



G. B. Pant Memorial Govt. College,  
Rampur Bushahr, Shimla HP - 172001.

A Post Graduate Co-Educational Institution

Affiliated to Himachal Pradesh University Shimla – 5

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Criterion: 7 Institutional Values and Best Practices

7.1: Institutional Values and Social Responsibilities

Additional information for 7.1.1

7.1.1 Institution has initiated the Gender Audit and measures for the promotion of gender equity during the last five years

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# **GENDER AUDIT REPORT**



**G. B. Pant Memorial Govt. College,**  
**Rampur Bushahr, SHIMLA**

## PREFACE

The Gender Audit is attempted to study the good gender balance of the college. It studies whether college follows government rules, policies and actions formulated for upliftment of women in the society. The Gender Audit tries to find the impact of its current and proposed policies on gender equality. The gender audit was conducted to identify resources to make our college campus better and safer for girl-students/women and sharing the results with the authority of the college for implementation of the recommendations by the committee.

### **Action Plan for Gender Sensitization:**

- Regular activities to sensitize the students and staff will be organized about social stereotypes about gender and gender roles.
- All gender equity programs will be designed in a manner that there is equal participation from boys and girls in governance.
- Members of the Women Grievances and Redressal Cell will be available to provide counseling on gender-related issues.
- Provisions in respect of *Vishakha Guidelines* will be made to reach out to all students and employees on college website.
- Special programs will be launched to enhance practical life and career abilities in girls, aiming to empower them to become economically independent.

### **Gender Policy:**

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

Policy Document

# **Zero Tolerance to Sexual Harassment and Gender Discrimination**



**G. B. Pant Memorial Govt. College, Rampur**  
**Bushahr, SHIMLA**

## **Introduction**

Our institution acknowledges that issues of sexual harassment and gender bias are widespread issues that adversely affect our society. Sexual harassment and gender bias erode the security, respect, and fairness of our students, employees, and academic staff. We are dedicated to fostering a secure and welcoming congenial environment in which all individuals are accorded respect and honor.

## **Policy Statement**

Our college is dedicated to offering a secure, healthy environment free from gender discrimination and sexual harassment. We acknowledge that gender discrimination and sexual harassment constitute violation of human rights. As a result, we have established a zero-tolerance policy for all forms of gender discrimination and sexual harassment.

### **Sexual harassment:**

Sexual harassment is any unwanted sexual behavior that makes a place feel insulting, hostile, or scary. It covers any sexually suggestive behavior, whether it be nonverbal, verbal, or physical. Examples of such behavior include making sexual advances, making inappropriate physical contact, or making sexually suggestive remarks or jokes. Sexual harassment can happen in any setting, including in person or online, and can happen to people of the same or different genders.

**Gender Discrimination:** Gender discrimination is a major issue that our college acknowledges threatens the equality and dignity of people living in our community. Any unequal treatment due to one's gender, including discrimination based on gender identity or expression, is referred to as gender discrimination. This entails excluding people from chances or rewards due to their gender.

### Legal Provisions

The college's policy on sexual harassment and gender discrimination is consistent with the following legal provisions:

- 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.

### **Women Grievances and Redressal Cell**

The implementation of the college's policy on sexual harassment and gender discrimination is handled by the Women Grievances and Redressal Cell. This Cell is led by a senior female college faculty member. Faculty, students, and members from the college administration make up this Cell.

The Women Grievances and Redressal Cell is committed to offer a range of services concerning gender discrimination and sexual harassment. Two major categories will be used to group these activities:

- Preventing Sexual Harassment and Gender Discrimination, which involves educating people about these issues and offering resources and information.
- Solutions for Sexual Harassment and Gender Discrimination, comprising guidance and assistance, as well as assistance throughout the grievance procedure.
- All students, teachers, and staff will find a secure and welcoming atmosphere thanks to the efforts of the Women Grievances and Redressal Cell. If any stakeholders have any queries or concerns regarding sexual harassment or gender discrimination at the college, they are invited to get in touch with the Women Grievances and Redressal Cell.

Members of the Women Grievances and Redressal Cell will have their names and contact details clearly displayed on the college website and in other visible locations around campus.

### **Prevention of Sexual Harassment**

- The prevention of sexual harassment is an important part of our commitment to creating a safe and inclusive environment. The preventive framework includes:
- Sensitization and training to all employees and students on the prevention of sexual harassment and gender discrimination along with the procedures for reporting and addressing complaints. Focus area of sensitization and

training will include topics such as:

- Identifying sexual harassment;
  - Identifying gender discrimination;
  - The impact of gender discrimination on individuals and the community;
  - The impact of sexual harassment on individuals and the community;
  - Strategies for preventing sexual harassment; and
  - Strategies for preventing gender discrimination.
- 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 will also provide resources and support services to individuals who have experienced sexual harassment or gender discrimination.

### **Reporting Sexual Harassment and Gender Discrimination**

We encourage all members of our community to report incidents of sexual harassment/gender discrimination. Reports can be made to any staff member or faculty member, and will be treated with sensitivity and respect. Complaints can also be made anonymously if desired.

### **Complaint Procedure**

- **Who can file a complaint:** Any student, faculty member or personnel from the college administrative staff, who believes that they have been the victim of sexual harassment or gender discrimination is encouraged to report the incident.
- **To Whom:** A complaint can be addressed to either the Women Grievances and Redressal Cell or any individual member of this cell.
- **How:** A complaint can be made in person, through email or in writing.
- **Confidentiality:** All complaints of sexual harassment and gender discrimination are handled in a confidential manner to the extent possible. All members of the cell, including the convener, will take all necessary steps to protect the confidentiality of the complainant and the respondent.
- **Protection of Complainant:** The college is also taking steps to ensure that the complainant is protected from retaliation / further harassment/victimization.

## **Remedies**

The college takes allegations of gender discrimination seriously and takes appropriate action against individuals who engage in such misbehaviour.

