



DAV UNIVERSITY

Empowering Students with 21st Century Skills



ATTESTED

Registrar
University, Jalandhar

Gender Audit Report

Year : 2022

www.davuniversity.org

1. About DAV University, Jalandhar

DAV University, Jalandhar is a premier institution of higher learning that stands as a beacon of academic excellence, innovation, and holistic development. With a strong **legacy of 136 years in education**, rooted in the rich traditions of the DAV College Managing Committee, the university upholds a deep commitment to quality education and nation-building.

Over the last **9 years of excellence**, DAV University has emerged as a dynamic and progressive educational hub. It is at the forefront of educational reform, having **pioneered the implementation of the National Education Policy (NEP)** in the region, thereby aligning its programs with the latest academic and industry trends.

The university boasts a **vibrant and green campus**, offering an environment that fosters learning, creativity, and personal growth. It actively promotes **community engagement**, encouraging students to contribute meaningfully to society through various outreach programs.

DAV University has also built a robust network of **international collaborations**, facilitating global exposure and academic exchange. Its **industry-integrated programs** are designed to bridge the gap between academia and industry, ensuring that students gain practical skills and real-world insights.

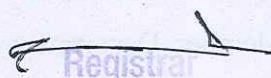
The institution takes pride in its **100% placement record**, reflecting the quality of education and the competence of its graduates. The faculty includes members ranked among the **top 2% of scientists globally**, ensuring that students receive mentorship from some of the most respected minds in the academic world.

In summary, DAV University, Jalandhar is a forward-looking institution that combines a storied educational heritage with modern innovation, providing students with a comprehensive, world-class educational experience.

DAV University has established various dedicated cells and committees, including the Women Empowerment Cell, Student Grievances Cell, Internal Complaints Committee, and Gender Sensitization Cell. These bodies aim to foster a safe, inclusive, and empowering campus environment by addressing student concerns and promoting equality and well-being through targeted initiatives.

The first among these is the **Women Empowerment Cell**.

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2. Women Empowerment Cell

The Women Empowerment Cell (WEC) at DAV University, Jalandhar, plays a crucial role in promoting gender equality, developing leadership among women, and fostering a safe and inclusive environment on campus. Through a variety of programs and events, the Cell strives to empower female students and staff by addressing their academic, personal, and professional growth needs.

2.1 Objectives

The Women Empowerment Cell aims to uplift and support women through several focused initiatives. Although its objectives are not explicitly stated on the official website, the Cell's consistent efforts reflect the following goals:

- **Enhancing Self-Confidence and Safety:** The WEC organizes self-defense workshops to help women students build confidence and learn essential safety skills. These sessions aim to equip them with the ability to protect themselves in challenging situations.
- **Promoting Health and Well-being:** To ensure physical well-being, the Cell conducts health awareness programs and medical camps. A notable example is the free eye check-up camp that benefited students and staff, showcasing the Cell's commitment to preventive healthcare.
- **Celebrating Women's Achievements:** On occasions like International Women's Day, the Cell hosts events to acknowledge women's contributions in various fields and promote awareness about women-centric issues and rights. These programs foster a sense of pride and motivation among female students.

2.2 Composition

The Women Empowerment Cell consists of committed faculty and staff members who design and implement its initiatives. The team includes:

Dr. Tejinder Kaur – Convener, Department of Zoology

Dr. Sadhika Khullar- Member, Department of Chemistry

Dr. Rekha Gaba - Member, Department of Chemistry

Dr. Geetanjali Manchanda – Member, Department of Botany

Er. Vidya- Member, Department of Chemical Engg.

Ms. Nivedita Gupta- Member, Department of English

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These members work collaboratively to plan, organize, and evaluate programs that promote women's empowerment and address their challenges within the university setting. Their combined efforts contribute significantly to fostering a positive and progressive academic environment for women at DAV University.

3. Internal Complaints Committee

DAV University, Jalandhar, has established the Internal Complaints Committee (ICC) to ensure a safe and respectful academic environment for all students and employees. The ICC addresses issues of sexual harassment, physical abuse, domestic violence, dating violence, or stalking, whether committed on campus or at university-related events and locations.

3.1 Objectives

The primary objectives of the Internal Complaints Committee are:

- **Ensure a Safe Campus:** To prevent sexual harassment and protect the dignity of women on campus and during university-related activities.
- **Provide a Formal Complaint Mechanism:** To enable students and staff to report incidents of sexual misconduct through accessible procedures.
- **Uphold Legal and Institutional Policies:** To implement the UGC (Prevention, Prohibition, and Redressal of Sexual Harassment) Regulations, 2015, and ensure compliance with the Sexual Harassment of Women at Workplace Act, 2013.

3.2 Composition

The ICC is constituted with a balanced representation of faculty, staff, students, and an external member:

Presiding Officer: Dr. Rekha Gaba (Chemistry)

Chairperson: Dr. Tejinder Kaur (Zoology)

Members: Dr. Sapna Sethi, Dr. Ahmad Husain, Dr. Harpreet Walia, Ms. Neeraj Gupta, Mr. Mohit Mahajan.

External Member: Mrs. Parminder Beri (NGO Representative)

Student Members: Pratiksha Das (Zoology), Mr. Tarnjot (Physics)

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3.3 Responsibilities and Complaint Procedure

- **Receive and Investigate Complaints:** ICC investigates complaints filed via email at shebox@davuniversity.org or submitted in writing to the Dean of Student Welfare or any committee member.
- **Follow UGC Guidelines:** All inquiries are conducted in accordance with UGC and national legal frameworks.
- **Take Disciplinary Action:** Based on findings, appropriate disciplinary or legal action is recommended.

4. The Student Grievance Redressal Cell (SGRC)

The Student Grievance Redressal Cell (SGRC) at DAV University, Jalandhar, is constituted to provide a transparent and responsive mechanism for addressing students' concerns. Its core objective is to ensure the well-being and holistic development of students by resolving academic, administrative, or personal grievances promptly. The cell promotes a safe, inclusive, and discrimination-free environment.

