



**Kharepatan Panchakroshi Shikshan
Prasarak Mandal's
Arts, Commerce and Science
College, Kharepatan**



(Affiliated to Mumbai University No. ICM / 1 / 558 / 2012 - 13)



GENDER AUDIT REPORT

Period of Assessment

2021 - 22 & 2022 - 23

**Conducted By
IQAC Cluster, Pune**

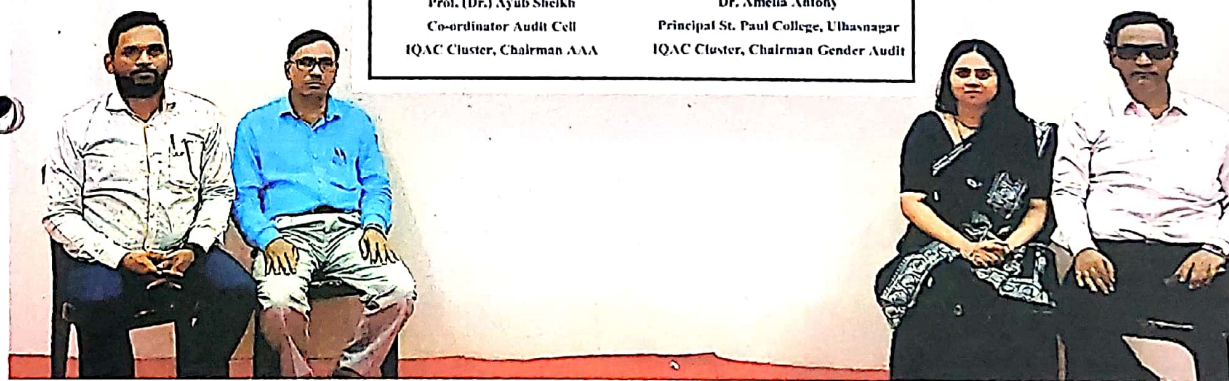
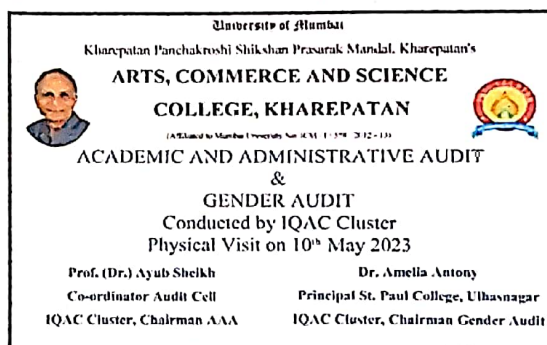
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IQAC Cluster, Pune

Physical Visit on
Wednesday, 10th May 2023



Chairman: Dr. Amelia Antony
Principal - St. Paul College, Ulhasnagar
IQAC Cluster, Pune

Member: Dr. Ayub Sheikh
Co-ordinator, Audit Cell
IQAC Cluster, Pune



AAA and Gender Audit
Visit Schedule
Arts and Commerce College, Kharepatan.
Date- 10/05/2023: 9:30 A.M.

Sr.NO.	Activity	Time
I	Interactions Part-1 1) Principal 2) Chairman, G.C. 3) Chairman, CDC. 4) IQAC 5) Registrar 6) Head of Departments.	9:30 A.M. To 10:30 A.M.
II	Interactions part-2 7) WDC 8) Women employee 9) Mandatory cells and committees. 10) Best practices and Institutional distinctiveness.	10:30 A.M. To 11:30 A.M.
III	Visits 1) Women's facilities 2) Academic departments (25%)(Verification of departmental documents). 3) ICT Infrastructure 4) Research Center 5) Library-ICT 6) Examination department. 7) NSS and NCC. 8) Facilities and infrastructure for physical disable. 9) Waste management system. 10) Sports and cultural.	11:30 A.M. To 1:00 P.M.
IV	Lunch	1:00 P.M. To 2:00 P.M.