- Upon receipt of a complaint, the college initiates an investigation into the incident/complaints. The investigation is conducted by cell.
- The investigation is conducted in a prompt and confidential manner. The complainant and the accused have an opportunity to present evidence and witnesses to the cell. The cell will make a decision as to whether an offence has been committed based on a preponderance of the evidence. If the committee determines that an offence has occurred, it recommends appropriate action accordingly.

## **Actions for Sexual Harassment/Gender Discrimination include**

- Counseling
- Disciplinary action
- Termination of employment
- Rustication/Expulsion from the college

## **Conclusion**

Our College is committed to providing a safe and inclusive environment for all students, faculty, and staff. This policy is intended to prevent sexual harassment and gender discrimination and to ensure that all members of the college community are treated in a equitable manner/treatment.

In addition to the above, the college will take the following steps to prevent sexual harassment and gender discrimination:

**Create a culture of respect and inclusion.** The college promotes a culture of respect and inclusion by providing training on sexual harassment and gender discrimination to all members of the college community. The college also creates opportunities for dialogue and discussion on these issues.

**Provide resources for victims of sexual harassment and gender discrimination.** The college provides resources for victims of sexual harassment and gender discrimination, including counseling, support groups, and legal assistance.

**Hold perpetrators accountable.** The college holds perpetrators of sexual harassment and gender discrimination accountable, up to and including expulsion from the college. The college is committed to creating a safe and inclusive environment for all.



### **Objectives of Gender Audit:**

- Detection of problems faced by the female students/staff.
- To suggest measures to overcome problems faced by the female staff/students

The Gender Audit for the sessions 2018-19 to 2022-23 was conducted on 04<sup>th</sup> March 2024 by the following committee:

1. Sh. Shashi Thakur, CDPO, Rampur Bushahr.
2. Ms. Aditi Sharma, Advocate, Session Court Rampur Bushahr.
3. Ms. Tanuja, Advocate, Session Court Rampur Bushahr.

Office order of the Gender Audit Committee

No. EDN (C)2(B)6-17/12024 - 127 ✓  
O/ o the Principal, G. C, Rampur Bsr. Distt. Shimla (H.P)  
Mail ID: [gcrampur59@gmail.com](mailto:gcrampur59@gmail.com), Phone 01782- 233021

Dated Rampur 172001, the 20 Feb 2024

To

- i) Sh. Shasi Thakur, DCPO, Rampur Bushahr.
- ii) Ms. Aditi Sharma, Advocate, Session Court Rampur Bushahr.
- iii) Ms. Tanuja, Advocate, Session Court Rampur Bushahr.

**Subject:** Request for conduct of Gender Audit for the session 2018-19 to 2022-23.

Sir/Madam,

The Gender Audit for a period from the session 2018-19 to 2022-23 is to be conducted by the above cited committee on March 4, 2024 at 10.00AM in our conference room.

Hence all members are requested to carry out the process of Gender Audit as per the said schedule.

*Pankaj Basra*

Principal  
G. B. Pant Memorial  
Govt. Degree College,  
Rampur Bushahr (H.P.)  
Distt. Shimla (H.P.)

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1. IQAC.
2. Women Grievances committee.
3. Guard File.

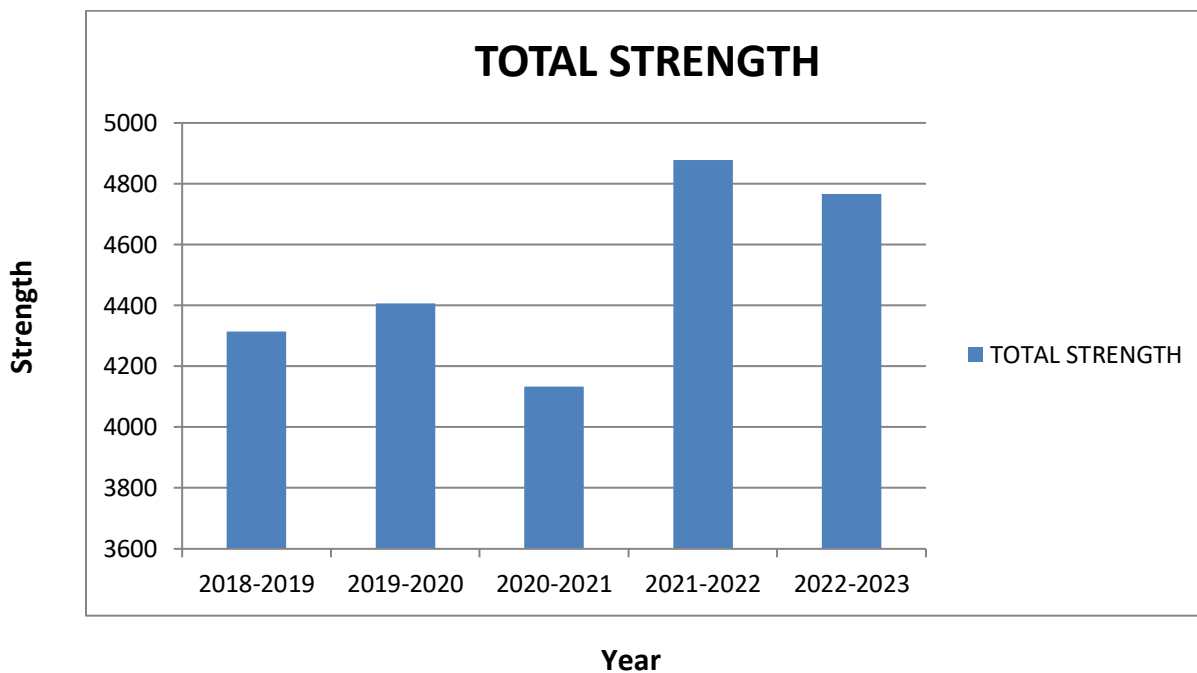
*Pankaj Basra*

Principal  
G. B. Pant Memorial  
Govt. Degree College,  
Rampur Bushahr (H.P.)  
Distt. Shimla (H.P.)

