

GENDER AUDIT REPORT

Compiled By

Gender Sensitisation Committee

In compliance with
Internal Quality Assurance Cell (IQAC)

(As per AY 2018-19, 19-20, 20-21, 21-22 and 22-23)

**Kabi Jagadram Roy Government General Degree College
Gopalpur, Mejia, Bankura, West Bengal, Pin-722143**

Introduction-

Kabi Jagadram Roy Government General Degree College (K.J.R.G.G.D.C), Mejia [formerly known as Government General Degree College at Mejia (Gopalpur) was established in 2015 by the Department of Higher Education, Government of West Bengal, along with twenty other new Government General Degree Colleges in the state. The College provides undergraduate courses in the three core disciplines: arts, science, and commerce, with five subjects as B.A. Honours (Bengali, English, History, Philosophy, and Economics) and one subject each as B.Sc. Honours (Geology) and B.Com. Honours (Accountancy). The College, a UGC registered college (under 2(f), believes that education is more than just studying; it is about fostering a sense of social responsibility in its students, who will be the future leaders of social change.

Gender Audit: Concept and Methodologies

Concept of Gender Audit-

The aim of the Gender Audit is to determine whether there is a good gender balance at the college. It looks at whether colleges adhere to laws, regulations, and initiatives designed to advance women's status in society. UNICEF says gender equality "means that women and men, and girls and boys, enjoy the same rights, resources, opportunities and protections. It does not require that girls and boys, or women and men, be the same, or that they be treated exactly alike." The goal of the Gender Audit is to determine how its planned and existing policies will affect gender equality. The institution's main goals are to teach girls about their rights and to familiarize them with the bylaws through gender awareness programs and counselling sessions with legal professionals. These discussions are arranged annually by the anti-ragging committee and the Internal Complaints Committee for Women (also known as the Sexual Harassment Prevention, Prohibition, and Redressal at Workplace Committee, or ICC). Kabi Jagadram Roy Government General Degree College (K.J.R.G.G.D.C), with the initiative of the Internal Complaints Cell (ICC), and Internal Quality Assurance Cell (IQAC) have compiled this Gender Audit.

The College has established Anti-Ragging, Equal Opportunity, Internal Complaint, and Grievance Redressal Cells to ensure a safe and equitable environment for students. There is no room for ragging at this institution, and the administration, the Students' Council, and the Anti-Ragging Cell work together to make sure that there are no discriminatory behaviours on campus. The Internal Complaints Committee collaborates to establish a free and equitable atmosphere for the students' overall growth.

The college has adequate electricity facility is available in corridors, class rooms, common area and toilets and adequate hygiene (particularly sanitary napkin vending and disposal) and privacy is maintained and also adequate amenities are available in the college campus (e.g. toilets, first aid facility, common room). The Gender Cell provides gender counselling and equal opportunity is given to all genders for free and fair expression of ideas. Cultural, social, legal awareness about sexual harassment at workplace is provided to all.

Objectives of Gender Audit

- To identify gaps where gender imbalance exists and the causes behind them.
- To suggest measures for bridging the gap.
- To maintain good gender balance in decision-making processes in all the college activities.
- To analyse the efforts and capacity for prevention of sexual harassment in the college.
- To strengthen the working capacity of Prevention of Sexual Harassment
- To promote gender equality within the campus community
- To observe the college's efforts and competence to prevent sexual harassment.
- To promote growth of gender equality in all aspects of college campus life.

Gender Policy:

- No discrimination on the basis of gender
- Equal opportunity for all genders
- Freedom of expression
- Unbiased and confidential grievance redressal cell
- Ensure the safety and security of all genders

Action Plan for Gender Sensitization:

Regular sensitization exercises will educate students and staff on gender stereotypes and gender roles. All gender equity programs will be structured to ensure equal participation from both boys and girls. Members of the Gender Cell will be available for counselling on gender issues. Every year, all students and staff will be informed on the provisions of the ICC and the Vishakha Guidelines. Special initiatives will be established to help girls learn useful life and professional skills in order to become self-reliant. The Sexual Harassment of Women at

workplace (Prevention, Prohibition, and Redressal) Act and Rules, 2013 ("Law") requires employers to maintain a secure work environment, including safe contact (Section 19(a)). The College has an effective Internal Complaints Committee to address sexual harassment concerns. The College's Anti Ragging Cell addresses and prevents harassment and violence on campus.

Policy Statement:

The college promotes female representation in senior leadership positions. The College promotes equal involvement of male and female students in sports, cultural activities, and student aids. There is a Ladies' Common Room with indoor game amenities.

The college implements strict regulations to ensure the safety and security of all genders. CCTV surveillance equipment is installed at many locations on campus, including in the Library and major gates. Separate sanitation facilities for students and staff are available in the administrative office, Faculty Room and in the college campus. Gender awareness programs and seminars aim to encourage gender-sensitive practices.

Our college organizes special lectures, workshops, and seminars to raise awareness about gender-related topics. Important events, such as International Women's Day and the Women Mentoring Program, are organized, to name a few.

Our college ensures that all students, regardless of gender, have access to athletic and recreational facilities and programs. The college encourages mixed-gender sports teams and activities that defy traditional gender norms. A sanitary pad dispenser has also been installed in the college campus.

Our college is aware of the widespread issues of sexual harassment and gender discrimination that have a detrimental effect on our society. Our goal is to establish a secure, welcoming atmosphere where each person is accorded due respect and decency. We acknowledge that gender discrimination and sexual harassment are grave human rights violations that jeopardize people's equality, safety, and dignity in our community. As a result, we have established a zero-tolerance policy for all forms of gender discrimination and sexual harassment. Our college recognizes that gender discrimination is a severe issue that compromises people's equality and sense of dignity in our society.

Legal Provisions:

Our college's policy on sexual harassment and gender discrimination is consistent with the following

- The Vishaka Guidelines, issued by the Supreme Court of India in 1997;
- The UGCs Saksham Measures for Ensuring the Safety of Women and Programmes for Gender Sensitization on Campuses;
- The University Grants Commission (Prevention, prohibition and redressal of sexual harassment of women employees and students in higher educational institutions) Regulations, 2015.

