



Vishnu Waman Thakur Charitable Trust's
VIVA Institute of Technology
Approved by AICTE New Delhi, Recognized by DTE, Govt. of Maharashtra
And Affiliated to University of Mumbai
NAAC "B++" Grade



Internal Quality Assurance Cell (IQAC)

GENDER
ANALYSIS REPORT
(A.Y:2023-2024)

INDEX

Sr. No	Content	Page. No
1.	Institute Profile	3-4
2.	Gender Equality At Viva Institute Of Technology	5
3.	Gender Equality Policy	6
4.	Gender Analysis Report	7-15
5.	Conclusion	16
6.	Annexure 1: Women Development Cell Report	17-24
7.	Annexure 2: Gender Audit Survey Questionnaire	25-32

About Institute

VIVA Institute of Technology was established in 2009 with a definite mission to raise the standard of the Institute above the benchmark level by providing students with advanced knowledge and the latest technology in their chosen discipline, tapping their hidden and obvious potential, and molding them into good and responsible citizens by playing a meaningful role in industry and society. The Institute is approved by AICTE, New Delhi, and DTE, Government of Maharashtra State, and affiliated with the University of Mumbai. The main objective of the Institute is to promote education at all levels.

Vision

VIVA Institute of Technology strives to impart total quality education by means of equipping students with knowledge and skills in their chosen stream, inculcating cultural and ethical values, identifying hidden talents, providing opportunities for students to realize their full potential and thus shape them into future leaders, entrepreneurs and above all good human beings.

Mission

To develop the standard of the institute above benchmark level by providing students with advanced knowledge and latest technology in the chosen discipline by tapping their hidden and obvious potential, moulding them into good and responsible citizens by playing a meaningful role in industry and society.

Gender Analysis Report: An Introduction

VIVA INSTITUTE OF TECHNOLOGY established in the year 2009, nurtures a unique system of education for creating dynamic leaders in the corporate sector, entrepreneurs, academicians, researchers and professionals who contribute to the development of society and nation at large. It has an aesthetically designed and elegantly built campus furnished with state of art equipment and facilities. The campus has an ambience that motivates students to grow as enlightened human beings. Here, education is not only focusing on 4 years B.E. degree course but also creating for the students a platform to realize their dreams, hone their cognition, sharpen their competence and carve out a wholesome personality. This Institutes believes in empowering young students through rigorous curriculum, students participation in R & D, mentor system, value added programs, strong industrial interfaces. Value based education approach is adopted by this institute for instilling principles and exemplary standards of discipline among the students through an organized structure to produce professionals of global excellence. The accomplished team of professors' groom and guide students to the best of their capacity. They work most diligently towards synergizing theoretical knowledge and practical skills to promote all round professional competence.

GENDER EQUALITY AT VIVA INSTITUTE OF TECHNOLOGY

The institute has taken several measures to promote Gender Equity on the campus intensely. The measures include posting security guards and monitoring the campus area to ensure the safety of all individuals. CCTV cameras are fitted in the Institute to provide security and surveillance. Also, to reduce the risk of infection or the severity of an injury at the workplace, first-aid boxes are kept in the administrative office to make them easily available for everyone in the Institute. The institute ensures appropriate representation of males and females in all administrative and academic committees. Almost half of the Institute's employees are women, The Women's development cell and Internal complaint committee were established with the aim, of protecting the dignity of women in the workplace also to promote the well-being of female students and women staff, creating awareness about the problems of gender inequality, to maintain a safe working environment with dignity and encourage active participation of students and staff in the area of women's development.

In the context of creating awareness about the problems of gender inequality, Women's development cells organize various activities. Various departments of the institute have a mentoring system that ensures counseling of each student of the institute by the faculty member. This helps in providing equal opportunities for students of both genders to excel in their academic performance and helps to resolve their issues. Apart from this, the Institute has appointed a female counselor to address critical issues of the female students and provide suggestions for resolving the issues. The institute has provided a spacious and comfortable Girls' common room, to ensure the privacy of female students where girls can rest in case of physical discomfort, and proper lighting arrangements are provided on the campus in all classrooms, common facility rooms, and also at some key locations. By the principle of equality, females receive a variety of facilities and special treatment.