**The following data/ information along with tables and graphs were presented before the gender committee for conducting Gender Audit.**

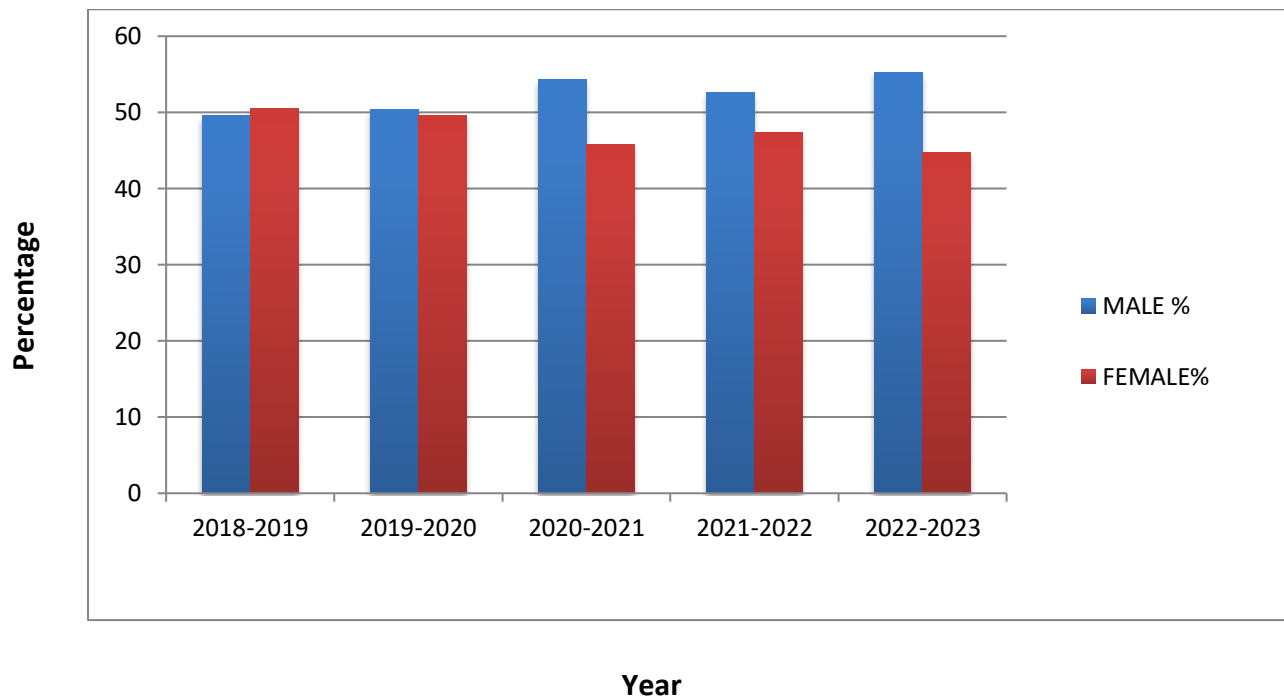
**Table 1: ENROLLMENT OF THE STUDENTS**

<b>YEAR</b>	<b>TOTAL STRENGTH</b>
2018-2019	4314
2019-2020	4407
2020-2021	4133
2021-2022	4878
2022-2023	4766



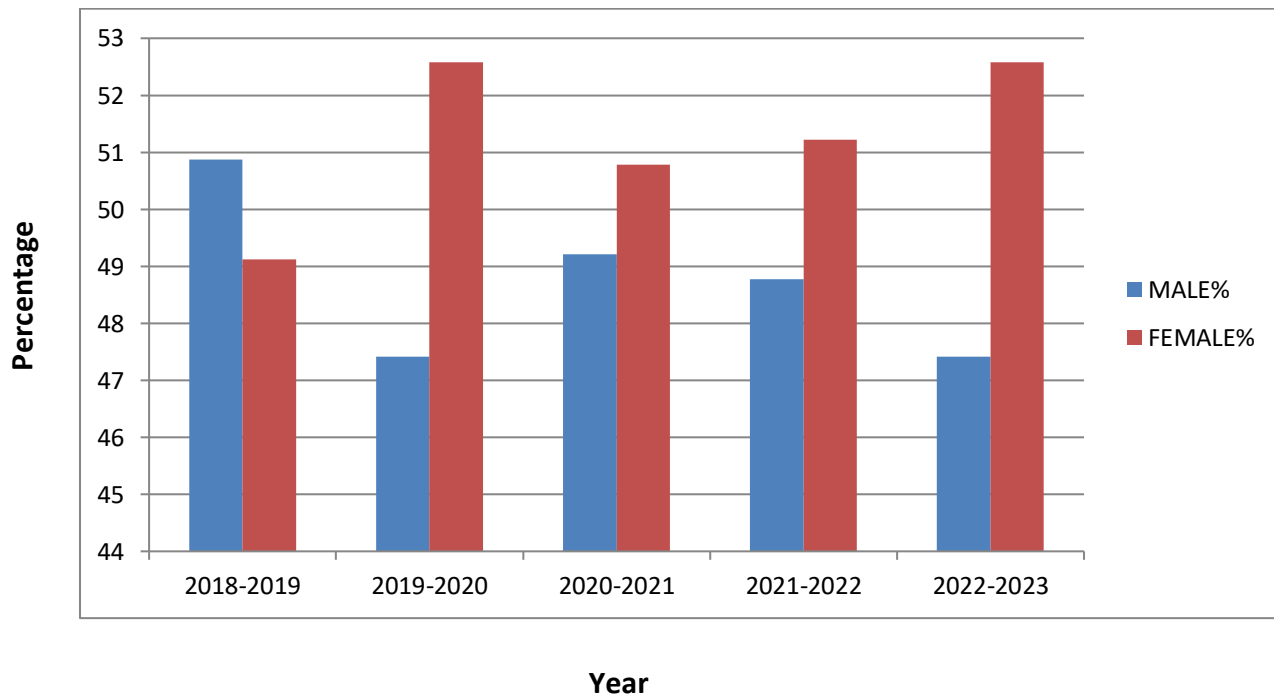
**Table 2: Gender wise details of total students in the DEPARTMENT OF COMMERCE (UG)**