The Internal Complaints Committee

The college has a Gender Cell i.e The Internal Complaints Committee responsible for implementing the college's policy on sexual harassment and gender discrimination. Members of the faculty, students, and administration of the college make up this committee.

The Internal Complaints Committee's mandate is to offer a range of services concerning gender discrimination and sexual harassment. Two main categories will be used to group these activities:

- A) The prevention of sexual harassment and gender discrimination involves raising awareness of these issues and providing information and data.
- B) Remedies for Sexual Harassment and Gender Discrimination, including guidance and assistance, as well as assistance throughout the grievance procedure.

The Internal Complaints Committee is dedicated to establish a secure and welcoming workplace for all employees, instructors, and students. If any stakeholders have any queries or issues regarding sexual harassment or gender discrimination at the college, they are invited to get in touch with the Internal Complaints Committee.

Prevention of Sexual Harassment

Our dedication to creating a secure and welcoming environment includes preventing sexual harassment as a key component. The preventive framework will consist of the following: Training and awareness campaigns for all staff members and students regarding the avoidance of sexual harassment and gender discrimination, as well as the protocols for filing and handling complaints. In addition to training, the college will also take steps to create a culture of respect and inclusion. This includes promoting respectful communication, addressing stereotypes and biases, and encouraging open and honest dialogue about issues related to gender and sexuality. The college shall furnish resources and support services to anyone who has been subjected to gender discrimination or sexual harassment.

Reporting Sexual Harassment and Gender Discrimination

We encourage our community to report sexual harassment and gender discrimination. Reports can be made to any staff or faculty member and will be handled with compassion and respect. If requested, anonymous complaints may also be submitted.

Complaint Procedure and Protection

Complaints regarding sexual harassment or gender discrimination can be filed by any student, faculty member, or college administration staff. A complaint can be made in person, through email or in writing.

All Committee members, including the Coordinator, will take all reasonable steps to protect the complainant's and respondent's confidentiality. The college will also take efforts to protect the complainant from retaliation or future harassment.

Solution

The college takes gender discrimination claims seriously and will take necessary action against individuals who engage in such activity.

When a complaint is received, the college will begin an inquiry into the incident. A complaints Committee consisting of three members will conduct the investigation. The committee will be trained in handling gender discrimination allegations and would be independent from the parties concerned.

The investigation will be completed in a timely and discreet manner. The complainant and accused might present evidence and witnesses to the committee. The committee will determine if an offense has been committed based on a preponderance of evidence. If an offense is found, the committee will recommend appropriate action to the College.

Sanctions for Sexual Harassment/Gender Discrimination

Effective sanctions for gender discrimination include counselling, disciplinary action, termination of employment, and expulsion from college.

Conclusive Statement-

Our college ensures a safe and inclusive environment for all students, professors, and staff. This policy aims to eliminate sexual harassment and gender discrimination while also ensuring that all members of the college community are treated with respect. In addition to the foregoing, the college will take the following steps to avoid sexual harassment and gender discrimination:

- **Create a culture of respect and inclusion.** The college will provide training on sexual harassment and gender discrimination to build a culture of respect and inclusion among its community members. The college will develop chances for dialogue and discussion on these concerns.
- **Provide resources for victims of sexual harassment and gender discrimination.** The college will offer counselling, support groups, and legal assistance to victims of sexual harassment and gender discrimination.
- **Hold perpetrators accountable.** The college will hold offenders of sexual harassment and gender discrimination accountable, potentially leading to expulsion. The college is dedicated to providing a safe and inclusive environment for all.

The college conducts regular equity promotion and sensitization programme

- Organize Health Awareness Programme
- Organize International Women's day in every year
- Yoga class and Yoga training for male and female students on the occasion of International Yoga Day
- Special lecture on the legal rights of women, women's empowerment, and legal awareness by an eminent external expert
- Organize the birthday of Vidyasagar and his view on women's education and women's empowerment.
- Organize a cultural and career advancement program for boys and girls for their intellectual development and their forthcoming bright future.
- Organize quiz competitions, music competitions, poetry and short story writing in college magazines, Holi Utsav, Basanto Utsav, and Rabindra Jayanti for male and female students for their mental and intellectual refreshment.

Gender Balance within the Institution

Gender wise Details of the Students Profile

Gender balance refers to a balanced ratio of male and female representation within the institution, both in terms of student population and staff organization. Kabi Jagadram Roy Government General Degree College has a fair distribution of males and females.

Data Analysis:

The tables and diagrams (1-5) show gender classification of male and female strength of students and the total number of admissions to the college.

Table 1: Gender-wise details of total admitted students in the college in the year **2018-2019**

Year	Total	Male	female	Male%	Female%
2018-2019	90	38	52	42	58

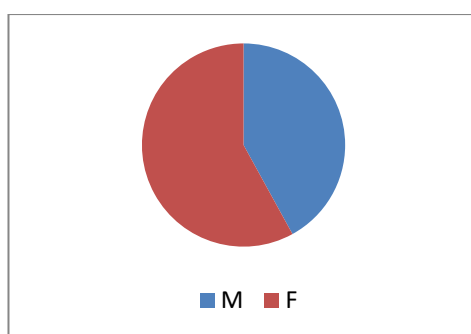


Table 2: Gender-wise details of total admitted students in the college in the year **2019-2020**

Year	Total	Male	female	Male%	Female%
2019-2020	106	45	61	42	58

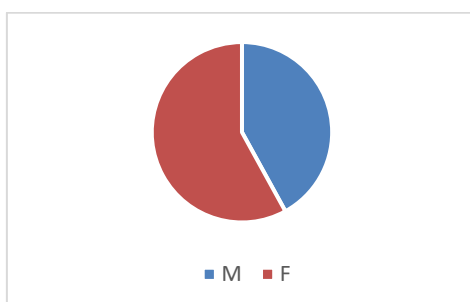


Table3: Gender-wise details of total admitted students in the college in the year **2020-2021**