V	Document verifications <ol style="list-style-type: none"> 1) IQAC Documentation. 2) Students redressal, Ant ragging and Internal complaint cell. 3) e- governance 4) PO,PSO,CO Attainment 5) Policy documents. 6) Purchase committee. 7) Teachers Diary 8) Welfare scheme 9) Students placement data and documents. 10) Licensed software 11) Administrative office Documents: (Students admission records, scholarship, Grants and funding, Appointment, promotion and retirement records ,Service books, Salary records, financial audit reports etc.)	2:00 P.M. To 3:30 P.M.
VI	Report writing.	3:30 P.M. To 4:30 P.M.
VII	Exit meeting	4:30 P.M. To 5:00 P.M.

Amelia



CHAIRMAN
 Audit Team IQAC CLUSTER
 Pune

[Signature]

CHAIRMAN
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CHAIRMAN
Audit Team IQAC CLUSTER
Pune



CHAIRMAN
Audit Team IQAC CLUSTER
Pune



GENDER AUDIT

Conducted by

IQAC CLUSTER INDIA

(Reg.No.MAH/236/2021/PUNE)

FOR Arts, Commerce and Science College, Kharepatan COLLEGE

The Gender Audit Committee visited College / University on:

Day;Wednesday	Date:10th May 2023	Time;09:30 AM
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The External Peer committee members for Gender Audit appointed by IQAC Cluster India are:

Sr. No	Name	Designation	Address	Signature
1.	Dr. Amelia Antony	Chairman	St. Paul College, Ulhasnagar	
2.	Prof. Dr. Ayub Sheikh	Member	ICS College, Khed	

Authorities of the organization who interacted with the Gender Audit team are:

Sr. No.	Name	Designation	Address	Signature
1.	Hon. Shri. Pravin Digambar Lokare	Management representative	At and Post Kharepatan, Tal. Kankavli, Dist. Sindhudurg	
2.	Hon. Dr. Atmaram Deu Kamble	Principal	At Kalpatru, Rameshwar Nagar, Kharepatan, Post. Kharepatan, Tal. Kankavli, Dist. Sindhudurg	
3.	Hon. Dr. Vandana Rajesh Shinde - Vhatkar	CDC member	At and Post Kharepatan, Tal. Kankavli, Dist. Sindhudurg	
4.	Hon. Shri. Vaseem Hanif Sayyed	IQAC In charge	At and Post Rajapur, Tal. Rajapur, Dist. Ratnagiri	
5.	Hon. Shri. Shrikrishna Ranade	Registrar or Equivalent	At and Post Korle Tal Devgad Dist Sindhudurg	
6.	Hon. Shri. Mohamed Ali Abdul Sattar Munshi	Teacher representative	At and Post Rajapur, Tal. Rajapur, Dist. Ratnagiri	

The Gender Audit report has been submitted by IQAC Cluster India on: 10th May 2023



PRINCIPAL



Chairman of Committee.
CHAIRMAN
Audit Team IQAC CLUSTER
Pune

Arts, Commerce and Science College, Kharepatan
/p. Kharepatan, Tal. Kankavli, Dist. Sindhudurg-416703



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PRINCIPAL



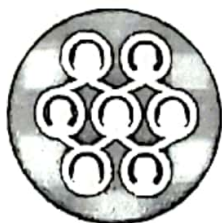
Chairman of Committee.
CHAIRMAN
Audit Team IQAC CLUSTER
Pune

Arts, Commerce and Science College, Kharepatan
Tal. Kankavli, Dist. Sindhudurg-416703

Section I: Basic Details of the Organization:

I	Name of the Trust/ Society Address Phone no: E-mail Year of Establishment:	Kharepatan Panchakroshi Shikshan Prasarak Mandal, Kharepatan At and Post Kharepatan, Tal. Kankavli, Dist. Sindhudurg 9421149914 <u>kharepatancollege@gmail.com</u> 1953
II	Name of the College / Institute:	Kharepatan Panchakroshi Shikshan Prasarak Mandal, Kharepatan's Arts, Commerce and Science College, Kharepatan
	Address:	At and Post Kharepatan, Tal. Kankavli, Dist. Sindhudurg
	Year of Establishment	2012 - 2013
	Authority Name & Phone No.:	Dr. Atmaram D. Kamble 9421149914
	Coordinators name & Phone No.:	Shri. Vaseem Hanif Sayyed 7972063362
	Contact Details: 1. Telephone no with STD code 2. Fax no: 3. Mobile No. of the Organization 4. Organizational E-mail: 5. Website address:	 02367242211 02367242211 9421149914 <u>kharepatancollege@gmail.com</u> <u>https://www.acsckharepatan.edu.in</u>
III.	Institutional Status 1. Affiliating University:	

	2. Affiliation Status: 3. UGC Approval 4. Financial Status:	University of Mumbai, Mumbai Temporary -- Self-financing only
IV.	Type of College:	a) Affiliated b) Co-ed College. c) Rural
V.	Type of Faculty / Programme	Multi faculty Arts Commerce Science
VI.	Special Status Conferred UGC-Special Assistance Programme	--



Gender Audit Format for College

Part I

Organization Information on gender Aspects

(Brief precise information needed. Please use charts / bullet points / in shorts for description.)

Governance Bodies, Key Actors & Decision makers:

1. Gender Ratio & category wise data of students, teaching, nonteaching faculty.

(Data of last TWO completed Academic years).

	Teaching	Non-teaching	Students	Total
Academic Year 1 (2021-2022)				
Male	11	04	267	282
Female	08	01	227	236
Others	--	--	--	--
Academic Year 2 (2022-2023)				
Male	09	04	284	297
Female	10	01	208	219
Others	--	--	--	--

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 / library / canteen / departments / washrooms / website / prospectus / any other.	
Viewership of the banners / boards (possible % viewership each day)	No of banners with prime location (viewership 100%):	NA
	No of Banners at other locations (viewership: 60 to 80%)	NA

Year of posting the banners / boards.	2023
Banner link on college website	https://www.acsckharepatan.edu.in

3. Gender ratio of management staff (Principal/ Vice Principal/ In charges / office in-charge and governing body).

	Governing / Apex body	Principal / Vice Principals / In charges / Heads of Department / IQAC incharge	Office / Admin incharge / Accounts head / other office authority	Total
Academic Year 1 (2021-2022)				
Male	11	01	04	16
Female	--	--	01	01
Others	--	--	--	--
Academic Year 2 (2022-2023)				
Male	13	01	04	18
Female	--	--	01	01
Others	--	--	--	--

4. Student council representation Gender wise:

Year	Male	Female	Other
Academic Year 1 (2021-2022)	03	08	--
Academic Year 2 (2022-2023)	03	08	--

5. No of single parent children and their genders (details of the last two completed Academic years to be given).

No of students with mother as single parent	NA
No of students with father as single parent	NA
No of students with neither parent	NA
Students who have lost their one / both parents in COVID - 2019.	NA
Total number of such students	NA

6. Gender Policy on website.

Gender Policy Link:	https://www.acsckharepatan.edu.in/files/GENDER-POLICY-ACSK.pdf
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7. Internal Complaints Committee & Vishakha committee (objectives and composition, meeting minutes).

Number and nature of cases received (brief description) (names not expected)

File name, file no. (Composition, Minutes of meeting, Cases received and resolved, awareness programs)	No-one case received.
Link of the committee details on website:	https://www.acsckharepatan.edu.in/internal-

8. Sexual harassment act 2013 copy and UGC regulations for sexual harassment are available with the college for reference.