YEAR	MALE%	FEMALE%
2018-2019	49.53	50.46
2019-2020	50.41	49.58
2020-2021	54.25	45.75
2021-2022	52.63	47.36
2022-2023	55.29	44.70



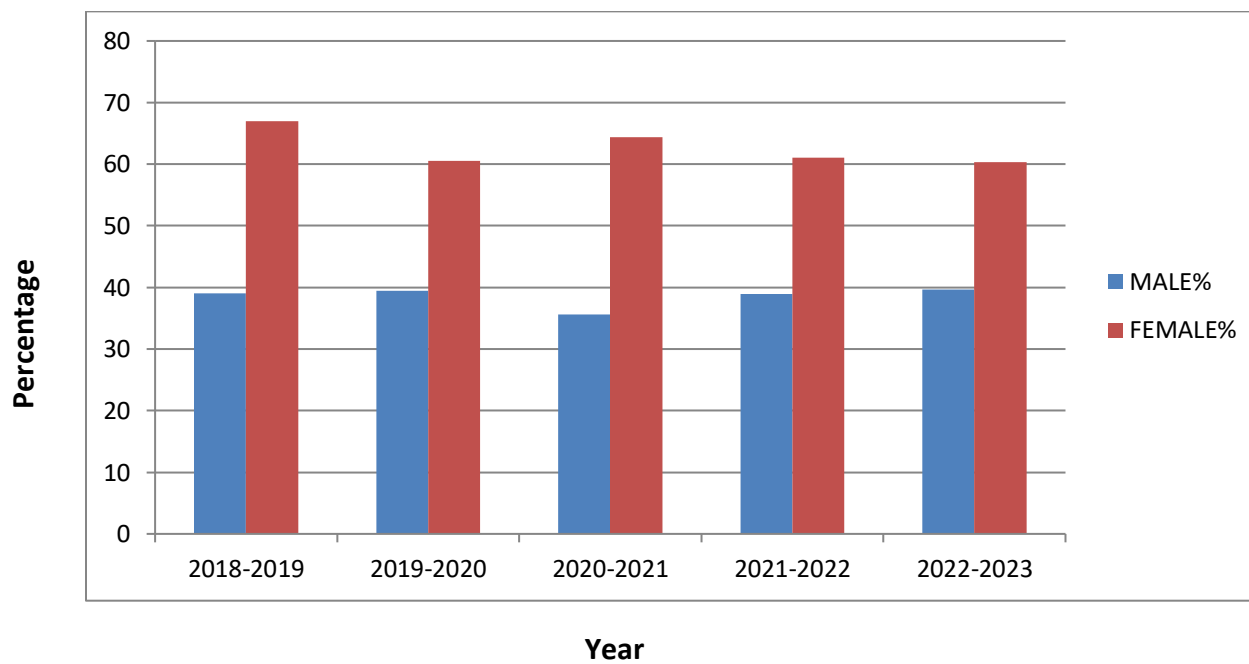
**Table 3: Gender wise details of total students in the DEPARTMENT OF SCIENCE (UG)**

YEAR	MALE%	FEMALE%
2018-2019	39.01	66.98
2019-2020	39.41	60.58
2020-2021	35.6	64.39
2021-2022	38.98	61.01
2022-2023	39.71	60.29



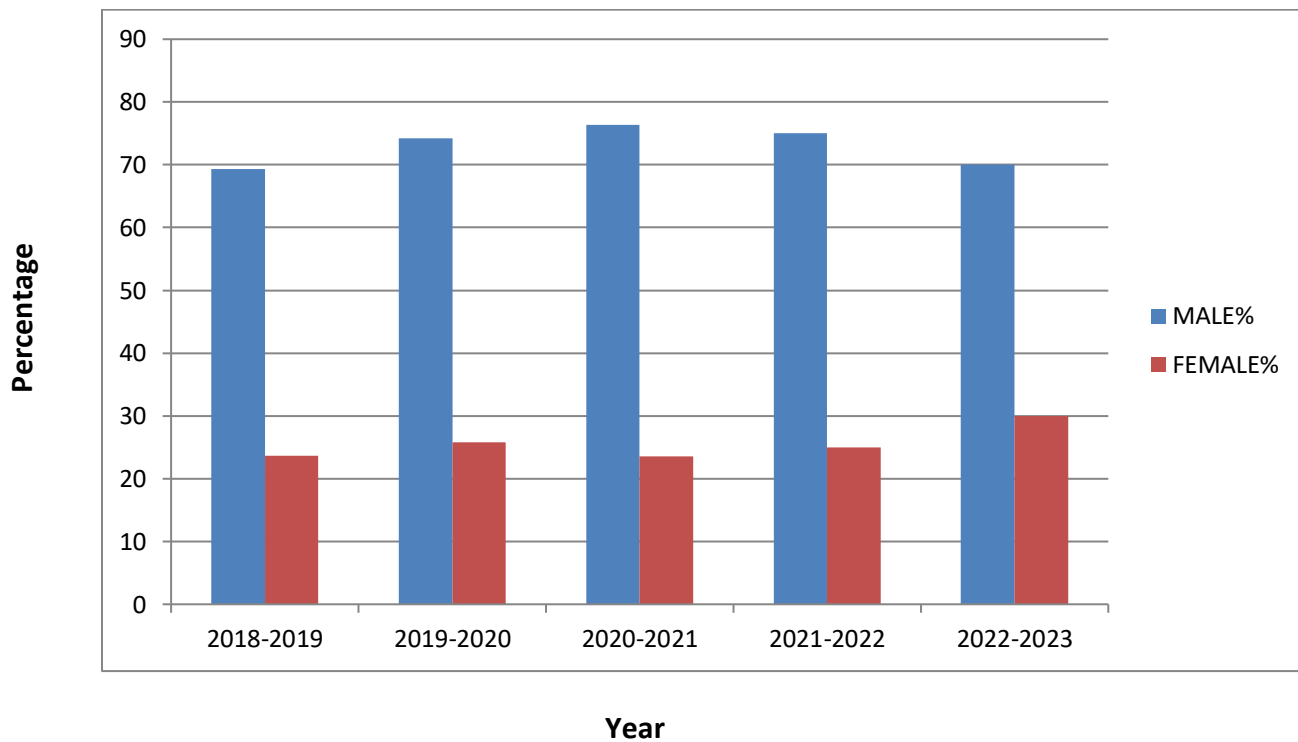
**Table 4: Gender wise details of total students in the DEPARTMENT OF ARTS (UG)**