Year	Total	Male	female	Male%	Female%
2020-2021	141	66	75	46	54

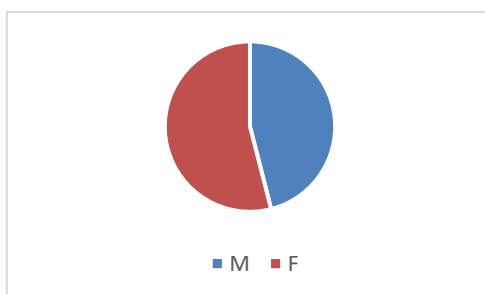


Table4: Gender-wise details of total admitted students in the college in the year **2021–2022**

Year	Total	Male	female	Male%	Female%
2021-2022	157	69	88	44	56

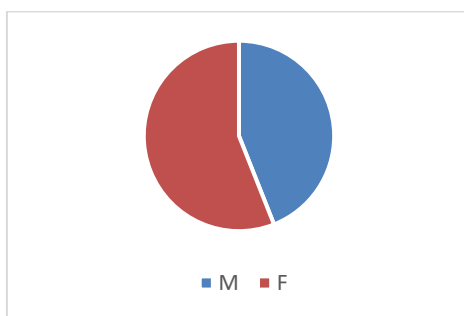


Table 5: Gender-wise details of total admitted students in the college in the year **2022-2023**

Year	Total	Male	female	Male%	Female%
2022-2023	130	44	86	34	66

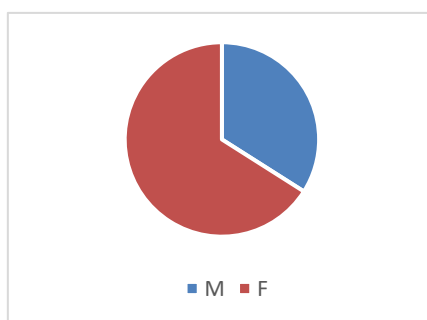
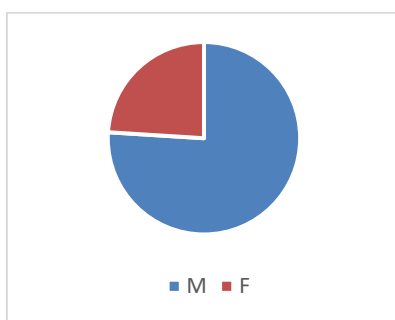


Table No. 1–5 describes the year-wise classification of male and female students at the college for the years 2018 to 2023. And these **tables** show that there is more female student strength than male student strength.

Gender wise Details of Total Teaching Staff in the College from the year-2018-2023

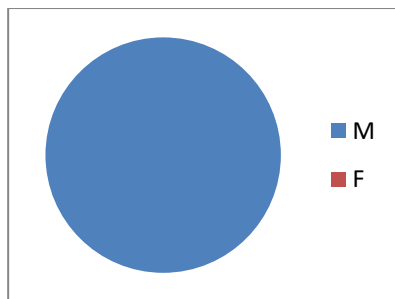
Year	Total	Male	female	Male%	Female%
2018-2019	20	13	7	76	24
2019-2020	19	15	4		
2020-2021	22	17	5		
2021-2022	23	18	5		
2022-2023	23	18	5		
2018-2023	107	81	26		



The trend of male-female representation in the teaching staff of the college is that female representation is smaller in comparison to male representation. The findings show a large gender disparity among the teaching personnel. This discrepancy raises issues regarding gender representation and opportunity for female teachers in the institution.

Gender wise Details of Total Non-Teaching Staff in the College from the year-2018-2023

Year	Total	Male	female	Male%	Female%
2018-2019	3	3	0	100	0
2019-2020	3	3	0		
2020-2021	3	3	0		
2021-2022	2	2	0		
2022-2023	3	3	0		
2018-2023	14	14	0		



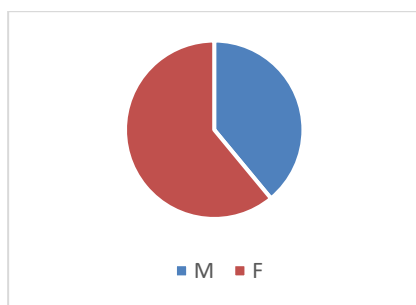
The trend of male-female representation in the non-teaching staff of the college is that female representation is nil in comparison to male representation. There is a noticeable gender imbalance among non-teaching staff. Without female non-teaching staff, there seems to be an underrepresentation of women in non-teaching roles.

Gender Wise Students Scholarships and Aid Fund

Under the Prohibition of Child Marriage Act 2006 (PCMA), the government of West Bengal implemented the Kanyashree Prakalpa, which received a UN award in 2018 and aims to improve the status and well-being of girls, particularly those from socio-economically disadvantaged families, through Conditional Cash Transfer. Our college has tried to provide this benefit (Kanyashree Prakalpa) to both male and female students. The college plays an active role in facilitating students to get various scholarship schemes and grants (i.e. SVMCMM, OASIS, NSP, AIKYASREE, KANYASREE, C.M. RELIF FUND, JINDAL, J.M. SETHIA, PRIAMBADA BIRLA, G.P. BIRLA) provided by the Government or Privet company. The college maintains a Students' Welfare and Scholarship Committee that looks into elements of scholarship applications, as well as assisting and facilitating the scholarship application process for students. In Kanyashree Prakalpa, our college has been gloriously awarded with the 2nd rank in the district of Bankura in the year 2021.