The NSS unit for girls focuses on fostering the development of their personalities and virtues like solidarity, discipline, leadership, a secular mindset, and a desire to explore. The noteworthy accomplishments of the girls are the emphasis of this unit. NSS Girls are consistently inspired by the unit to fulfill their responsibilities in society. The institute also

ensures that female staff members inevitably accompany female students in the N.S.S camps and sports events. Sanitary Napkin vending machines are available in the College's second-floor Girls wash Room.

Each floor has separate bathroom facilities for female students that are furnished with standard amenities including dustbins, mirrors, and chairs. Every floor ladies' washroom has a lady cleaner assigned to it at all times and its hygiene is maintained by performing sanitization and cleaning on every working day.

GENDER EQUALITY POLICY AT VIVA INSTITUTE OF TECHNOLOGY

The VIVA INSTITUTE OF TECHNOLOGY aims to foster equality in opportunities for everyone who works and studies there irrespective of their gender.

The college upholds the values of justice for all, equality of opportunity, and impartiality. The management, faculties, and employees are fully committed to and actively involved in practicing equity in education. The teachers at the campus motivate their students to embrace diversity in the classroom and to appreciate the differences that each gender brings to the table. They establish a setting for learning that promotes conversation and equitable treatment. Students can talk to their mentors about both professional and personal issues.

Regardless of gender, the college has always placed a strong emphasis on students' overall development. An excellent gender balance is a sign of a top-notch institution. Through carefully thought-out policies, our college works to improve equity and guarantee the participation of women in all activities.

To foster a climate of acceptance and respect for all genders on campus, the College focuses on the following factors.

They are:

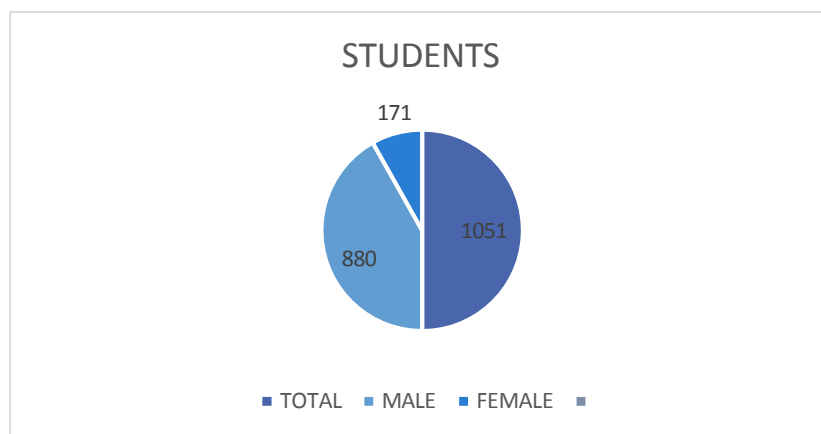
- Discrimination based on gender is prohibited in all forms.
- The college must give all genders equal opportunities.

GENDER ANALYSIS REPORT

A gender audit is an instrument used to evaluate and verify how gender equality is maintained within an Institution, including in its policies, programs, structures, procedures, and finances. The higher education system has undoubtedly established the democratic ideal of gender equality and needs to take into account the diversity of gender identities among individuals. A thorough cross-sectional analysis of gender with various socioeconomic indicators should be conducted to see whether there are any gender gaps in the educational system. The VIVA Institute of Technology carried out this gender audit/Analysis to determine the existence of this disparity. One such effort to fill in the gaps, ensure equity, and close the gender gap in college campuses is the gender audit. This upholds democratic principles in both teaching and non-teaching.