<b>YEAR</b>	<b>MALE%</b>	<b>FEMALE%</b>
2018-2019	50.87	49.12
2019-2020	47.41	52.58
2020-2021	49.21	50.78
2021-2022	48.77	51.22
2022-2023	47.41	52.58



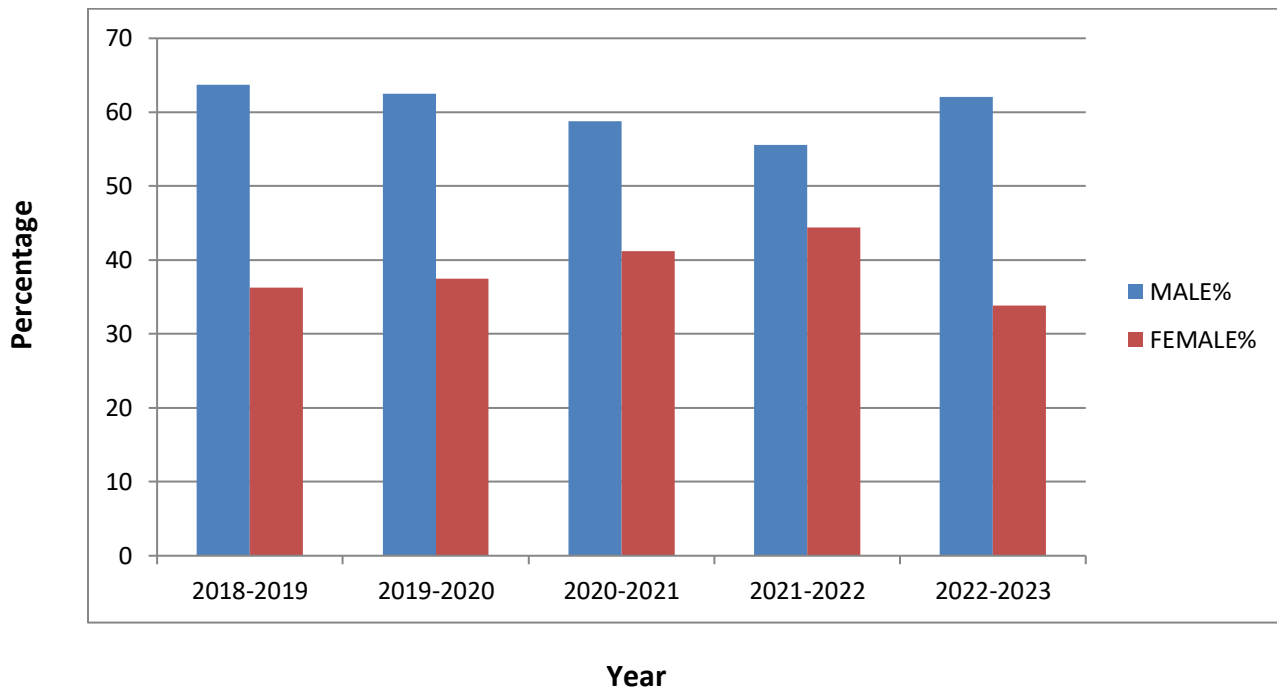
**Table 5: Gender wise details of total students in the DEPARTMENT OF BCA**

YEAR	MALE%	FEMALE%
2018-2019	69.31	23.68
2019-2020	74.19	25.80
2020-2021	76.40	23.59
2021-2022	75.00	25.00
2022-2023	70.00	30.00