Table of Different Scholarship-

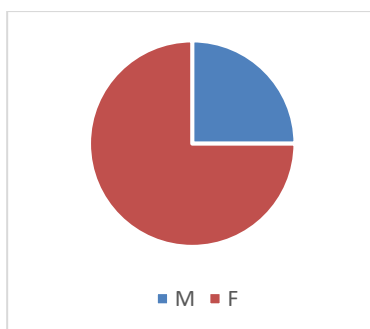
Name of the Scholarship	Assessment Year: 2018-19, 19-20, 20-21, 21-22, 22-23				
	Total	Male	Female	Male%	Female%
SVMCMM	594	243	351	39	61
OASIS	517	238	279		
NSP	384	156	228		
AIKYASREE	23	2	21		
KANYASREE	111		111		
C.M. RELIF FUND	35	12	23		
JINDAL	79	20	59		
J.M. SETHIA	7	1	6		
PRIAMBADA BIRLA	9	7	2		
G.P. BIRLA	16	8	8		
Total Number of all Scholarship	1775	687	1088		



Gender Difference in Enrolment in Sports Participation in the college campus

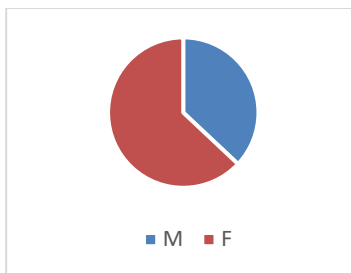
Year	Total	Male	female	Male%	Female%
2021-2023	46	12	34	25	75
2022-2023	52	13	39		
2021-2023	98	25	73		

Our college sports appears to be dominated by females in comparison to the representation of the males during the year 2021-22, 22-23



Gender Difference in Enrolment in Cultural Activities

Year	Total	Male	female	Male%	Female%
2018-2019	30	14	16	37	63
2019-2020	38	15	23		
2020-2021	26	10	16		
2021-2022	35	12	23		
2022-2023	50	16	34		
2018-2023	179	67	112		



Females tend to be more involved in cultural activities than sports. Male representation has been significantly lower than female representation. This is a positive sign that cultural activities are moving in the direction of gender balance. There is little question that in the future, good gender equality will be implemented in cultural involvement.

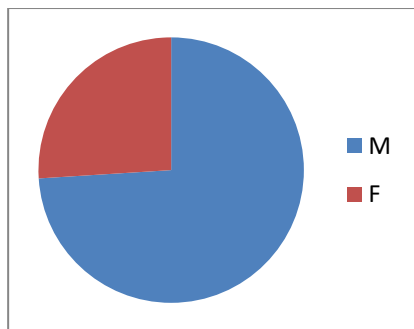
Gender Balance as Heads of Offices and Statutory Bodies and Different Committees

To begin with, the college the administration encourages the faculty members to participate various Faculty Development Programme, Seminars, Workshops and various other academic activities and participation of the female teachers is indeed praiseworthy. In many administrative and teachers' council committees, female employees act as conveners. Numerous departments are headed by the female faculty members. The college takes utmost care that the female teachers could get their various leave benefits like Maternity Leave and the Child care leave.

Gender Wise Representation in Administrative Committees IQAC

IQAC has 13 members, including the Principal, Teaching Member, Non-Teaching Member, Non-Teaching Administrative Member, and Student Member. 13 are male and 3 are female in the year of 2022-23

Year	Total	Male	female	Male%	Female%
2018-2019	10	6	4	74	26
2019-2020	10	7	3		
2020-2021	11	8	3		
2021-2022	11	9	2		
2022-2023	16	13	3		
2018-2023	58	43	15		

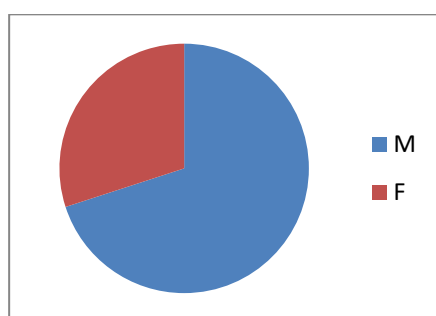


Teachers in a Leadership Role /Conveners in the TC

The College comprises of 18 TC subcommittees of which 18 have single/joint male and female Conveners. 13 are male Conveners and 05 are female Conveners in the year of 2022-23.

From 2018 to 2023, TCS (Teachers Council Secretary) of male and female ratios were 3:3

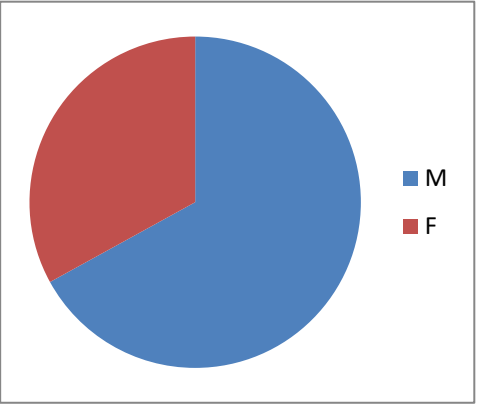
Year	Total	Male	female	Male%	Female%
2018-2019	14	9	5	70	30
2019-2020	14	9	5		
2020-2021	18	13	5		
2021-2022	18	13	5		
2022-2023	18	13	5		
2018-2023	82	57	25		



Teachers in a Leadership Role – HODs

Out of 09 departments, 04 of the HODs are female. It is evident from the above charts that the institution encourages female staff to assume decision making roles like Conveners of different Committees and as Head of the Departments.

Year	Total	Male	female	Male%	Female%
2018-2019	9	6	3	67	33
2019-2020	9	6	3		
2020-2021	9	6	3		
2021-2022	9	6	3		
2022-2023	9	6	3		
2018-2023	45	30	15		



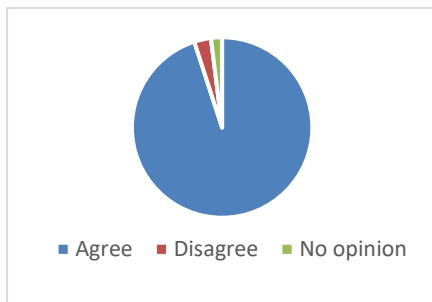
Gender Audit Survey

Sample Questionnaire

As part of the audit, we conducted a survey for the students, faculty, and non-teaching staff in order to collate the respondents' perceptions of the prevailing gender-sensitive practices and facilities on campus in the years of 2021-2022 and 2022-2023.