4.1 Composition

The committee comprises senior faculty and administrative officials to ensure balanced and fair grievance handling:

Chairperson: Dr. S.K. Arora (Registrar)

Convener: Dr. Kamaljeet Kaur (Dean Students' Welfare)

Members:

Prof. K.N. Kaul (Professor, Department of Chemistry)

Dr. R.K. Seth (Dean, Sciences & Engineering)

Dr. Gitika Nagrath (Dean, CBME/Humanities)

Ms. Bindia (Assistant Professor & SC/ST/OBC Representative)

2 Student Representative

This diverse composition ensures representation of all student groups and academic faculties.

4.2 Responsibilities

- Address and resolve grievances in a fair and time-bound manner.

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- Ensure compliance with anti-discrimination policies and safeguard student rights.
- Promote awareness about students' rights and the grievance redressal mechanism.
- Conduct investigations and recommend corrective measures as per UGC guidelines.
- Maintain confidentiality and transparency in handling complaints.

4.3 Procedure to Register a Complaint

Online Mode:

1. Send complaint to grievance@davuniversity.org
2. Complaint is forwarded to the SGRC.
3. Investigation is initiated as per regulations.

Offline Mode:

1. Submit a written complaint to the **Registrar** or any committee member.
2. Complaint is forwarded to SGRC.
3. Investigation proceeds following guidelines.

5. Gender Sensitization Cell – DAV University, Jalandhar

The Gender Sensitization Cell at DAV University, Jalandhar, is dedicated to fostering an environment of gender equality and inclusivity. It aims to challenge societal stereotypes and promote respect for all individuals, irrespective of gender.


5.1 Objectives

The primary objectives of the Gender Sensitization Cell include:

- **Promoting Gender Equality:** Creating a campus atmosphere where every individual's identity is respected, regardless of gender.
- **Challenging Stereotypes:** Addressing and dismantling gender-based stereotypes, not only concerning women but also those affecting men.
- **Raising Awareness:** Organizing activities such as panel discussions, group discussions, and street plays (nukkad natak) to educate students about gender-related issues and encourage them to speak out against biases.

These initiatives are designed to instill a sense of responsibility among students to advocate for gender justice and equality.

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5.2 Composition

The Gender Sensitization Cell comprises both faculty members and student coordinators who collaboratively work towards achieving its objectives.

Faculty Coordinators:

Dr. Raj Bala – Chairperson, Department of Botany and Environment Science

Dr. Ashish Sharma – Member, Department of Botany and Environment Science

Dr. Sandeep Kumar – Member, Department of Physics

Dr. Mamta – Member, Department of Physics

Er. Vidya – Member, Department of Chemical Engineering

Two Student Coordinators

This diverse team ensures the effective planning and execution of programs aimed at sensitizing the university community about gender issues.

5.3 Gender Ambassadors/ Champions

Gender Sensitization Cell works to raise awareness about gender roles, educate the community on legal and social aspects of equality, support Gender Champions, and propose initiatives to reduce gender disparities. To advance these goals, Gender Ambassadors are appointed. Nominations for Gender Ambassadors were invited from various university departments to take on these responsibilities. Selection is based on leadership qualities, interest in gender-related issues, and willingness to engage in campus-wide initiatives. Some of these ambassadors also serve as members of the Student Council, enabling them to contribute more effectively to institutional decision-making and awareness efforts.

Gender Ambassadors/ Champions-2022

S.No	Name of Student	Regd No	Department	Gender
1	Karanjot Singh	12101126	Biotechnology	Male
2	Mr. Hrishabh	12100959	Physics	Male
3	Khushi Bora	12100150	Chemistry	Female
4	Karanpreet Singh	12100147	Civil Engg.	Male

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5	Bhargab	12100589	Botany	Male
6	Dharampreet Singh	12100229	Mechanical Engg.	Male
7	Tejveer Singh	12100320	Electrical Engg.	Male
8	Robinpreet Singh	12100095	Computer Science and Applications	Male
9	Ramandeep Kaur	12100494	Computer Science and Applications	Female
10	Damini	12101012	Computer Science	Female
11	Vishal Kakkar	12101129	School Of Law & Legal Studies	Male
12	Simran Kaur	12100039	School Of Law & Legal Studies	Female
13	Lovely Devi	12100957	Mathematics	Female
14	Ms. Tania Thakur	12100422	Agriculture	Female
15	Jasdeep Kaur	12100969	Journalism and Mass Communication	Female
16	Sakshi Pathania	12101274	English	Female
17	Heena Kapoor	12100108	CBME	Female
18	Paramjot Singh	12100978	CBME	Male
19	Rohit	12100788	Education	Male
20	Siddharth Shekhar	12100453	Computer Engg.	Male
21	Kritika	12100136	Microbiology	Female

5.4 Gender Audit

The **Gender Sensitization Cell** conducts the **Gender Audit** every year in the month of **November**. This structured process is designed to assess the university's gender sensitivity and inclusivity. The audit involves collecting data through **surveys and institutional reviews**, focusing on key areas such as policies, infrastructure, awareness programs, and support systems. The process is participatory, with meaningful contributions from members of the **Gender Sensitization Cell**.

5.4.1 Objectives of the Gender Audit

One of the central objective of the audit is to provide an **integrated and interdisciplinary approach** to understanding how societal and cultural constructions of gender shape the lived experiences of students, faculty, and staff.

The audit investigates how the university upholds the principles enshrined in **Article 15 of the Indian Constitution**, which prohibits discrimination on the grounds of gender, and evaluates

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the institution's alignment with **Sustainable Development Goal 5**—achieving gender equality and empowering all women and girls.

A significant focus is placed on the identification and empowerment of **Gender Ambassadors** across departments. These individuals act as catalysts for change by challenging traditional gender norms, promoting respectful peer relationships, and driving awareness campaigns. **Till now 21 Gender Ambassadors were appointed**, reflecting the university's commitment to engaging students in grassroots leadership for equality and inclusion.