**Table 6: Gender wise details of total students in the DEPARTMENT OF B.VOC**

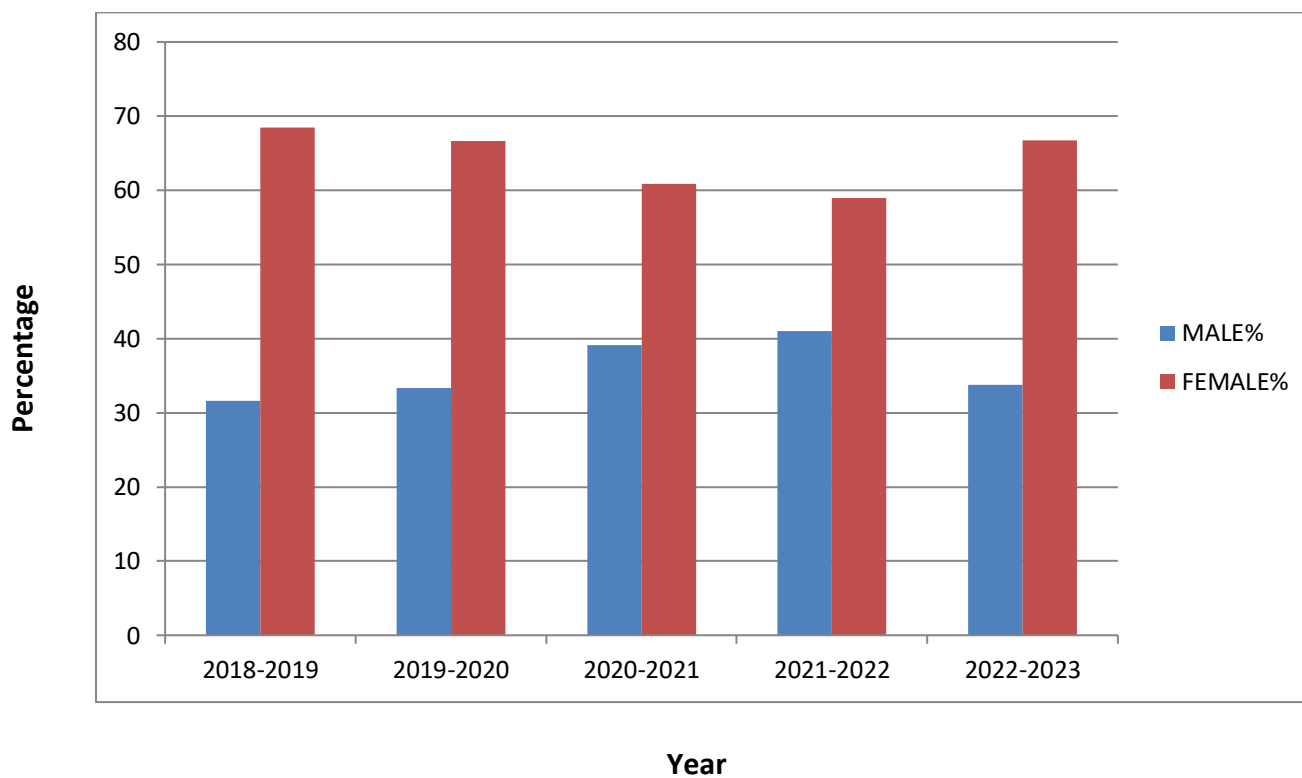
YEAR	MALE%	FEMALE%
2018-2019	63.75	36.25
2019-2020	62.5	37.5
2020-2021	58.78	41.20
2021-2022	55.55	44.44
2022-2023	62.11	33.88





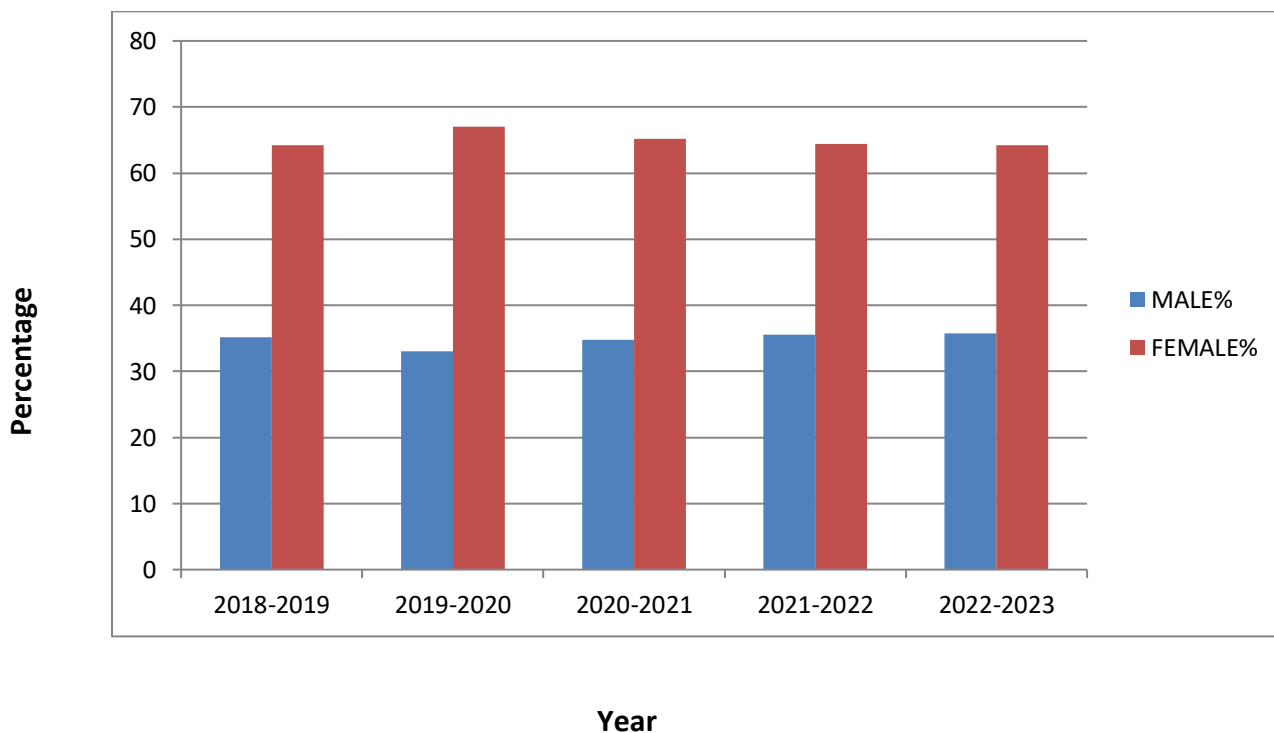
**Table 7: Gender wise details of total students in the DEPARTMENT OF COMMERCE (PG)**

<b>YEAR</b>	<b>MALE%</b>	<b>FEMALE%</b>
2018-2019	31.57	68.42
2019-2020	33.33	66.66
2020-2021	39.13	60.86
2021-2022	41.02	58.97
2022-2023	33.75	66.75