File name, file no :	No-one case received.
Link of act hosted on College website:	https://www.acsckharepatan.edu.in/files/gazette/PREVENTION-OF-SEXUAL-HARASSMENT.pdf & https://www.acsckharepatan.edu.in/files/gazette/UGC_ICC-REGULATIONS-HARASSMENT.pdf

9. The grievance redressal cell has a time bound action program displayed on the website. (Data of last two completed Academic years needed)

- File with details of authority name, position, phone numbers, grievance policy, minutes of the meetings.) **FILE NUMBER - _____**
- Link of above details on the website:
<https://www.acsckharepatan.edu.in/grievance-redressal-cell>
- Grievance redressal policy on the website:
<https://www.acsckharepatan.edu.in/grievance-redressal-cell>

Part A: Standard grievances:

Sr. No.	Type of grievance	Duration of Redressal	Authority of responsibility for the grievance.
NIL			

Part B: Specific grievances and action taken (not to be showcased on the website):

Not Applicable

10. Gender sensitization plan and nature of activities included as per the plan (Last two years work to be showcased year wise).

Sr. No.	Name of Activity	Nature of the Activity	Date, Day & Duration	Number of Participants	Link of the Report and Photos
1.	Gender Sensitization	Lecture on Gender Equality - Progress and Future Goals	08/03/2019 Friday 09:00 AM	64	
2.	Women Empowerment With Gender Equality - Respect The Place	Lecture and interaction on "Fostering Women's Empowerment through Gender Equality: Respecting Their Place in Society"	16/07/2019 Tuesday 11:00	52	
3.	Gender Sensitization	Lecture and Interaction on "Empowerment through Awareness: Combating Sexual Harassment in the Workplace"	08/09/2018 Saturday 11:00	35	
4.	Gender	Lecture and Interaction on	21/09/2019 Saturday	37	

	Sensitization	"Respect the Workplace: Promoting a Culture free from Harrasment	11:00		
5.	Gender Equity and Empowermen t	Lecture and Interaction on "Beyond Equality: Empowering Gender Equity in the 21st Century"	28/09/2019 Saturday 11:00	102	
6.	Gender Sensitization and Gender Based Violence	LECTURE AND INTERACTION ON "Understanding Gender Sensitization: Addressing Gender-Based Violence in Contemporary Society"	15/02/2021 Monday 11:00	62	
7.	Women Empowermen t and Womens Health	Lecture on Access to Healthcare: A Gateway to Women's Empowerment	07/03/2021 Sunday 10:00	39	
8.	Gender Sensitisation	Wall Poster Making on Women Empowerment, Gender Policy and Sexual Harassment etc.	09/03/2021 Tuesday 11:00 Am	59	

9.	Gender Policy	Workshop on Sexual Harassment & Mental Health	11/07/2021 Sunday 09:00 AM	93	
10.	Gender Policy	Interaction and QA on Zero tolerance - Policies and Practiced against Sexual Harassment	04/09/2021 Sunday 09:00 AM	40	
11.	Gender Sensitization and Sexual Harassment	Orientation on "Legal Framework and Policies on Sexual Harassment"	30/09/2021 Thursday 11:00 AM	84	
12.	Women's Right	Street-play on Women's Right	13/10/2021 Wednesday 10:00 PM	17	
13.	National Girls Child Day	Webinar on "Empowering Girls: Challenges and Opportunities in Today's World."	01/10/2021 Monday 10:30 AM	37	
14.	Gender Policy	Awareness and Interactive Sessions	31/10/2021 Sunday 10:00 AM	33	
15.	Gender Sensitisation	Lecture on "Empowering Women through Entrepreneurship and Leadership	09/03/2022 Wednesday 09:30 AM	108	

16.	Gender Sensitisation (Gender Policy)	Awareness and Interaction on Creating Safe Spaces: Understanding and Preventing Sexual Harassment	24/09/2022 Friday 11:00	38	
17.	Women Empowerment	Lecture on Role of Women in Sustainable Development	08/03/2023 Wednesday on 09:30	115	

11. Facilities provided to genders:(at least 4) YES / NO

(verified by Auditor during physical visit)

- Rest rooms. YES
- Medical facilities. YES
- Gender counseling. YES
- Separate washrooms. YES
- Women's washrooms with sanitary pad dispensers and sanitary pad incinerators. YES
- Separate dining spaces for women in canteen. NO

12. Safety features provided for genders. YES / NO

(verified by Auditor during physical visit)

- Male and female guards at gate YES
- CCTV cameras YES
- Counselling / Counselor appointed YES
- Any other...