The audit also aims to ensure the creation of a **gender-safe and gender-neutral environment**, where all individuals—irrespective of their gender identity—feel respected, protected, and valued. Particular attention is given to the **rights and dignity of transgender individuals**, emphasizing the need for inclusive infrastructure, awareness programs, and equitable representation.

Additionally, the audit offers **data-driven insights and actionable recommendations** to bridge existing gender gaps and enhance the impact of gender-sensitive policies. It strives to promote legal literacy, support grievance redressal mechanisms, and foster a campus culture rooted in mutual respect and equality. Through this systematic evaluation, DAV University reaffirms its dedication to building a progressive educational environment where gender equity is not only a principle but a lived reality for every individual.

5.4.2 Gender Audit Format

A. Gender ratio and category wise data of students, teaching, non-teaching faculty (2018-2022).

1. Gender Ratio – Students (2018–2022)

There is a consistent **higher enrollment of female students** compared to males from 2018 to 2022.

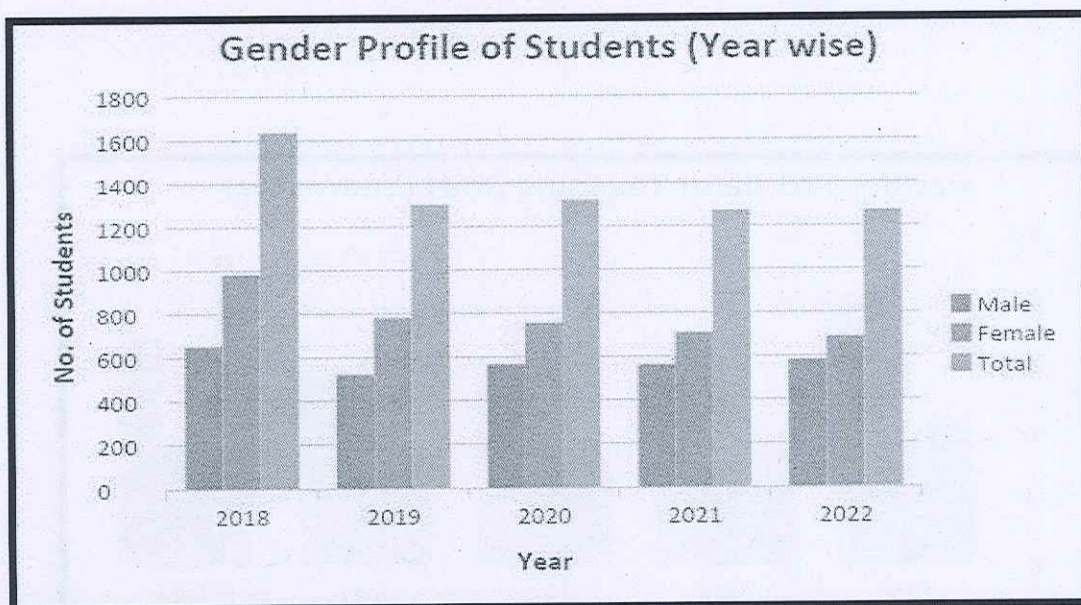
Female student percentage remained around **58%–60%**, indicating **positive gender balance** in student enrollment.

The total number of students declined slightly from **1,636 in 2018 to 1,271 in 2022**, but the gender ratio remained stable.

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Year	Male	Female	Total	Female %
2018	653	983	1636	60.1%
2019	522	781	1303	59.9%
2020	566	755	1321	57.1%
2021	563	709	1272	55.7%
2022	583	688	1271	54.1%

2. Gender Ratio – Teaching Staff (2018–2022)

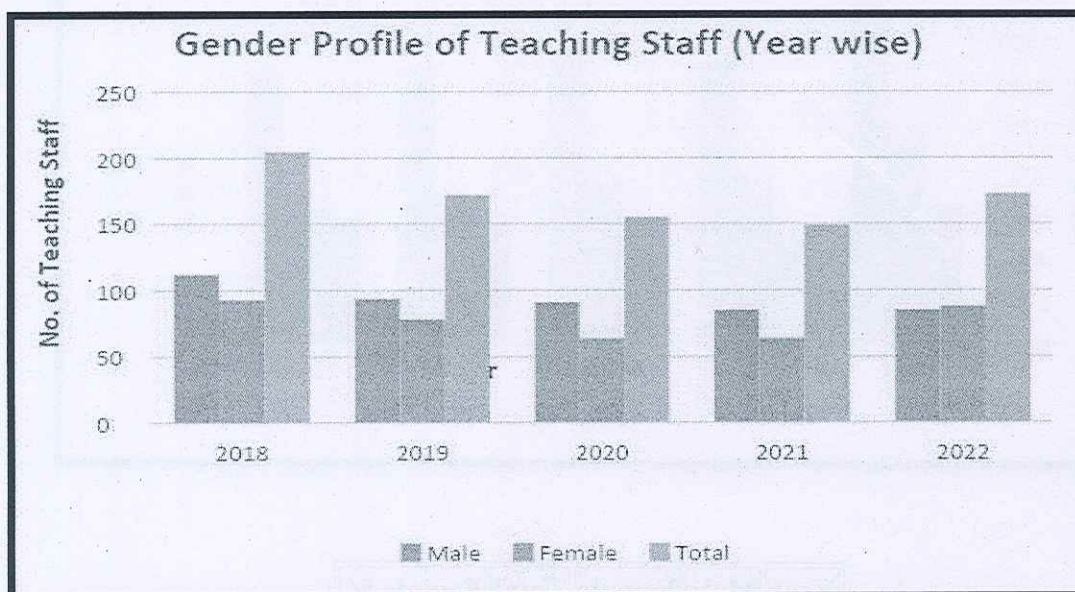
The gender gap among teaching staff has **narrowed significantly** over the years.

In 2018, males dominated, but by 2022, **female faculty slightly outnumbered males**.

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Year	Male	Female	Total	Female %
2018	112	93	205	45.4%
2019	94	78	172	45.3%
2020	91	64	155	41.3%
2021	85	64	149	43.0%
2022	85	88	173	50.9%

Finding: DAV University is approaching **gender parity in teaching staff**, a positive sign for women's representation in academia.