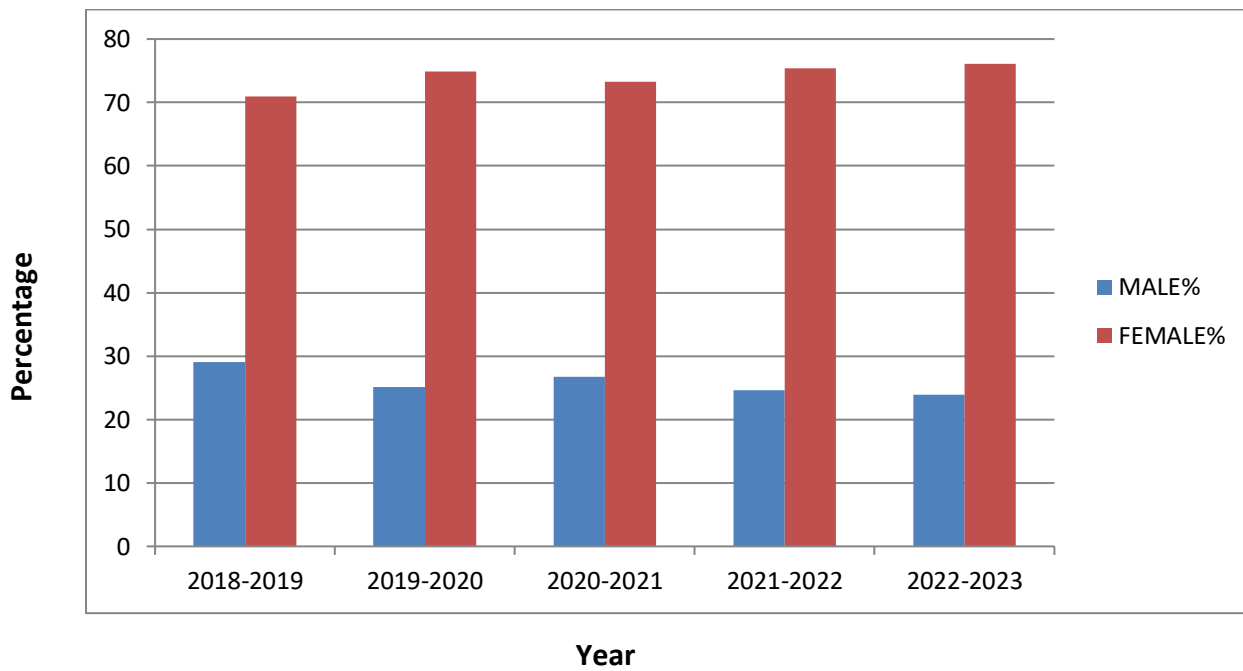
**Table 8: Gender wise details of total students in the DEPARTMENT OF SCIENCE (PG)**

YEAR	MALE%	FEMALE%
2018-2019	35.18	64.18
2019-2020	33.01	66.99
2020-2021	34.78	65.21
2021-2022	35.53	64.46
2022-2023	35.74	64.25



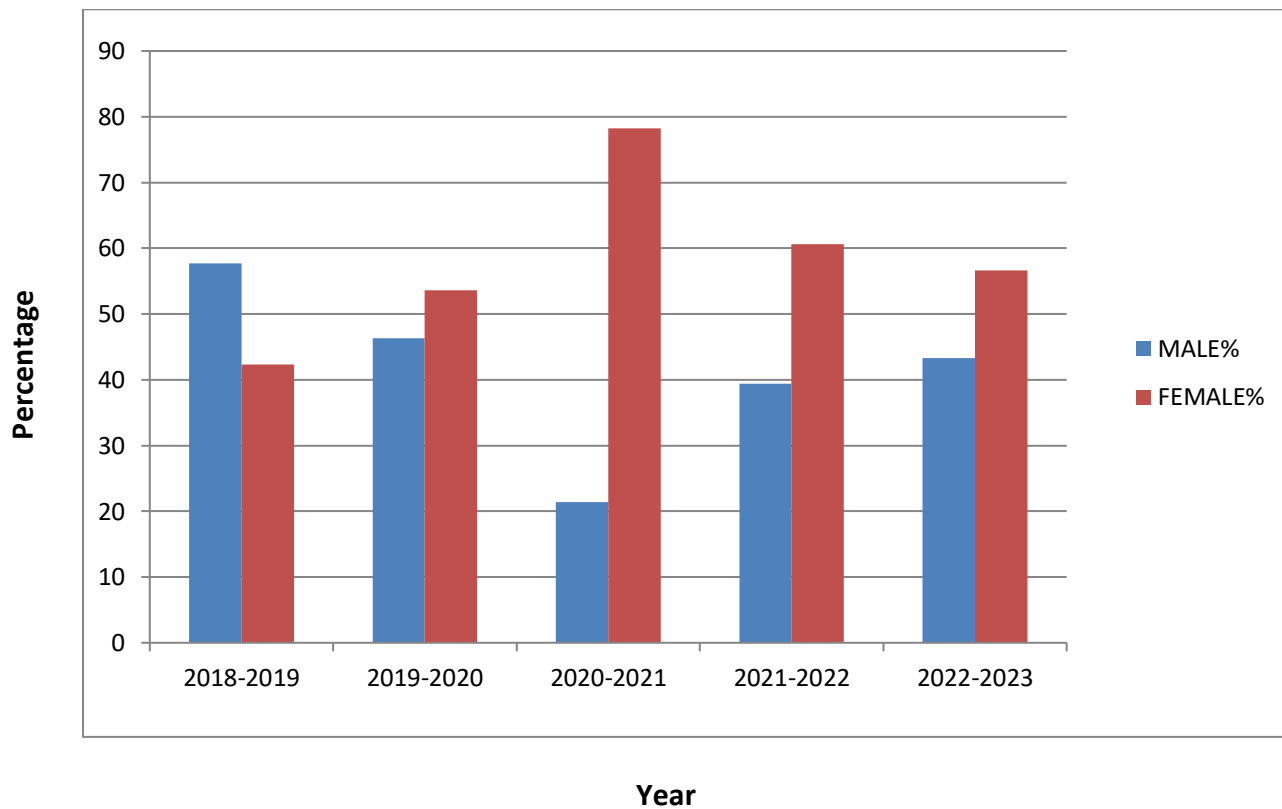
**Table 9: Gender wise details of total students in the DEPARTMENT OF ARTS (PG)**