13. Gender based participation in NSS / NCC / Sports / Cultural. (Last two years)

Sr. No.	Activity	Male Participants	Female Participants
1.	NSS	180	145
2.	NCC	--	--
3.	Sport	175	185
4.	Cultural	145	132

(Though only numbers has been mentioned here the file must showcase the details of students during the visit/ showcase it on the website. A two year data for average necessary.) **FILE NUMBER: _____**

14. Initiatives taken for gender equity (make a list):

Promoting gender equity in college is crucial for ensuring equal opportunities for all students. Here are some initiatives that can be taken:

1. Awareness and Sensitization Programs -

- ✓ Workshops and Seminars: Conduct workshops and seminars on gender equality, focusing on breaking down gender stereotypes and biases.
- ✓ Guest Lectures : Invite speakers who can discuss gender issues, share personal experiences, and provide role models for both genders.

2. Scholarships and Financial Aid -

- ✓ Targeted Scholarships: Provide scholarships specifically for female students to encourage their enrollment and retention.
- ✓ Financial Assistance: Offer financial aid to students from economically disadvantaged backgrounds, with a focus on girls who are often the first to drop out due to financial constraints.

3. Infrastructure Development -

- ✓ Safe and Inclusive Campus Facilities: Ensure that the campus has safe and inclusive facilities, such as separate restrooms and common rooms for female students.
- ✓ Transportation : Provide safe and reliable transportation for female students to reduce barriers to accessing education.

4. Mentor-ship Programs -

- ✓ Peer Mentoring: Establish peer mentoring programs where senior students mentor new students, focusing on supporting female students.
- ✓ Faculty Mentorship: Encourage faculty members to mentor female students, providing academic guidance and career advice.

5. Gender Sensitivity Training -

- ✓ For Staff and Faculty: Conduct gender sensitivity training for all staff and faculty to create a supportive and respectful environment.
- ✓ For Students: Integrate gender sensitivity into the curriculum and student activities.

6. Support Services

- ✓ Counseling Services: Offer counseling services that address gender-specific issues and provide support for victims of gender-based violence.
- ✓ Health Services: Ensure access to health services that cater to the specific needs of female students.

7. Student Organizations and Clubs -

- ✓ Women's Clubs : Establish women's clubs or gender equality clubs to provide a platform for discussion, support, and advocacy.
- ✓ Gender Equity Committees : Form committees that focus on gender equity issues and work on implementing policies and programs.

8. Curriculum and Extracurricular Activities -

- ✓ Inclusive Curriculum : Integrate gender studies and gender equality topics into the curriculum.

- ✓ Extracurricular Programs: Promote extracurricular activities that encourage participation from all genders and foster leadership skills among female students.

9. Partnerships and Community Engagement -

- ✓ Community Outreach: Engage with the local community to raise awareness about the importance of education for all genders.
- ✓ Partnerships with NGOs: Collaborate with non-governmental organizations that focus on gender equity and education.

10. Policy and Advocacy -

- ✓ Anti-Discrimination Policies : Implement and enforce strict anti-discrimination policies to protect students from gender-based discrimination.
- ✓ Advocacy for Legal Reforms: Advocate for legal reforms and policies that support gender equity in education.

Implementation Strategy:

1. Needs Assessment: Conduct a thorough needs assessment to understand the specific gender equity issues in the rural context.
2. Stakeholder Involvement: Involve all stakeholders, including students, parents, faculty, and community leaders, in planning and implementing initiatives.
3. Monitoring and Evaluation: Regularly monitor and evaluate the effectiveness of the initiatives and make necessary adjustments.