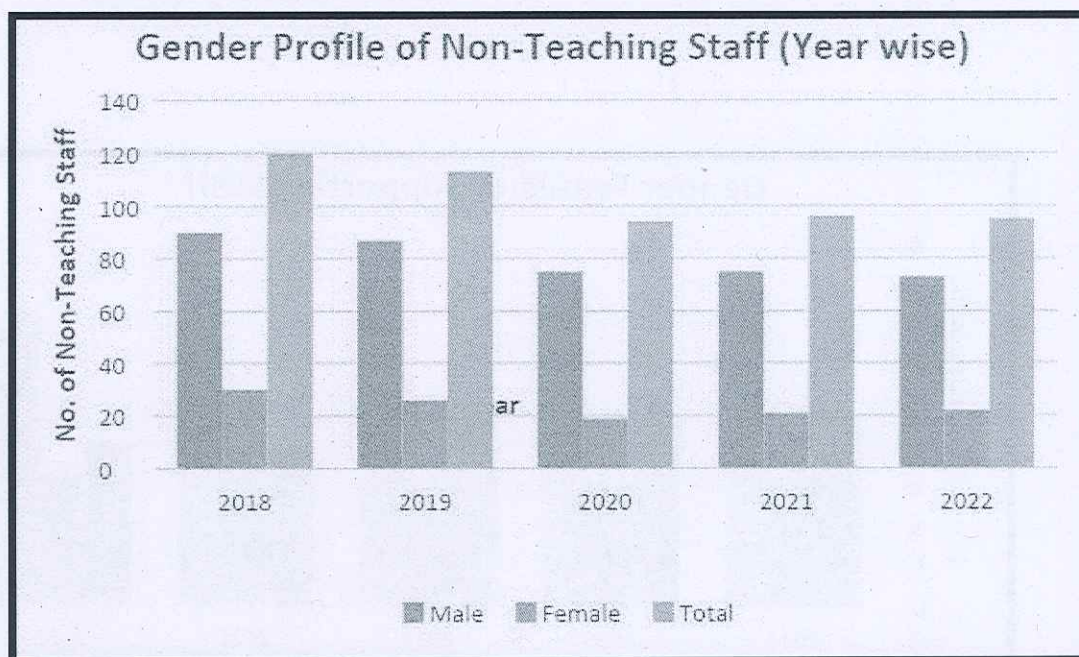
3. Gender Ratio – Non-Teaching Staff (2018–2022)

Male staff consistently outnumber females.

Female representation in this category has remained **between 20%–23%**, showing minimal improvement.

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Year	Male	Female	Total	Female %
2018	90	30	120	25.0%
2019	87	26	113	23.0%
2020	75	19	94	20.2%
2021	75	21	96	21.9%
2022	73	22	95	23.1%

4. Gender Ratio – Supporting Staff (2018–2022)

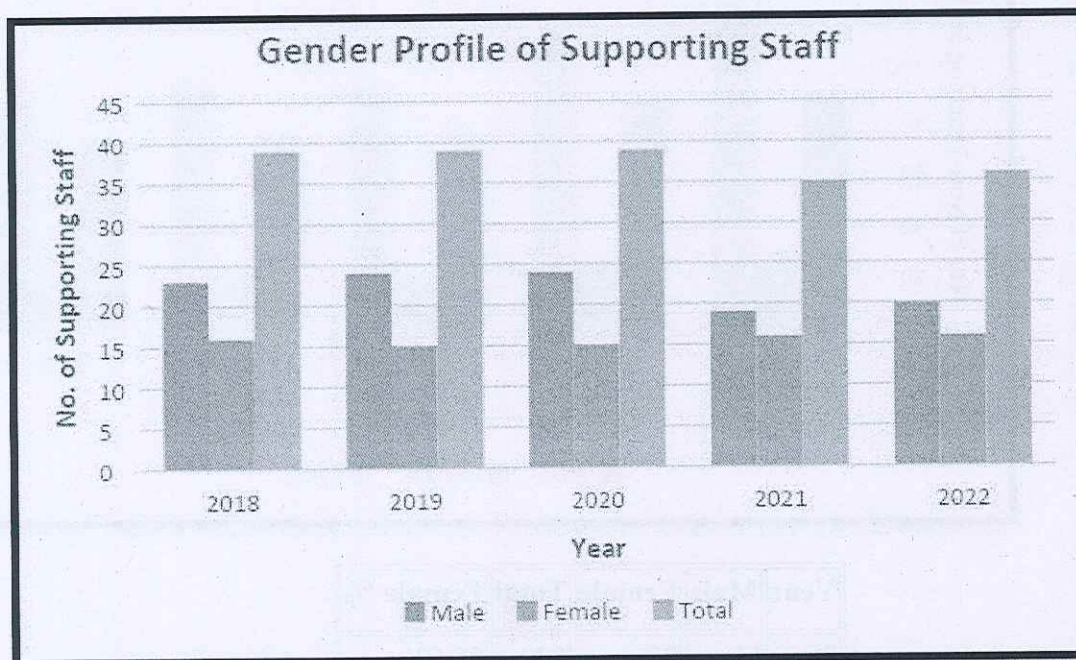
Gender ratio is relatively balanced, with females making up 41%–46% of the workforce in this category.

Numbers remained consistent over five years, indicating a **stable but small workforce**.

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Year	Male	Female	Total	Female %
2018	23	16	39	41.0%
2019	24	15	39	38.5%
2020	24	15	39	38.5%
2021	19	16	35	45.7%
2022	20	16	36	44.4%

5. State-Wise Gender Profile of Students

Punjab has the highest number of students enrolled, with **females consistently outnumbering males**.

Himachal Pradesh (HP) also shows a similar trend, with females forming the majority.