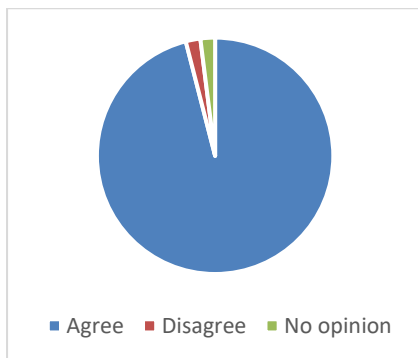
1. The college conducts gender sensitization program as a part of its curriculum

A) Agree-95% B) Disagree - 3% C) No opinion- 2%



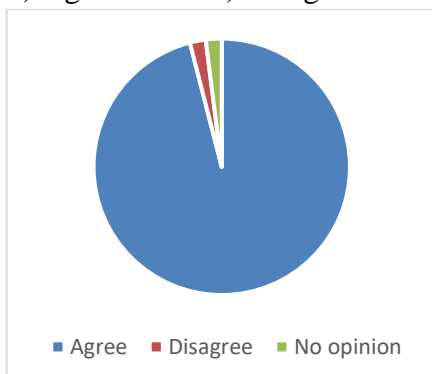
2. The college conducts gender awareness program, such as awareness of sexual harassment, as a part of its curriculum

A) Agree-96% B).Disagree-2% C) No opinion- 2%



3. Adequate number of toilets are available in the campus for girls.

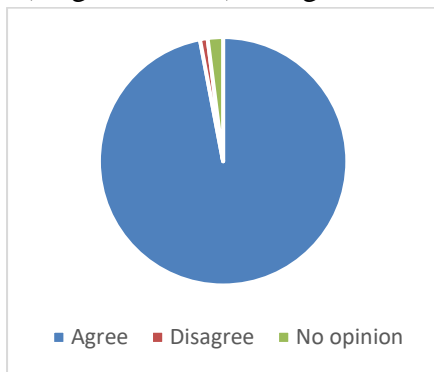
A) Agree- 96% B).Disagree-2% C) No opinion- 2%



4. Adequate facilities are available inside the toilet keeping in mind the need of the female students.

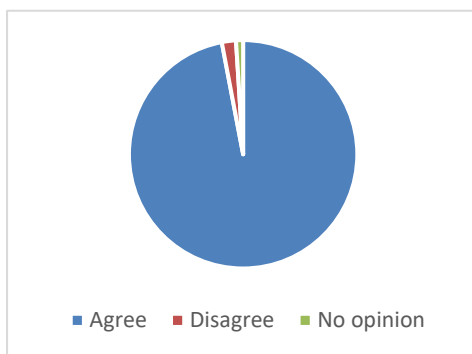
Adequate disposal bins are available in the toilet.

A) Agree-97% B).Disagree-1% C) No opinion- 2%



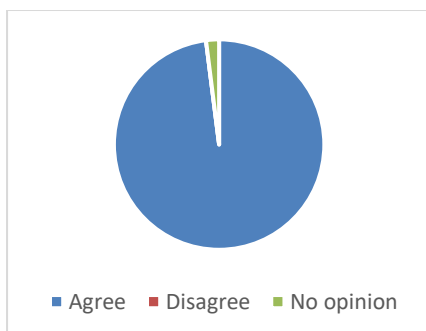
5. Adequate lighting is available inside the campus during night, including but not limited to, adequate light in corridor, classrooms, common areas, toilets etc

A) Agree- 97% B).Disagree-2% C) No opinion-1%



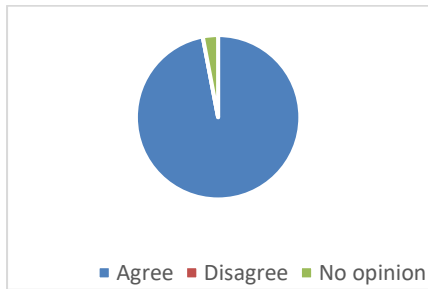
6. Adequate security arrangements have been made in the campus and common areas during the day and night.

A) Agree-98% B).Disagree- 0% C) No opinion- 2%



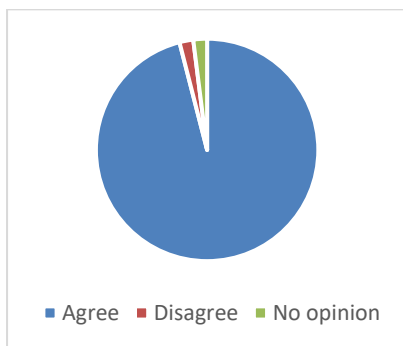
7. A grievance redressal cell has been set up.

A) Agree - 97% B).Disagree- 0% C) No opinion-3%



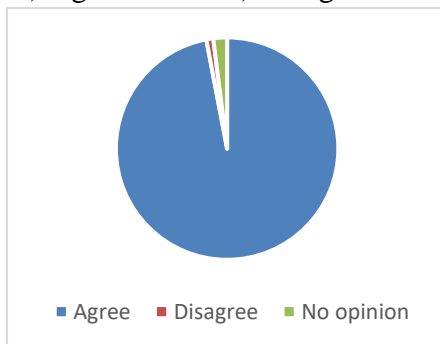
8.The classroom offers equal opportunity to all genders.

A) Agree-96% B).Disagree - 2% C) No opinion- 2%



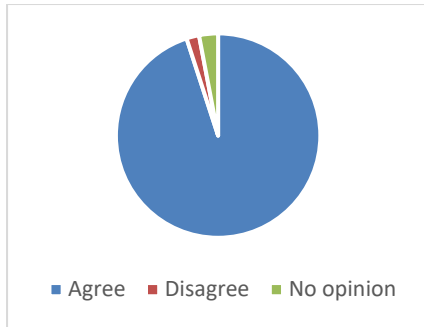
9. The library offers equal opportunity to all genders.