By taking these steps, colleges in rural areas can create a more equitable and supportive educational environment for all students, regardless of gender.

Male students

Men's Centers
Mental health support
Academic support services
Mentor-ship programs
Career guidance programs

Safe spaces for discussion
Engagement programs in female-dominated fields
Sexual harassment and assault support services
Self-defense workshop
Disaster Management
Workshop for Empowerment

Female students

Health Centers
Counseling services
Mentor-ship programs
Leadership development workshops
Safe spaces for discussion
Scholarships
Sexual harassment and assault support services
Sanitary pad facility in toilet.
Seminar / Orientation / Workshop etc on women hygiene
Girl's common room

15. The duties of the employer are available with the organization as per the UGC act 2013. **FILE NUMBER:** _____ **Yes**

16. Any other features to be added. (make a list): **NO**



Part II

Gender Recruitment, Career Progression and Retention:

A. Total recruitments done in last two years:

Year	Existing number	Teaching	Administration		Non-teaching	Total
Academic Year 1	21	--	--		5	26
Academic Year 2	26	--	--		--	26

(Details to be available in the file)....

FILE NUMBER: _____

B. Gender wise Student recruitments / Placement

FILE NUMBER: _____

(Placement_Data_Given_for_Audit_Batch_2021_22.xls and

Placement_Data_Given_for_Audit_Batch_2022_23.xls)

Academic Year	Gender		Total
	Male	Female	
2020-2021			
2021-2022			

C. Gender wise progressions to higher education:

FILE NUMBER: _____

(Placement_Data_Given_for_Audit_Batch_2021_22.xls and

Placement_Data_Given_for_Audit_Batch_2022_23.xls)

Academic Year	Gender		Total
	Male	Female	
2020-2021			
2021-2022			



Part III: How is the Gender dimension in curriculum?

(A statement needed from the Principal/ Director in 500 words)

Promoting Gender Sensitization and Safety Measures at Arts, Commerce, and Science College, Kharepatan

Arts, Commerce, and Science College, Kharepatan, stands out as a beacon of gender sensitization and safety in higher education. Committed to fostering an inclusive environment, the college integrates these principles into its curricular, co-curricular activities, and extension programs. This essay explores the college's initiatives and structures aimed at promoting gender equality and ensuring the safety and well-being of its students and faculty.

Institutional Framework:

The college adheres to the norms laid down by the University Grants Commission (UGC) and has established key committees to address various aspects of gender-related issues and safety. These include the Grievance Redressal Committee, Anti-Ragging Committee, Internal Quality Assurance Cell, Mahila Takrar Committee, and Notice Boards displaying their functions prominently. These committees ensure a structured approach to handling grievances and promoting a safe campus environment for all.

Safety and Security Measures:

Recognizing the importance of safety, especially for female students, the institution provides comprehensive security amenities within the campus. These measures aim to create a secure atmosphere conducive to learning and personal growth. Additionally, the college has instituted a Counseling Centre and mentoring system that supports students in their academic, emotional, social, and

cognitive development. Personal counseling services are available at different levels, ensuring that students receive individualized support.

Empowerment Initiatives:

The college is committed to empowering both students and faculty. For male students, initiatives such as Men's Centers, mental health support, academic and career guidance programs, and safe spaces for discussions are provided. These efforts aim to nurture holistic development and create awareness about gender dynamics.

For female students, the college offers specific empowerment initiatives including health centers, mentorship programs, leadership development workshops, safe spaces for discussions, scholarships, and support services for issues like sexual harassment and assault. The provision of sanitary pad facilities in toilets underscores the institution's commitment to menstrual hygiene and ensuring a supportive environment for female students.