YEAR	MALE%	FEMALE%
2018-2019	29.05	70.94
2019-2020	25.10	74.89
2020-2021	26.70	73.29
2021-2022	24.59	75.40
2022-2023	23.87	76.12



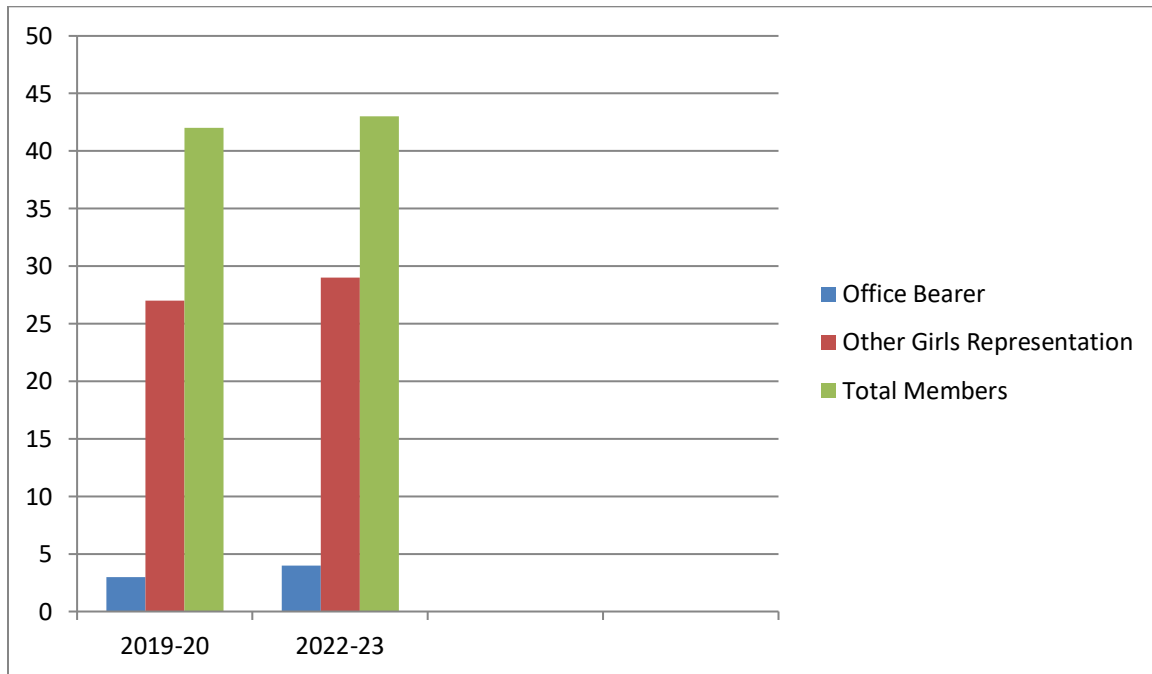
**Table 10: Gender wise details of total students in the DEPARTMENT OF PGDCA**

YEAR	MALE%	FEMALE%
2018-2019	57.69	42.30
2019-2020	46.34	53.65
2020-2021	21.43	78.26
2021-2022	39.39	60.60
2022-2023	43.33	56.66



## Girls Representation in CSCA

Session	Office Bearers	Other Girls Members	Total Members	Percentage
<b>2019-20</b>	<b>03</b>	<b>27</b>	<b>42</b>	<b>64%</b>
<b>2022-23</b>	<b>04</b>	<b>29</b>	<b>43</b>	<b>67%</b>



After carrying out the process of Gender Audit the following observations, suggestions and recommendation are made:

- Girls outnumber boys in all 37 programs in all streams except BCA and B. Vocs.
- Proper representation of female staff ensured and maintained in all administrative committees, clubs, societies etc.
- Female teaching staff accounts for 46%.
- Female non-teaching staff accounts for 34%.
- Sufficient CCTV's installed in the premises to ensure safety and security of the staff.
- Female staff deployed in Girl's Hostel administration and governance.
- International Women Day organized to sensitize the students, faculty regarding the rights, duties and constitutional provisions.
- Anti-Sexual Harassment Committee/POSH/ICC is functional and found proactive in resolving issues concerns of the female students and staff.
- Active and major representation of female students in the college administration and governance was found through CSCA, clubs and societies.
- During the session 2019-20, 2021-22 and 2022-23 the CSCA was headed by female President and girls representation was 64% and 67% during the session 2019-20 and 2022-23 respectively.
- In job placement (B.Vocs) good numbers of female students have been placed in various national and international reputed enterprises.
- Girls have been given immense opportunities to participate in Sports/co-curricular activities.
- Facility of Girls Common Room in the campus is provided but facilities like TV, Water purifier, changing room, waste bin, first aid-kit, hygiene supply, locker for personal belongings, charging points, wifi-access are not available.

Suggestions:

- Crèche/Child day care center facility is required in the campus.
- Parking facilities for staff.
- Arrangement for toilets for female students in Old-Arts Block and canteen.
- Improvement in physical facilities required in Girls Common Rooms.
- Additional CCTV cameras required in alternate entry of playground with

deployment of security guard.

- To organize sensitization programmes on legal rights/duties/constitutional provisions etc.
- To commence skill orientated courses for girls students to make them self-reliant.

## Gender Audit Committee

1. Sh. Shashi Thakur,  
CDPO, Rampur Bushahr.


  
Gender Audit Project Officer  
Rampur Bsr. Dist. Shimla (H.P.)


2. Ms. Aditi Sharma,  
Advocate, Session Court,  
Rampur Bushahr.



3. Ms. Tanuja,  
Advocate, Session Court,  
Rampur Bushahr.



Convener   
Women Grievances and Redressal Cell  
G. B. Pant Memorial  
Govt. College, Rampur Bushahr

  
Principal  
G. B. Pant Memorial  
Govt. College Rampur Bsr.  
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