A) Agree-97 % B).Disagree- 1% C) No opinion- 2%



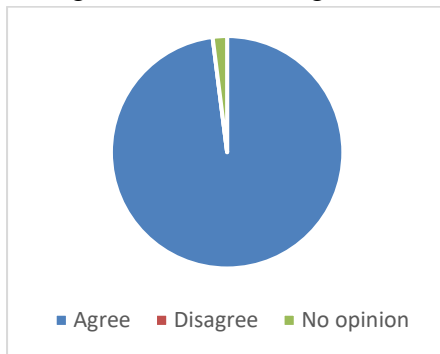
10. Safe environment is available for all girl students in the campus.

A) Agree- 95% B).Disagree - 2% C) No opinion- 3%



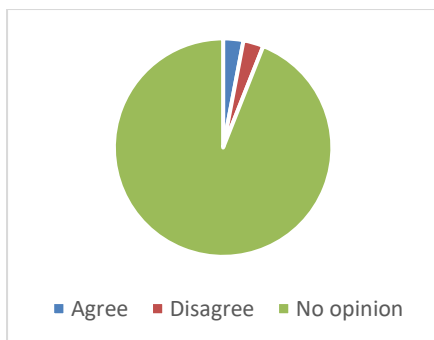
15. A committee has been set up to redress all complaints in a timely manner. You are aware about the process and believe that the process is appropriate.

A) Agree- 98% B).Disagree-0% C) No opinion- 2%



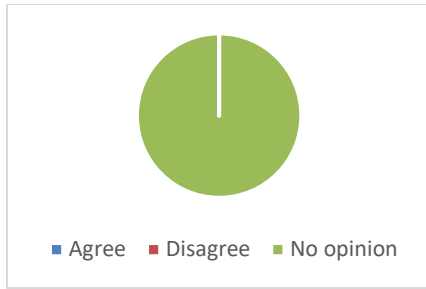
11. Have you been a victim of sexual harassment at class by faculties/class fellow?

A) Agree- 3% B).Disagree- 3% C) No opinion- 94%



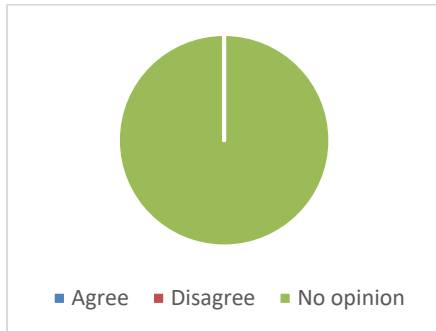
12. Have you reported the incident?

A) Agree- 0% B) Disagree- 0% C) No opinion- 100%



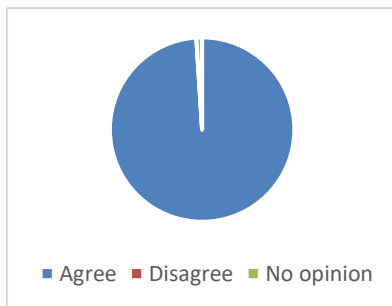
13. If you reported, was it resolved to your satisfaction

A) Agree- 0% B) Disagree- 0% C) No opinion-100%



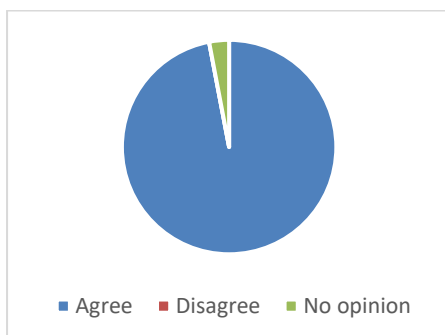
14. Adequate number of security personnel is deployed.

A) Agree-99% B)Disagree- 0% C) No opinion- 1%



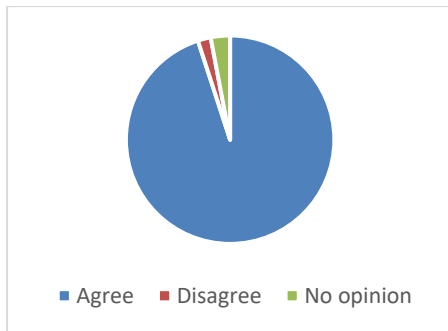
15. Attitude of security personnel is appropriate.

A) Agree-97% B).Disagree- 0% C) No opinion- 3%



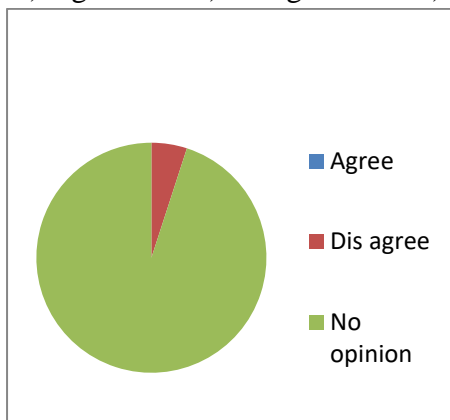
.16. Do you feel that your gender identity is accurately represented and respected in the classroom/campus?

A) Agree-95% B) Disagree- 2% C) No opinion-3%



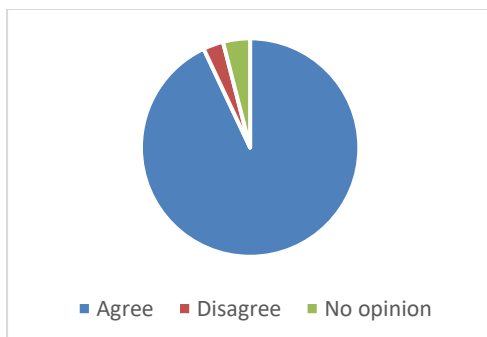
17. Have you experienced any discrimination or bias based on your gender identity?