Co-curricular and Extension Activities:

To further embed gender sensitization, the college organizes workshops, seminars, guest lectures, and counseling sessions. These activities not only educate but also engage students in critical discussions on gender roles, stereotypes, and equality. Such initiatives broaden perspectives and encourage inclusive behaviors among the college community.

Conclusion:

Arts, Commerce, and Science College, Kharepatan, exemplifies proactive measures in promoting gender sensitization, ensuring safety, and fostering empowerment. By integrating these initiatives into its core functions and institutional framework, the college not only complies with regulatory requirements but also cultivates a nurturing environment where all individuals can thrive. Through continuous efforts in education, support services, and awareness-

building activities, the college paves the way for a more equitable and secure future for its students and faculty alike.

In conclusion, Arts, Commerce, and Science College, Kharepatan, serves as a model institution in its commitment to gender equality, safety, and empowerment within higher education, setting a benchmark for others to follow.



Part IV

Survey (Gender Equality & Gender Perspective)

(By Teacher/ Administrative staff / non-teaching)

Should be conducted by Institute before physical visit

Sr. No.	Question	Agree	Disagree
1.	The institution has a gender policy and is clearly visible on the website and at important places.	✓	
2.	The admission form clearly asks about the gender of the prospective student.	✓	
3.	The college conducts gender sensitization programs as a part of its curriculum.	✓	
4.	The college conducts gender awareness program each year.	✓	
5.	You are aware of the Internal Complaints Committee and Vishakha Samiti is present in the college.	✓	
6.	The women empowerment committee is setup in the college and displayed on the college website.	✓	
7.	Lady faculty members are appointed in the women empowerment committee	✓	
8.	The organization takes initiatives to work out on gender related issues proactively.	✓	
9.	The organization has a sexual harassment cell.	✓	
10.	The organization has a grievance redressal cell. Its working is time bound.	✓	
11.	The college has adequate security personnel and technological support/ surveillance.	✓	
12.	Safety guards employed on the gate also have		✓

	women guards		
13.	The remote areas on the campus are well protected and safe.	✓	
14.	There is a mechanism to assess the entry of strangers on the campus.		✓
15.	There are adequate number of toilets on the campus for men and women.	✓	
16.	The toilets are hygienic, clean, and well maintained.	✓	
17.	The women's toilets have sanitary pad vending machines at convenient places.	✓	
18.	Sanitary incinerating machinery is available in the women's washrooms. .	✓	
19.	The classrooms / Library offers equal opportunities to all genders.	✓	
20.	Common rooms are available to boys and girls.	✓	
21.	Healthcare section of the organization takes special care in gender related illnesses.	✓	
22.	The University/ College has an insurance for the students in case of death/ emergency?	✓	
23.	Gender related counselling facility exists in the organization.	✓	
24.	Transportation by the organization is safe and efficient		✓
25.	Three suggestions by students on gender related issues of the campus: ➤ Safe Transportation Options for Female Students in Rural Areas. ➤ Vocational Training Programs Empowering		

	<p>Women in Traditional Rural Occupations.</p> <ul style="list-style-type: none"> ➤ Community Outreach Initiatives to Educate on Gender Equality. ➤ Gender-neutral Restroom Facilities. ➤ Awareness Campaigns on Consent and Sexual Harassment. ➤ Inclusive Curriculum that Addresses Gender Issues. 		
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Part IV

Survey (Gender Equality & Gender Perspective)

(By Student)

Should be conducted by Institute before physical visit

Sr. No.	Question	Agree	Disagree
1.	The institution has a gender policy and is clearly visible on the website and at important places.	✓	
2.	The admission form clearly asks about the gender of the prospective student.	✓	
3.	The college conducts gender sensitization programs as a part of its curriculum.	✓	
4.	The college conducts gender awareness program each year.	✓	
5.	You are aware of the Internal Complaints Committee and Vishakha Samiti is present in the college.	✓	
6.	The women empowerment committee is setup in the college and displayed on the college website.	✓	
7.	Lady faculty members are appointed in the women empowerment committee	✓	
8.	The organization takes initiatives to work out on gender related issues proactively.	✓	
9.	The organization has a sexual harassment cell.	✓	
10.	The organization has a grievance redressal cell. Its working is time bound.	✓	
11.	The college has adequate security personnel and technological support/ surveillance.	✓	
12.	Safety guards employed on the gate also have		✓