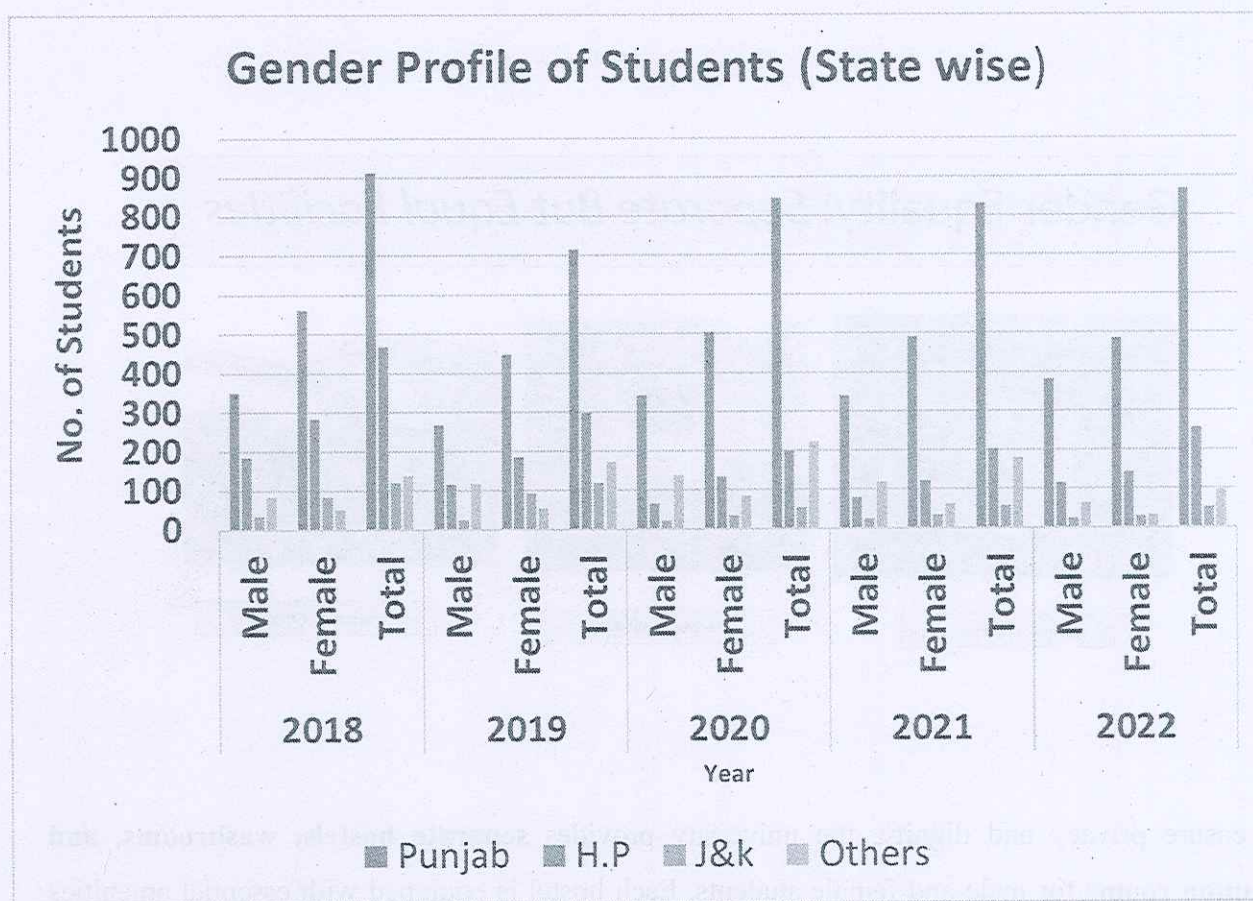
In **Jammu & Kashmir (J&K)**, the gender ratio is more balanced, but still leans toward female majority.

Students from **other states** vary year to year but generally maintain a 50:50 or slight male majority.

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Observation: The University attracts a diverse student base with strong female participation across all regions.

B. The policy on gender equality is displayed on the website and can be accessed at [Gender-equity_merged.pdf](#)

C. Existing Arrangements on Campus for Ensuring Safety

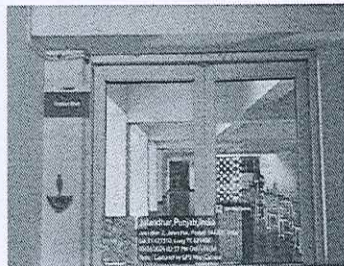
DAV University is deeply committed to creating a safe, inclusive, and gender-sensitive environment for its students. The campus infrastructure and operational policies are thoughtfully designed to ensure the comfort and security of all students, with special attention to gender-specific needs.

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Gender Equality: *Separate But Equal Facilities*



Common Room



Recreational Area



Security Guards

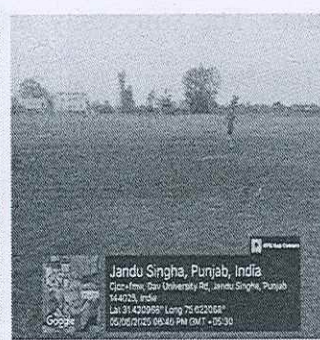
To ensure privacy and dignity, the university provides **separate hostels, washrooms, and common rooms** for male and female students. Each hostel is equipped with essential amenities and supervised by wardens and staff to maintain discipline and security.



Separate Washrooms



University Ground Area

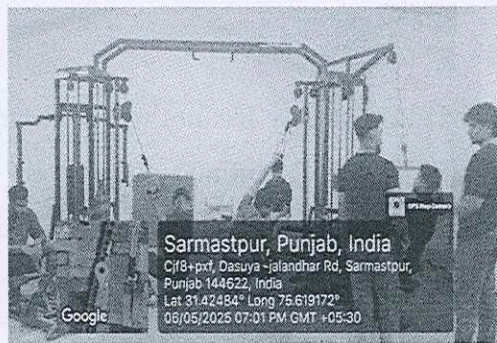


The entire campus is under **constant surveillance CCTV cameras** installed at strategic locations. These cameras are monitored in real-time to deter untoward incidents and enable swift response when needed. **Both male and female security guards** are deployed across the campus, ensuring round-the-clock vigilance and responsiveness.