Gender wise Details of Total Students in the College (AY 2023-24)

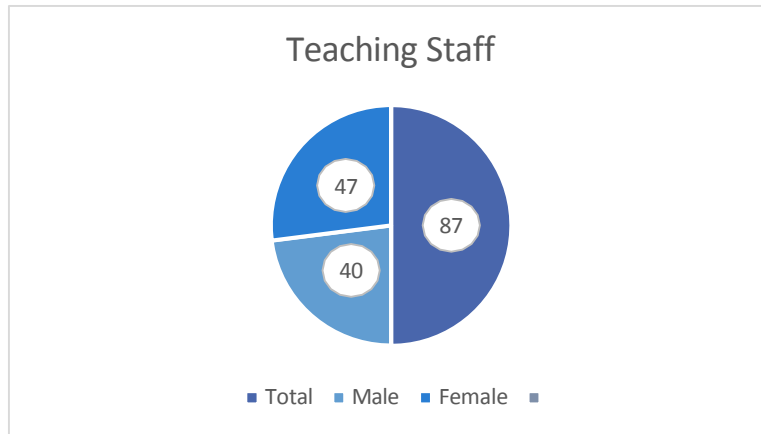
DEPARTMENT	Total Students		
	Male	Female	Total
CIVIL (F.E TO B.E)	139	20	155
COMP (F.E TO B.E)	219	60	279
CSE (AI & ML (F.E TO B.E)	141	40	181
MECHANICAL (F.E TO B.E)	124	3	127
EXTC (F.E TO B.E)	58	19	77
ELECTRICAL (F.E TO B.E)	122	6	128
MCA (FIRST & SECOND YEAR)	75	23	98
ME (FIRST & SECOND YEAR)	2	0	2
TOTAL	880	171	1051



Pie Chart 1 : Gender Inclusion students

Gender Wise Details of Total Teaching Staff in the College (AY 2023-24)

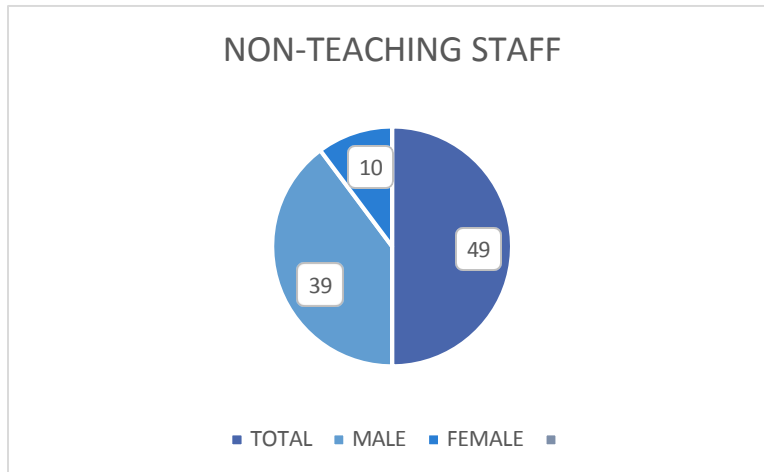
DEPARTMENT	Teaching Staff		
	Male	Female	Total
HAS	5	6	11
CIVIL	7	7	14
COMP	2	11	13
CSE (AI & ML	1	5	6
MECHANICAL	13	4	17
EXTC	3	6	9
ELECTRICAL	7	2	9
MCA	2	5	7
LIBRARY	0	1	1
TOTAL	40	47	87



Pie Chart 2: Gender Inclusion- Teaching Staff

Gender wise Details of Total Non-Teaching Staff in the College (AY 2023-24)

DEPARTMENT	Non-Teaching Staff		
	Male	Female	Total
HAS	1	2	3
CIVIL	4	0	4
COMP	3	2	5
CSE (AI & ML	1	0	1
MECHANICAL	5	0	5
EXTC	3	0	3
ELECTRICAL	4	0	4
MCA	2	0	2
LIBRARY	2	1	3
ADMINISTRATION STAFF	14	5	19
TOTAL	39	10	49



PIE CHART 3: GENDER INCLUSION- NON-TEACHING STAFF

Students' enrolment at various social categories in academic year 2023-2024

	EXTC DEPARTMENT										
	SC		ST		OBC		Gen		Others		Total
	M	F	M	F	M	F	M	F	M	F	
FE	0	1	1	0	5	1	2	3	0	0	13
SE	2	1	0	0	4	0	16	2	1	0	26
TE	1	0	0	0	2	2	10	3	0	0	18
BE	0	0	0	0	2	0	14	4	0	0	20
Total	3	2	1	0	13	3	42	12	1	0	77

