly at various prominent places in the campus –
 - o Yes ☐
 - o No ☐
- g. Whether lectures/ seminars/ webinars are conducted regularly on gender sensitive issues?
 - o Yes ☐
 - o No ☐
- h. Whether induction/ orientation programs are held to explain the policy and methods?
 - o Yes ☐
 - o No ☐
- i. Whether there is a provision of a suggestion/ complaint boxes on the campus?
 - o Yes ☐
 - o 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	203-24	NIL	NA

- k. Have you also received complaint against sexual harassment ? **No complaints have have been received.**
- 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?

- ☐ Yes ☐
☐ No

- b. If Yes, provide details.

YES, REFER TABLE 4



Part IV

ANALYSIS THROUGH THE QUESTIONNAIRE ON GENDER

- More than 70% respondents felt that the college has adequate security arrangements on the campus.
- More than 75% of the students find the gender awareness programmes being organised by the college useful.
- 55.1% students felt that there are adequate number of toilets for the female students in the college.
- 70% students felt that adequate number of bins have been installed in college washrooms.
- More than 72% 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 22% students were not sure about the same.
- Almost 99% of the students did not face sexual harassment in the college, the 1% respondents) who faced the harassment is not to be taken lightly. Even one case is too many.
- 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.
- Most students find availability of personal counselling facility in college useful for them.
- 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 = 190

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.