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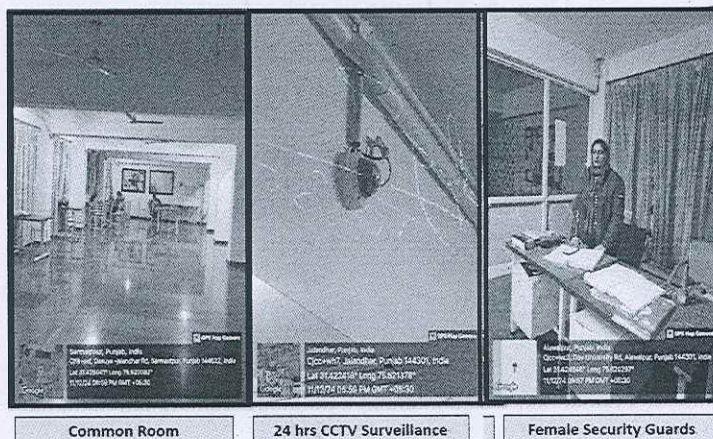
DAV University, Jalandhar



Gymnasium

Dispensary

To enhance visibility and security after dark, **all internal roads and walkways are illuminated day and night**, significantly improving movement safety for students, faculty, and staff. These well-lit paths contribute to a heightened sense of confidence and independence among students, particularly women.



Common Room

24 hrs CCTV Surveillance

Female Security Guards

In line with its commitment to **gender equity**, the university regularly conducts gender audits to evaluate the representation of all genders among students, teaching staff, non-teaching staff, and support personnel. This ensures fair participation and balanced representation in decision-making processes, fostering a culture of respect, inclusivity, and equal opportunity.

Through these extensive measures, DAV University maintains a campus environment where safety, dignity, and equality are prioritized. The university's proactive approach helps students thrive academically and socially, free from concerns about their security or well-being.

D. Details of Grievances received by Internal Complaints Committee.

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As of now, the Internal Complaints Committee (ICC) of DAV University has not received any formal grievances or complaints related to gender-based issues. The ICC continues to maintain a safe and supportive environment for all, promoting awareness and encouraging individuals to come forward if any concerns arise.

6. Conclusion

Overall, the survey indicates a positive and inclusive gender environment at the university, with strong awareness and support structures in place. However, the responses also highlight areas needing improvement, particularly in student counseling, consistent communication of support services, and ensuring safety and equity across all segments. These insights should inform the university's gender sensitization and equity policies moving forward.

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Dr. Rama- Member, Department of Physics

Er. Sangeeta Monga- Member, Department of ECE

Er. Simrandeep Kaur- Member, Department of Electrical Engg.

Er. Vidya- Member, Department of Chemical Engg.

Dr. Lakhmir- Member, Department of Biotechnology

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Mr. Tarandeep- Member, Department of Physics

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This diverse team ensures the effective planning and execution of programs aimed at sensitizing the university community about gender issues.

5.3 Gender Ambassadors

Gender Sensitization Cell works to raise awareness about gender roles, educate the community on legal and social aspects of equality, support Gender Champions, and propose initiatives to reduce gender disparities. To advance these goals, Gender Ambassadors are appointed. Nominations for Gender Ambassadors were invited from various university departments to take on these responsibilities. Selection is based on leadership qualities, interest in gender-related issues, and willingness to engage in campus-wide initiatives. Some of these ambassadors also serve as members of the Student Council, enabling them to contribute more effectively to institutional decision-making and awareness efforts.

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Gender Ambassadors/ Champions -2023

S.No	Name of Student	Regd No	Department	Gender
1	Siddharth Shekhar	12100453	Computer Engg.	Male
2	Jasmeen Tandon	12100946	Computer Engg.	Female
3	Sakshi Sharma	12200665	Chemistry	Female
4	Kritika	12200347	Botany	Female
5	Bhargab	12100589	Botany	Male
6	Gunjita Sharma	12200046	Mathematics	Female
7	Teena Chauhan	12201261	English	Female
8	Gourav Rana	12100931	English	Male
9	Manvi	12201077	Computer Science and Applications	Female
10	Sarita Kumari	12100993	Computer Science and Applications	Female
11	Aniket Raj	12100904	Computer Science and Applications	Male
12	Swati Thakur	12200794	Biotechnology	Female
13	Karanjot Singh	12101126	Biotechnology	Male
14	Divya	12201387	Microbiology	Female
15	Gurleen Bhaweja	12201268	Psychology	Female
16	Navtish Singh	12300550	Mechanical Engg.	Male
17	Shaina	12100076	Education	Female
18	Aditya	12100543	Journalism and Mass Communication	Male
19	Tushar Sharma	12200441	CBME	Male
20	Pankaj	12100007	CBME	Male
21	Pawanjot Kaur	12100927	CBME	Female

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5.4 Gender Audit

The **Gender Sensitization Cell** conducts the **Gender Audit** every year in the month of **November**. This structured process is designed to assess the university's gender sensitivity and inclusivity. The audit involves collecting data through **surveys and institutional reviews**, focusing on key areas such as policies, infrastructure, awareness programs, and support systems. The process is participatory, with meaningful contributions from members of the **Gender Sensitization Cell**.

5.4.1 Objectives of the Gender Audit

One of the central objective of the audit is to provide an **integrated and interdisciplinary approach** to understanding how societal and cultural constructions of gender shape the lived experiences of students, faculty, and staff.

The audit investigates how the university upholds the principles enshrined in **Article 15 of the Indian Constitution**, which prohibits discrimination on the grounds of gender, and evaluates the institution's alignment with **Sustainable Development Goal 5**—achieving gender equality and empowering all women and girls.

A significant focus is placed on the identification and empowerment of **Gender Ambassadors** across departments. These individuals act as catalysts for change by challenging traditional gender norms, promoting respectful peer relationships, and driving awareness campaigns. **Till now 42 Gender Ambassadors were appointed**, reflecting the university's commitment to engaging students in grassroots leadership for equality and inclusion.