	CIVIL DEPARTMENT										
	SC		ST		OBC		Gen		Others		Total
	M	F	M	F	M	F	M	F	M	F	
FE	1	0	0	0	1	0	2	0	0	0	4
SE	0	0	0	0	1	1	5	3	1	0	11
TE	4	1	1	1	11	1	30	4	4	1	58
BE	5	1	5	0	21	2	34	4	5	1	78
Total	10	2	6	1	34	4	71	11	10	2	151

	ELECTRICAL DEPARTMENT										
	SC		ST		OBC		Gen		Others		Total
	M	F	M	F	M	F	M	F	M	F	
FE	1	0	1	0	0	0	2	0	0	0	4
SE	1	1	1	0	4	0	20	1	1	0	29
TE	3	0	1	0	9	0	27	0	3	0	43
BE	4	1	4	0	12	2	26	1	2	0	52
Total	9	2	7	0	25	2	75	2	6	0	128

	MECHANICAL DEPARTMENT												
	SC		ST		OBC		Divyangan		Gen		Others		Total
	M	F	M	F	M	F	M	F	M	F	M	F	
FE	0	0	0	0	0	0	0	0	5	0	0	0	5
SE	0	0	0	0	3	0	0	0	13	0	0	0	16
TE	0	0	0	0	0	0	0	0	20	2	0	0	22
BE	9	0	3	0	18	1	0	0	51	0	2	0	84
Total	9	0	3	0	21	1	0	0	89	2	2	0	127

	COMPUTER DEPARTMENT												
	SC		ST		OBC		Divyangan		Gen		Others		Total
	M	F	M	F	M	F	M	F	M	F	M	F	
FE	3	2	3	0	10	0	0	0	32	7	10	0	67
SE	5	1	1	0	5	5	0	0	40	15	4	0	76
TE	3	1	1	1	15	4	0	0	39	11	0	1	76
BE	5	3	0	0	6	4	0	0	31	19	3	1	72
Total	13	5	2	1	26	13	0	0	110	45	7	2	291

	CSE (AI and ML)												
	SC		ST		OBC		Divyangana		Gen		Others		Total
	M	F	M	F	M	F	M	F	M	F	M	F	
FE	7	1	0	0	15	5	0	0	63	18	4	0	113
SE	5	1	0	0	11	6	0	0	30	9	6	0	68
TE	-	-	-	-	-	-	-	-	-	-	-	-	-
BE	-	-	-	-	-	-	-	-	-	-	-	-	-
Total	12	2	0	0	26	11	0	0	93	27	10	0	181

	ME										
	SC		ST		OBC		Gen		Others		Total
	M	F	M	F	M	F	M	F	M	F	
FE	0	0	0	0	0	0	0	0	0	0	0
SE	1	0	0	0	0	0	1	0	0	0	2
TE	-	-	-	-	-	-	-	-	-	-	-
BE	-	-	-	-	-	-	-	-	-	-	-
Total	1	0	0	0	0	0	1	0	0	0	2

	MCA										
	SC		ST		OBC		Gen		Others		Total
	M	F	M	F	M	F	M	F	M	F	
FE	2	0	0	0	1	4	22	6	0	0	35
SE	4	0	0	0	8	0	37	12	1	1	63
TE	-	-	-	-	-	-	-	-	-	-	-
BE	-	-	-	-	-	-	-	-	-	-	-
Total	6	0	0	0	9	4	59	18	1	1	98

Analysis of the Student Survey for the Academic Year 2023–2024

It asked for opinions from students regarding the college's efforts and the institute's perspective on gender equality. Students were asked to respond honestly to a questionnaire that was distributed by email and several student Whats App groups.

Of the total respondents, 20.47% were men and 78.74% were women.

1. Knowledge of gender sensitization and grievance procedures:

- 84.24% of students agreed that gender sensitization is a part of their college curriculum and other departmental activities.
- 79.52% of students are aware of the college's gender-sensitization initiatives. Nonetheless, 21.25% of students were unaware of the Internal Complaint Committee and the Women's Development Cell's initiatives in this field. The college intends to raise awareness of this through a number of techniques, including cooperation with NSS, classroom campaigns, social media use, and campus poster displays. The goal of these actions is to boost student involvement in the Gender Sensitization initiatives.