A) Agree-0% B) Disagree-5% C) No opinion-95%



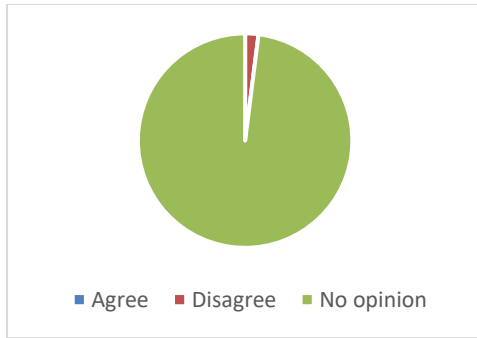
18. Do you feel that there are equal opportunities for career advancement and leadership positions regardless of gender?

A) Agree- 93% B).Disagree- 3% C) No opinion- 4%



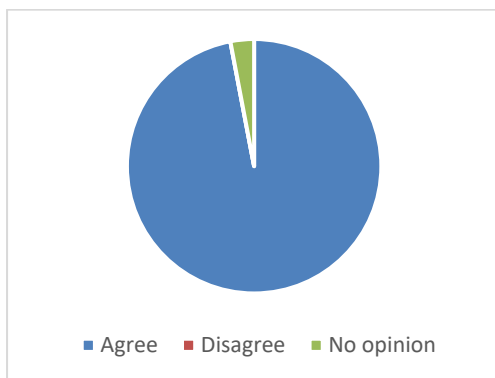
19. Have you observed any instances of gender-based harassment or violence in the college campus?

A) Agree- 0% B).Disagree-2% C) No opinion- 98%



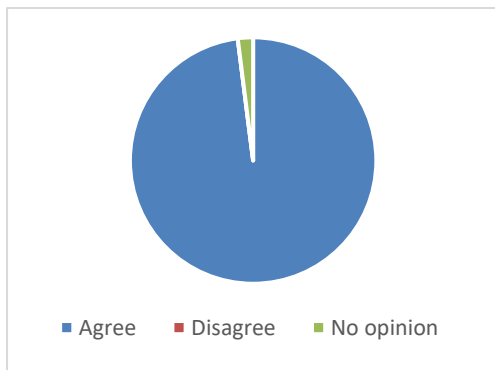
20. A fair enquiry is conducted by the committee in case of a complaint.

A) Agree- 97% B).Disagree- 0% C) No opinion- 3%



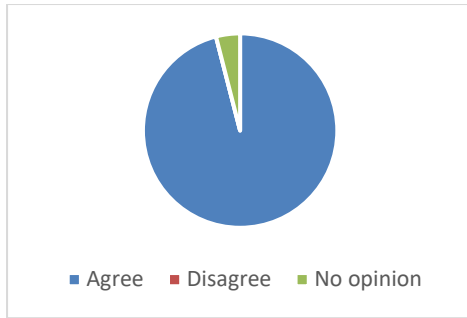
21. Confidentiality is maintained in the enquiry process.

A) Agree-98% B).Disagree- 0% C) No opinion- 2%



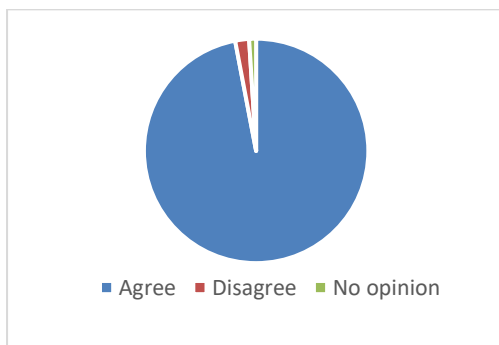
22. Timing of the laboratory is appropriate.

A) Agree-96% B).Disagree- 0% C) No opinion- 4%



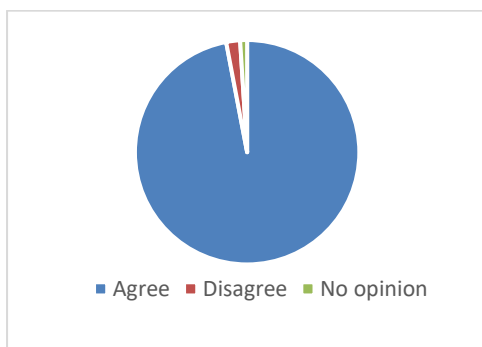
23. Do you believe that there is equal representation and participation of all genders in academic and extracurricular activities within the college?

A) Agree-97% B).Disagree- 2% C) No opinion- 1%



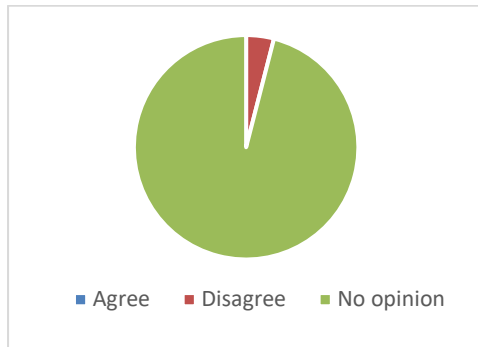
24. Do you feel about the availability and accessibility of gender-neutral facilities (Toilets, common room etc.) are adequate in number at the campus?

A) Agree -97% B).Disagree- 2% C) No opinion- 1%



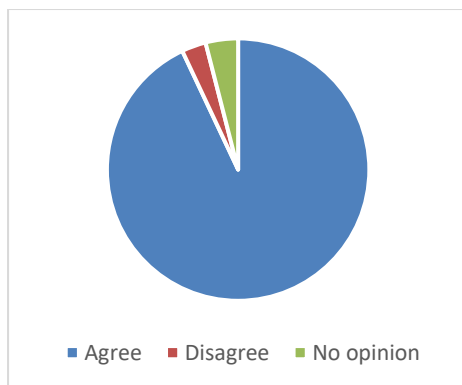
25. Have you experienced any discrimination or bias based on your gender identity in sports related forum within college?