The audit also aims to ensure the creation of a **gender-safe and gender-neutral environment**, where all individuals—irrespective of their gender identity—feel respected, protected, and valued. Particular attention is given to the **rights and dignity of transgender individuals**, emphasizing the need for inclusive infrastructure, awareness programs, and equitable representation.

Additionally, the audit offers **data-driven insights and actionable recommendations** to bridge existing gender gaps and enhance the impact of gender-sensitive policies. It strives to promote legal literacy, support grievance redressal mechanisms, and foster a campus culture rooted in mutual respect and equality. Through this systematic evaluation, DAV University reaffirms its

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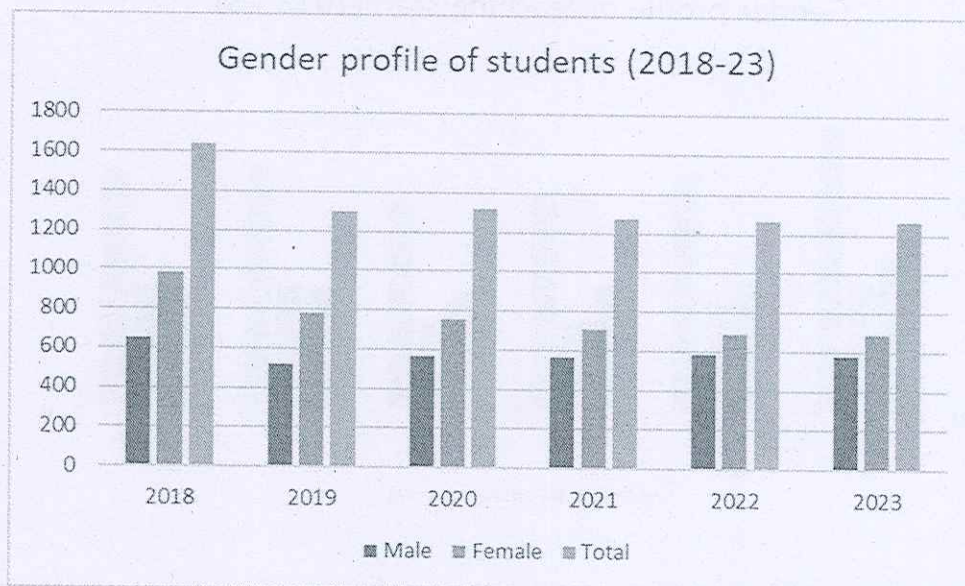
dedication to building a progressive educational environment where gender equity is not only a principle but a lived reality for every individual.

5.4.2 Gender Audit Format

A. Gender ratio and category wise data of students, teaching, non-teaching faculty (2018-2023).

1. Gender Ratio – Students (2018–2023)

Throughout the 2018-2023 period, female students consistently outnumbered male students. However, the numerical gap between them progressively narrowed from ~330 in 2018 to its smallest at ~100 in 2022. In 2023, the gap slightly widened to ~110, as male student numbers saw a minor decrease while female student numbers remained stable.



Year	Male	Female	Total	Female %
2018	653	983	1636	60.1%
2019	522	781	1303	59.9%
2020	566	755	1321	57.1%
2021	563	709	1272	55.7%
2022	583	688	1271	54.1%

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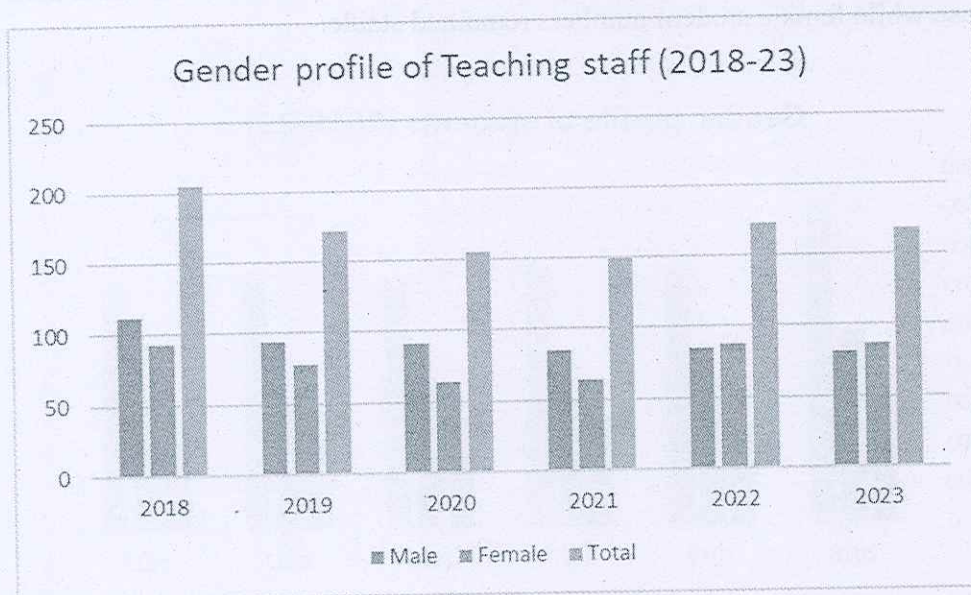

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Year	Male	Female	Total	Female %
2023	578	690	1268	54.4%

2. Gender Ratio – Teaching Staff (2018–2023)

Total teaching staff numbers declined from approximately 205 in 2018 to a low of around 150 in 2021. Following this, the numbers rebounded to approximately 172 in 2022 and then slightly decreased to about 168 in 2023, bringing the total close to 2019 levels.



