

Haribhai V. Desai College of Arts, Science and Commerce, Pune.



GENDER AUDIT

Life beyond Gender

Audited by: IQAC Cluster India

Audit Designed by IQAC Cluster India

Gender Audit Report

Gender Audit aims to create a platform to analyze ourselves to check for our gender biases and to eliminate them for creation of a socially healthy community.

Audit Key Steps:

Awareness about the Audit	02.07.2022
Surveys and interactions	05.07.2022
Analysis and Report Preparation	12.07.2022
Presenting the report to the management	15.07.2022

Audited by: IQAC Cluster India

Prepared by the Audit and Evaluation Team

Chairman- Mrs. Gauri Devasthale

Member- Dr. Nanaware Deepak

Acknowledgment

I am thankful to the management of Haribhai V. Desai College, Pune, and Principal Dr. G.D. Raut for conducting a Gender audit and promoting the idea of gender equity by factually analyzing the campus.

1.0 Executive Summary

There was a demand from the management to assess the status of gender on the campus. The management feels a safe campus promotes happy learning. The purpose of the audit was to ensure that the practices followed on the campus are in accordance with the Gender Policy adopted by the institution. The specific objectives of the audit were to evaluate the adequacy of the management control framework as well as the degree to which the Departments comply with the applicable regulations, policies, and standards. During the initial planning of the audit, an analysis was done to identify, evaluate and prioritize the Gender issues. The analysis is based upon an examination of the policies, manuals and standards that govern gender sustainability, on data analysis, and on the results of preliminary interviews with people. The criteria and methods used in the audit are based on the identified risks. The methodology used includes inspection of the campus, review of the relevant documentation, and interviews of staff and students.

2.0 Statement of Assurance

This audit conducted is in accordance with the International Standards for the Professional Practice of Internal Auditing. In our professional judgment, sufficient and appropriate audit procedures were completed, and evidence gathered to support the accuracy of the conclusions reached and contained in this report. The conclusions are based on a comparison of the situations, as they existed at the time of the audit, with the established criteria.

3.0 Gender Policy Prepared on 1st June 2020

Education is a vehicle of Development. The gender policy of the college is in place. The College has adopted an unbiased Gender policy. The institution is gender neutral.

4.0 Objectives and Scope

The purpose of this audit was to ensure that the Gender Policy is implemented on the campus, across all departments, administrative bodies, and students.

5.0 Methodology

To meet its objectives, this audit combined physical inspection with a review of relevant documentation and interviews with various stakeholders. The following steps were undertaken:

- **Review of the Documentation:** The purpose of this audit is to create a functional and ethical Gender Policy. It also aims at establishing documentation processes and procedures related to gender issues and setting gender equity standards.
- **Assessment of infrastructure and provisions made:** This was done through study of website, documents, and interactions with stake holders.
- **Interviews of stakeholders**
- **Interaction with related committees:** Interaction with staff members
- **Review of grievances and redressal done:** Assessed through submitted documents.

6.0 Summary of Findings

The main findings of the audit show that, in general, all the departments and students are aware of the need for gender sensitization at a general level. It is also observed that awareness programs regarding the same have been undertaken.

The stakeholders agree that the college has a well-defined Gender policy and is clearly visible on the website and at important places. The women empowerment committee and ICC are constituted and functional. The college conducts gender sensitization programs and gender awareness program each year through the women empowerment committee and Internal Complaint Committee (ICC). The organization has an anti-sexual harassment cell and a grievance redressal cell. Sufficient awareness is created among staff and students about the same. The remote areas on the campus are well protected and safe. Sufficiently well-maintained physical facilities staff rooms, common rooms are available to girls and boys, and library offers equal opportunities to all genders. Safety guards are present on the campus at strategic points.

There is a mechanism to assess the entry of strangers on the campus. There are adequate number of toilets on the campus for men and women. The toilets are hygienic, clean, and well maintained. The women's toilets have sanitary pad vending machines at convenient places. Sanitary incinerating machinery is available in the women's washrooms. The healthcare section of the organization takes special care of gender-related illnesses. Gender-related counselling facility exists in the organization. The organization takes initiatives to work out on gender-related issues proactively.

7.0 SWOC of the organization:

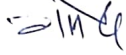
Strengths The college has a well-defined gender policy and is clearly visible on the website and at important places. High awareness of issues related to gender in theory and practice. The college takes the initiative to work on gender related issues.	Weaknesses Infrastructure facilities. More discussions are needed on Genders. Some awareness on LGBTQ is needed
Opportunities Equal opportunities for everyone without considering gender. Organizing more awareness programs and having global outreach. Educational workshops on topics like gender sensitization	Challenges Students are not very open to taking up this issue.

8.0: Recommendations

1. The organization needs to create awareness about anti-sexual harassment cell as only 55% of stakeholders are aware about the same.
2. Gender-related counseling facilities in the organization need to be strengthened.
3. The number of sanitary pad vending machines may be increased as per the suggestions of the stakeholders.

Declaration

I agree with all the recommendations and observation mentioned in this report.

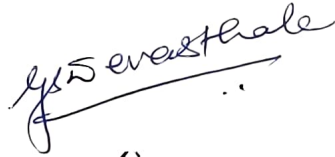
Signed by: 

Principal:

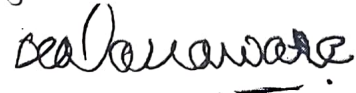
Principa:
Haribhai V. Desai College of
Arts, Science & Commerce,
PUNE-2.

Report Prepared by: IQAC Cluster India

Auditor: 1) Dr. Gauri Devasthale: Chairman



2) Dr. Nanaware Deepak Member





IQAC Cluster
Reg No. MAH/236/2021/PUNE

Internal Quality Assurance Cell Cluster Gender Audit

Date of Visit:
16/08/2022

CERTIFICATE

Date of Issue:
17/08/2022

Certificate ID: WI6412

Being Awarded To

Haribhai. V. Desai College of Arts, Science and Commerce Pune

Behind Shanivar Wada, Pune

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

FOR THE YEAR 2021 - 2022

Valid Till: 16/08/2024

Gauri Devasthale

Mrs. Gauri Devasthale
Member, IQAC Cluster



Peeyush Pahade

Mr. Peeyush Pahade
President, IQAC Cluster