A) Agree-0% B).Disagree -4% C) No opinion- 96%



26. Are male/female students actively involved in decision-making processes in the college?

A) Agree- 93% B) Disagree- 3% C) No opinion- 4%



Concluding Remarks and Salient Findings of the Gender Audit Survey: -

Gender equity has been a long-standing issue in society, affecting politics, economics, education, and culture. Although progress has been achieved in recent decades, there is still much work to be done towards full gender equality. KJRGDC's gender audit report revealed key insights for addressing gender disparities and issues.

The college's policies and programs promote gender equity. The staff reported no issues with gender-based criteria. The Gender Audit Team found that the college's management and staff support gender equality and exhibit gender-sensitive behaviour. The college has significant assets and potential for promoting gender balance. Weaknesses can be overcome with incremental value modifications. Enrolment of females from all backgrounds is on the rise, and there are no concerns about gender

issues. The College has the potential to make a significant impact due to its strong commitment to gender justice.

The Gender Audit sheds information on the roles played by the college's important bodies, committees, and cells. The report summarizes the growth and achievements of both students and teachers. However, the audit highlights the college's shortcoming. The college administration has provided full cooperation and assistance in making the activities and initiatives a reality. The authority is working to meet the campus's present demands.

Our aim is to identify and publish best practices for gender equality in higher education institutions. These practices can be used as models for other areas that require improvement. We evaluate existing institutional rules, procedures, and initiatives to detect any biases or barriers that may impede gender equality. This covers admissions, recruiting, promotion, training, and grievance procedures. We sought a full report based on audit results, highlighting both strengths and problems. We see that in all programs, the number of female students is higher than that of male students.

Our college offers gender-neutral common rooms, changing rooms, and housing alternatives for students who identify as neither male nor female. This may promote a more inclusive atmosphere and eliminate gender discrimination. The college has implemented clear guidelines and processes to prevent and resolve sexual harassment and gender-based violence. Set up a committee to address complaints and support victims. Our college ensure that scholarships and student concessions are available to both boys and girls. Our college's committees organize gender sensitization programs to promote the growth of both genders and create a more equitable society. The college promotes inclusiveness and equality for all stakeholders, with a focus on sensitive Third Gender issues. The college maintains gender-segregated data on most student and staff issues. The college administration has long supported employees by offering leave for child care and maternity.








Suggestion or Recommendations for the Gender Audit Survey:-

- Access to smart classroom facilities should be increased.
- Sports activities must take place on a regular basis.
- Encourage female and male student to participate in sports and cultural activities and to contest for college and district and state or national-level leadership positions.
- Programs to raise student awareness of gender equality are being held regularly.
- Increase the number of female staff in decision making bodies.

- Organise more co-curricular and extra-curricular for students and staff including male and female.
- We recommend that the college maintain its reputation as a safe and gender-sensitive environment for women.
- Organising more awareness programs on the legal rights of women.
- Introduce certificate programs in various subjects or training for self-employment.
- Improve the marketability of the products made by students.
- More programs on awareness and sensitization of Gender Equity have to be organized.
- Improve understanding of gender equality, women's empowerment, stereotypes, and violence.
- More awareness programs on legal rights may be conducted.
- Introduce skill enhancement programmes for girls.
- Female students should be encouraged to take up leadership roles in the student body. The college should promote female representation in leadership roles, including teaching and non-teaching staff.
- The college should prioritize promoting female representation in leadership positions, including teaching and non-teaching personnel. Having more female leaders can set a good example for students and foster a more inclusive workplace.
- Workshops and training sessions can help overcome gender stereotypes and unconscious bias among staff and students.
- The college can encourage and support female students in underrepresented fields, such as Science disciplines.
- KJRGGDC may improve its gender-inclusive and supportive environment for students and staff by addressing these results and implementing suggested solution.

This is to confirm that the following members of the Gender Audit team presented facts and findings based on college documentation.

Internal Complaints Committee of K.J.R.G.G.D.C.


SL NO	Name	Designation	Institution	Signature
1	Aloke Kumer Das	Chairman	OIC, KJRGGDC	
2	Dr. Aresh Kumer Maji	Vice Chairman	Co-ordinator, IQAC, & Associate Professor KJRGGDC	
3	Dr. Nandini Jana	Presiding officer	Associate Professor Durgapur Govt. College	
4	Sharmila Benerjee	NGO Member	Secretary of Prattayay, Asansole, W.B.	
5	Dr. Indrani Hazra	Internal Member	Assistant Professor KJRGGDC	
6	Dr. Nivedita Chakraborty	Internal Member	Assistant Professor KJRGGDC	
7	Dr. Arpita Chauni	Internal Member	Assistant Professor KJRGGDC	

8	Samim Rahaman Molla	Internal Member	Assistant Professor KJRGGDC	Samim Rahaman molla
9	Sujoy Rajak	Internal Member	UDC KJRGGDC	Sujoy Rajak
9	Aditi Gope	Member	Student Representative Dept of Geology	Aditi Gope
10	Nakkhatra Chatterjee	Member	Student Representative Dept of Commerce	
11	Megha Ghosh	Member	Student Representative Dept of English	Megha Ghosh

Gender Sensitisation Committee of K.J.R.G.G.D.C.

SL NO	Name	Designation	Signature
1	Siba Prasad Chaudhury	Assistant Professor (Convenor)	Siba Prasad Chaudhury
2	Dr. Arpita Chauni	Assistant Professor (Jt. Convenor)	Arpita
3	Dr. Indrani Hazra	Assistant Professor (Internal Member)	Indrani Hazra
4	Dr. Sutista Ghosh	Assistant Professor (Internal Member)	Sutista Ghosh
5.	Sekhar Biswas	Assistant Professor (Internal Member)	Sekhar Biswas

External Auditor of Gender Audit Committee of K.J.R.G.G.D.C.

SL NO	Name	Designation	Signature
1	Dr. Nandini Jana	Associate Professor Durgapur Govt. College	
2	Sharmila Benerjee	NGO Member And Secretary of Prattaya. Asansole, W.B.	