	women guards		
13.	The remote areas on the campus are well protected and safe.	✓	
14.	There is a mechanism to assess the entry of strangers on the campus.		✓
15.	There are adequate number of toilets on the campus for men and women.	✓	
16.	The toilets are hygienic, clean, and well maintained.	✓	
17.	The women's toilets have sanitary pad vending machines at convenient places.	✓	
18.	Sanitary incinerating machinery is available in the women's washrooms. .	✓	
19.	The classrooms / Library offers equal opportunities to all genders.	✓	
20.	Common rooms are available to boys and girls.	✓	
21.	Healthcare section of the organization takes special care in gender related illnesses.	✓	
22.	The University/ College has an insurance for the students in case of death/ emergency?	✓	
23.	Gender related counselling facility exists in the organization.	✓	
24.	Transportation by the organization is safe and efficient		✓
25.	Three suggestions by students on gender related issues of the campus: ➤ Safe Transportation Options for Female Students in Rural Areas. ➤ Vocational Training Programs Empowering		

	<p>Women in Traditional Rural Occupations.</p> <ul style="list-style-type: none"> ➤ Community Outreach Initiatives to Educate on Gender Equality. ➤ Gender-neutral Restroom Facilities. ➤ Awareness Campaigns on Consent and Sexual Harassment. ➤ Inclusive Curriculum that Addresses Gender Issues. 		
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Part V: Actual one to one interaction with cross section of stakeholders.

(Conducted by Auditor during physical visit)

For Authorities?

1. Facilities specific for genders. (Health, counseling, career, training, jobs)
2. Is there a counseling center in the college?
3. What are the mechanisms of Prevention of physical/ psychological/ Sexual Abuse?
4. Complaint mechanisms existing within and outside the organization?
5. Methods to improvise the working conditions of the employees in the organization
6. Workplace level policies to curb violence and exploitation?
7. Methods to protect students from outside sources
8. Methods to protect students from the people working within the organization.

For employees:

1. Is there any physical violence?
2. Psychological?
3. sexual violence experienced?
4. How?
5. Was it complained?
6. Was any action taken?
7. Do you think it is related to gender discrimination?
8. Leave for pregnancy is available?
9. Facilities available with the organization.
10. Is counselling available?

For students?

1. Are the opportunities equal for you as a boy/ girl on the campus?
2. Facilities and freedom on the campus? (In case of hostel also on hostel)
3. Were you threatened physically on the campus?
4. Is there ragging on the campus?
5. Are your complaints taken seriously by the authorities?
6. Have you availed the facility of the counseling centre in the organization
7. Gender related awareness programs are conducted by the organization?
8. Any other?



Interaction with Principal and Teaching, Non Teaching staff of College





Interaction with Principal and Teaching, Non Teaching staff of College





IQAC Cluster
Reg No. MA11/235/2021/PUNE

Internal Quality Assurance Cell Cluster Gender Audit

Date of Visit:
10/05/2023

Date of Issue:
11/05/2023

CERTIFICATE

Certificate ID: WI6424

Being Awarded To

*Kharapatan Pandhroshi Shikshan Prasarak Mandal
Arts, Commerce and Science College,
Kharapatan, Tal. Kankavli, Dist. Sindhudurg*

As per NAAC Gender equality and Sensitization guidelines the Gender Audit was
administered by IQAC Cluster's Gender Cell

FOR THE YEAR 2021-22 & 2022-23

Valid Till: 10/05/2024

Dr. Ayub Shaikh
Co-ordinator, Audit Cell, IQAC Cluster



Mr. Peeyush Pahade
President, IQAC Cluster