2. Comments based on the college's health and hygiene initiatives for the pupils:

The survey's findings on washroom conditions for both sexes show the following:

- **Availability and Adequacy:** 97.63% of students said the college had enough restrooms for both male and female students.
- **Cleanliness and Amenities:** According to 69.21% of students, these restrooms are clean, have a constant supply of water, and have enough dustbins for disposing of trash. These results emphasize how crucial it is to keep clean, well-equipped restrooms in order to meet the needs of every student.

3. Observations on the college's safety and security protocols for the students:

The following are the results of the survey on campus safety and security:

- **Security Staff:** 92.91% of students confirmed to a presence of security staffs on campus.

- **Lighting:** According to 89.76 % of students, the restrooms, common areas, and college corridors provide enough lighting.
- **CCTV Surveillance:** Just 98.42% of students are aware that CCTV is being used to monitor the college campus. Although there is potential to raise knowledge of the surveillance methods in place, these numbers point to a well-secured campus environment.

4. **Responses based on the equal opportunity that the college provides to the students:**

The following answers to the poll demonstrate the college's supportive atmosphere for gender equality:

- 48.81% of students believe that equal chances for the free and equitable expression of opinions are provided to both genders.
- Most people also think that both sexes have equal chances to participate in extracurricular and co-curricular activities.
- 47.24% of students believe that all genders are treated equally and fairly by college administrators, including both teaching and non-teaching staff.
- 51.18% concur that both genders are treated equally and fairly under the college's standards. This answers the college's environment where all students have an equivalent chance to express themselves.

Analysis of the Teaching and Non-teaching staff Survey for the Academic Year 2023–2024

It asked for opinions from the staff members regarding the college's efforts and the institute's perspective on gender equality. The staff were asked to respond honestly to a questionnaire that was distributed by email and several student WhatsApp groups.

Of the total respondents, 50.74% were men and 49.24% were women.

1. Comments on the equal opportunities offered to teaching staff members:

- 86.56% of staff agree that all genders get equal opportunities to work with different committees and groups.
- 94.02% of the teaching staff stated that both genders are provided equal opportunities to

freely and fairly share their opinions. It's great that most of the teaching staff seemed to be pleased with the chances offered for committee participation and idea sharing.

2. Comments on how well staff members understand the Gender Sensitization Cell and Grievance Redressal:

- A grievance cell has been established in the college to handle teachers' complaints, according to 76.11% of the teaching staff. Though communication and involvement could use some work, the Gender Sensitization Cell and Grievance Redressal awareness also seems to be well welcomed.

3. Feedback from staff members about the precautions that the college has taken in the areas of safety and security:

- 100% believe that CCTV cameras are installed on campus and that sufficient security arrangements have been made in the campus and common areas.
- 70.14% of teaching staff members agree that there is adequate lighting on campus; the installation of surveillance cameras and adequate lighting are regarded as excellent developments in terms of safety and security.

4. Teaching staff members' opinions of the college's health and hygiene facilities

- 32.28% of employees believe that there are enough waste bins in the restroom.
- A small percentage of employees also recommended that each floor have enough toilets. There is a good degree of satisfaction with the quantity of restrooms and garbage bins, according to the input on health and hygiene facilities. There is room for improvement, though, as indicated by the recommended toilets on each floor.

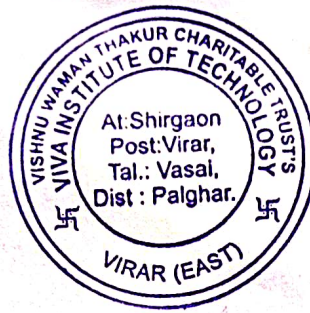
51.7% of respondents said that additional seminars, workshops, presentations, and conversations on gender-sensitive topics are necessary.

CONCLUSION

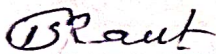
The analysis demonstrates that all of the college's policies and programs include gender equity goals and objectives. Furthermore, the staff agreed that they have no issues with the gender specifications. According to the Gender Audit Team's analysis, the college's administration and employees support gender equality and sensitivity, and they do exhibit gender-sensitive behavior. The college has several benefits and opportunities of developing a gender-balanced environment. The analysis of report shows that there is no gender issues in the campus. The same practice should be continued on regular basis in future too.



Dr. Sujata Kulkarni
Associate Professor
S.P.I.T. Andheri



Dr. Arun Kumar
Principal
VIVA Institute of Technology



IQAC Coordinator
Mrs. Karishma Raut

ANNEXURE I

WOMEN DEVELOPMENT CELL

The Women Development cell at **VIVA Institute of Technology** started with the aim to enlighten and orient women students and staff members about their legal rights and true potential through the promotion of gender equality and programs concerning women's welfare.

AIMS:

- To prevent any act of sexual harassment and to promote the well-being of female students and women staff.
- To create awareness about the problems of gender inequality.
- To maintain a safe working environment with dignity.
- To encourage active participation in the area of women's development.
- To organize seminars, workshops, and training for creating social awareness, self-reliance, and empowerment.

WOMEN DEVELOPMENT CELL COMMITTEE

Sr. No.	Name of the Committee Members
1.	Dr. Arun Kumar (Principal)
3.	Mrs. Pradnya Kulkarni (Member,NGO)
4.	Dr. Trupti Patil (Member)
5.	Mrs. Archana Ingle (Member)
6.	Mrs. Karishma Raut (Member)

7.	Dr. Niyati Raut (Member)
8.	Dr. Ashwini Save (Member)
9.	Student Representative

Women Development Cell (WDC) in association with Internal Complaint Committee (ICC) Activities (2023-2024)

Event Details: -

Sr no.	Event Details	Time	Date & Venue
1.	Street Play-	3.30 p.m. onwards	23 October, 2023
2.	Quiz Competition	Online mode	5 th March 2024.
3.	Guest Lecture	3.30 p.m onwards	6 th March 2024 Seminar Hall, VIVA Institute of Technology.
4.	Poster Making	11.15a.m. onwards	6 th March 2024 room no 401, VIVA InstituteOf Technology

5.	Women's Day celebration Get-together	3.30 p.m. Onwards	7 th March 2024 Seminar hall, main building, VIVA Tech.
6.	Sanitary Pad Donation Drive	8.30 a.m onwards	8th March 2024 TalaychaPada, Bhatane Village

Event 1

Women Development Cell (WDC) in association with Internal Complaints Committee (ICC)

of VIVA Institute of Technology has organized a street play performance of our college students based on theme of 'Gender Equity' was presented before the mob of college students. The motto was to bring out the awareness amongst the young generation about the importance of gender equality as not only a fundamental human right but a necessary foundation for a sustainable and peaceful world.

8th March, considered as International Women's Day. This day brings many things for women – a reason for celebration, a cause to pause and reassess a remembrance, an inspiration and a time to tribute, love and admiration. To honor womanhood, VIVA Institute of Technology has celebrated the International Women's Day throughout the week from 5th March to 8th March 2024. The purpose of celebrating Women's Day was sensitization about "Gender equality and women's empowerment". At the outset, various events have been organized in the college campus.

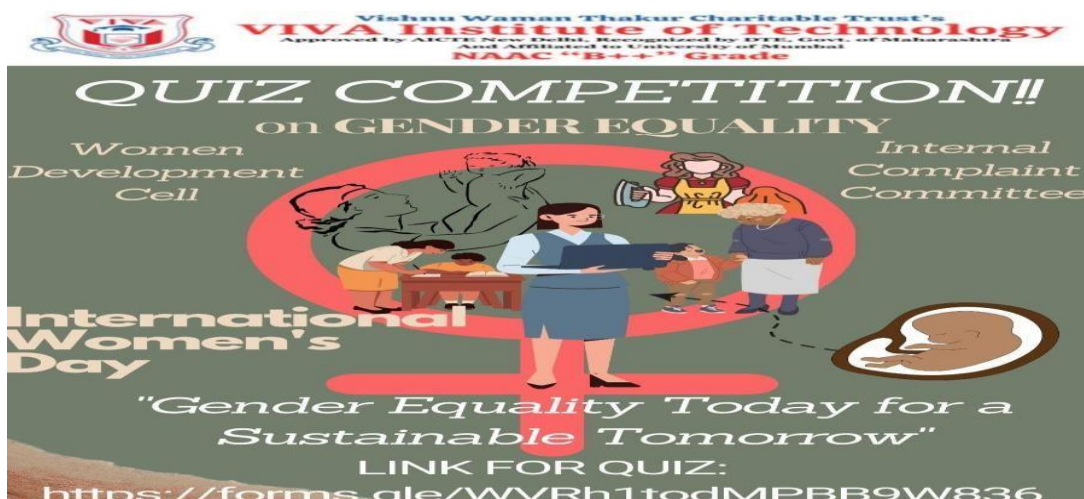
EVENT 2:

Quiz Competition – "Gender Equality"

Date: 5th March 2024.

Mode: Online

On the auspicious day, online quiz competition was conducted for our college students based on theme of 'Gender Equity'. The motto was to bring out the awareness amongst young generation about importance of gender equality as not only a fundamental human right but a necessary foundation for a sustainable and peaceful world.



Event 3:

Date: 6th March 2023

Topic: “Personality Development & Menstrual Hygiene”

Resource Person: Dr. Dipak Desai

Virar Maternity Hospital, Virar.

Women Development Cell of VIVA Institute of Technology, Virar organized a program on Personality Development and Menstrual Hygiene” for all the staff members and students of the college. Dr. Dipak Desai, renowned gynecologist of Vasai Taluka was present as a chief guest to give valuable speech on women’s health and lifestyle management.

The program was inaugurated with the lighting of the lamp by the chief guest Dr. Deepak Desai and Dr. Arun Kumar, principal of VIVA Institute of Technology. The Principal, while introducing Dr. Deepak Desai to the audience highlighted the fact that gone are the days when women were simply home and kitchen bound.

This scenario from yesteryears is so outdated and old-fashioned that nowadays, women not only handle home and a career but manage a complete overall personal growth. Due to this role reversal, many of the women lately are a victim of obesity and poor fitness regime. Due to the stress of juggling a home and career, many women are facing a lot of difficulties associated with their health due to lack of exercise and proper physical workouts. But complaining isn’t the solution as finding a balance between personal and professional life with fitness, diet is crucial if not easy. And that’s why we are here today.

Event Snapshots:



Event 4:

Poster-Making Competition on the theme of – “Gender Equality”

Date: 6th March 2024.

Venue: Room no 401, 4th floor, main building

Poster-making competition was conducted for our college students based on the theme of ‘Gender Equity’. The motto was to bring out the awareness amongst the young generation about the importance of gender equality as not only a fundamental human right but a necessary foundation for a sustainable and peaceful world. The students have given a good response.



Event 5:

WOMEN'S DAY CELEBRATION GET-TOGETHER

Date: 7th March 2024.

Venue: Seminar Hall, 4th floor, main building

A small get-together on 7 March 2024, where all the teaching and non-teaching staff members and female students were invited. The main agenda for the gathering was mainly to socialize with all the female members from all the different levels and departments, irrespective of their designation with an aim to establish and enhance their coordination and communication with each other for fruitful and smooth working in the institution.



Event 6 :

“Donation Drive- Sharing is Caring”

Venue: Talyacha Pada, Bhatane village.

WDC AND ICC in association with the NSS unit of VIVA Institute of Technology organized an event “Sharing is Caring”. On 8th March 2024, volunteers had arranged a sanitary pad donation drive in the campus. Students and faculties donated over 250 packets of Sanitary Pads. These pads were then donated to women of Talyacha Pada, Bhatane Village, on the occasion of International Women’s Day.

Also, Volunteers interacted with the village women and discussed the stigma related to Menstruation, how they should take care of the hygiene during the menstrual cycle days.

Event Snapshots:



Gender Audit Survey - Students (A.Y:2023-2024)

Our college is conducting a Gender Audit Survey aimed at understanding your experiences. We encourage you to answer the questionnaire honestly, as there are no right or wrong answers. Your feedback is vital in helping us create a safe and equitable environment for all genders. Your responses will remain confidential. Thank you for your participation.

* Indicates required question

1. Email *

2. Branch *

Mark only one oval.

- ☐ CSE (AIML)
- ☐ Computer Engineering
- ☐ Civil Engineering
- ☐ Electrical Engineering
- ☐ Electronic and Telecommunication Engineering
- ☐ Mechanical Engineering
- ☐ First Year Engineering
- ☐ MCA

3. **GENDER ****Mark only one oval.*☐ MALE☐ Female4. **1. The college's curriculum includes a gender awareness program. ****Mark only one oval.*☐ YES☐ No5. **2. Is there a Girls/ Boys common room available on campus? (Answer with reference to your gender) ****Mark only one oval.*☐ YES☐ No6. **3. Are there adequate number of washrooms for male/ female students on campus? (Answer with reference to your gender) ****Mark only one oval.*☐ YES☐ No

7. **4. Is hygiene maintained in the washrooms (e.g. cleanliness of toilets, adequate number of dustbins, availability of water etc.)? (Answer with reference to washrooms for your gender)** *

Mark only one oval.

☐ YES

☐ No

8. **5. Security guards are available on campus ? ***

Mark only one oval.

☐ YES

☐ NO

9. **6. The college has a women's cell that is established, and students are aware of it. ***

Mark only one oval.

☐ YES

☐ NO

☐ MAY BE

10. **7. Is adequate lighting available in college corridors, common areas, toilets etc.? ***

Mark only one oval.

☐ Yes

☐ No

☐ Maybe

11. **8. Is your college campus (corridors, common areas etc.) under CCTV surveillance?** *

Mark only one oval.

- ☐ Yes
- ☐ No
- ☐ Maybe

12. **9. All genders have equal opportunities in the classroom ***

Mark only one oval.

- ☐ Strongly Agree
- ☐ Agree
- ☐ No opinion
- ☐ Disagree
- ☐ Strongly Disagree

13. **10. In sports, the college provides equal opportunity for all . ***

Mark only one oval.

- ☐ Strongly Agree
- ☐ Agree
- ☐ No opinion
- ☐ Disagree
- ☐ Strongly Disagree

14. **11. All genders have equal opportunities to cooperate with different clubs and forums** *

Mark only one oval.

- ☐ Strongly Agree
- ☐ Agree
- ☐ No opinion
- ☐ Disagree
- ☐ Strongly Disagree

15. **12. Every gender has an equal chance to express thoughts freely and fairly.** *

Mark only one oval.

- ☐ Strongly Agree
- ☐ Agree
- ☐ No opinion
- ☐ Disagree
- ☐ Strongly Disagree
-

Gender Audit Survey (A.Y - 2023-2024)

Teaching & Non-teaching staff members - Gender Audit Survey

Dear staff members, The WDC, ICC and IQAC of our college have initiated Gender Audit and are conducting this survey to gather information for the same. Kindly respond to the following questionnaire to help us with the audit.

* Indicates required question

1. Email *

2. GENDER *

Mark only one oval.

☐ MALE

☐ Female

3. All genders are given equal opportunities to work with various committees and associations. *

Mark only one oval.

☐ Agree

☐ Disagree

☐ Neutral

4. **All genders have equal opportunities for the free and fair presentation of thoughts.** *

Mark only one oval.

- ☐ Agree
☐ Disagree
☐ Neutral

5. **Gender-sensitive topics are conducted through guest lectures, seminars, and workshops.** *

Mark only one oval.

- ☐ Agree
☐ Disagree
☐ Neutral

6. **In order to handle staff issues, the college has established a grievance cell.** *

Mark only one oval.

- ☐ Agree
☐ Disagree
☐ Neutral

7. **CCTV cameras are installed in the campus** *

Mark only one oval.

- ☐ Yes
☐ No
☐ Maybe

8. **The campus and common areas are adequately secured both during the day and at night.** *

Mark only one oval.

- ☐ Agree
☐ Disagree
☐ Neutral

9. **Adequate number of toilets are available in the campus for Staff** *

Mark only one oval.

- ☐ Yes
☐ No
☐ Maybe

10. **Adequate disposal bins are available in the toilet** *

Mark only one oval.

- ☐ Yes
☐ No
☐ Maybe

11. **What recommendations do you have to improve gender equality and sensitivity within the institute?** *

(You are able to choose multiple options. Check all that applies.)

Check all that apply.

- ☐ Increase the number of workshops, discussions, and seminars on gender-sensitive topics. ☐ Enhance the procedure for resolving concerns
☐ Arrangements for self-defense courses.