Year	Male	Female	Total	Female %
2018	112	93	205	45.4%
2019	94	78	172	45.3%
2020	91	64	155	41.3%
2021	85	64	149	43.0%
2022	85	88	173	50.9%
2023	81	87	168	51.7%

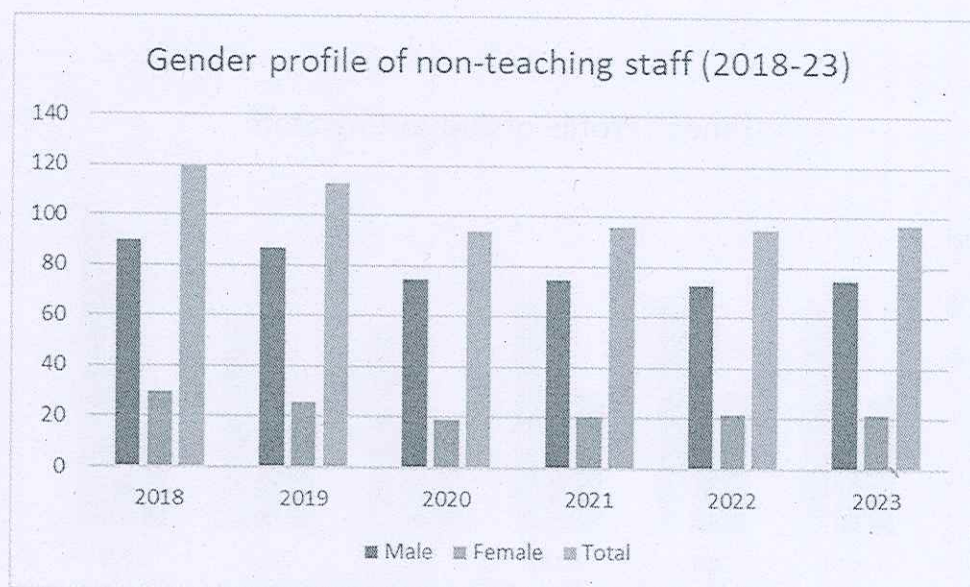
Finding: DAV University is approaching **gender parity in teaching staff**, a positive sign for women's representation in academia.

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3. Gender Ratio – Non-Teaching Staff (2018–2023)

Male staff consistently and significantly outnumbered female staff throughout the entire 2018-2023 period. The numerical gap between them, which was around 60-61 in 2018-2019, narrowed to its smallest point of approximately 51 in 2022. In 2023, the gap slightly widened to ~53 as male staff numbers saw a minor increase while female staff numbers remained stable.



Year	Male	Female	Total	Female %
2018	90	30	120	25.0%
2019	87	26	113	23.0%
2020	75	19	94	20.2%
2021	75	21	96	21.9%
2022	73	22	95	23.1%
2023	75	22	97	22.6%

3. Gender Ratio – Supporting Staff (2018–2023)

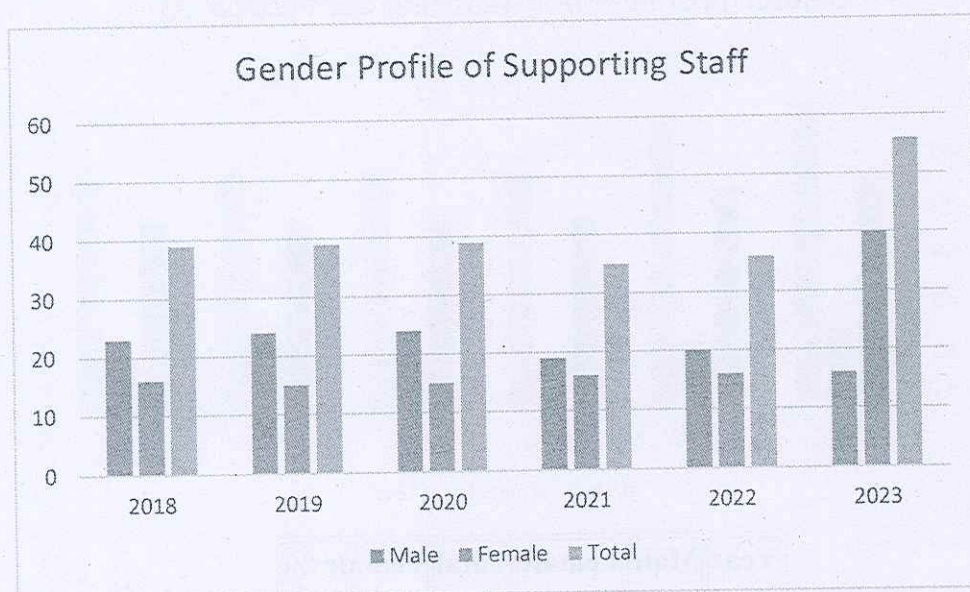
From 2018 to 2022, female representation remained relatively stable, ranging between **38.5%** and **45.7%**, with a slight upward trend toward gender balance. In 2023, there was a significant

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University, Jalandhar

shift, with female representation rising sharply to 71.4%, indicating a major improvement in gender equity.



Year	Male	Female	Total	Female %
2018	23	16	39	41%
2019	24	15	39	38.5%
2020	24	15	39	38.5%
2021	19	16	35	45.7%
2022	20	16	36	44.4%
2023	16	40	56	71.4%

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The data reflects a stable but male-dominated trend from 2018 to 2022, with a remarkable surge in female representation to 71.4% in 2023, highlighting significant progress toward gender inclusivity.

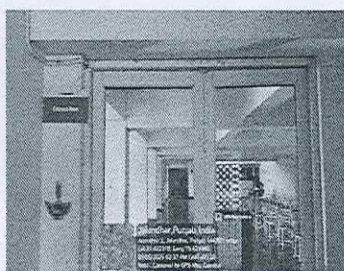
- B. The policy on gender equality is displayed on the website and can be accessed at [Gender-equity merged.pdf](#)
- C. List of short term courses introduced for the development and growth of students

A course on Gender Sensitization is offered as **Value added course** to all students of the university

D. Existing Arrangements on Campus for Ensuring Safety

DAV University is deeply committed to creating a safe, inclusive, and gender-sensitive environment for its students. The campus infrastructure and operational policies are thoughtfully designed to ensure the comfort and security of all students, with special attention to gender-specific needs.

Gender Equality: *Separate But Equal Facilities*



Common Room



Recreational Area



Security Guards

To ensure privacy and dignity, the university provides **separate hostels, washrooms, and common rooms** for male and female students. Each hostel is equipped with essential amenities and supervised by wardens and staff to maintain discipline and security.

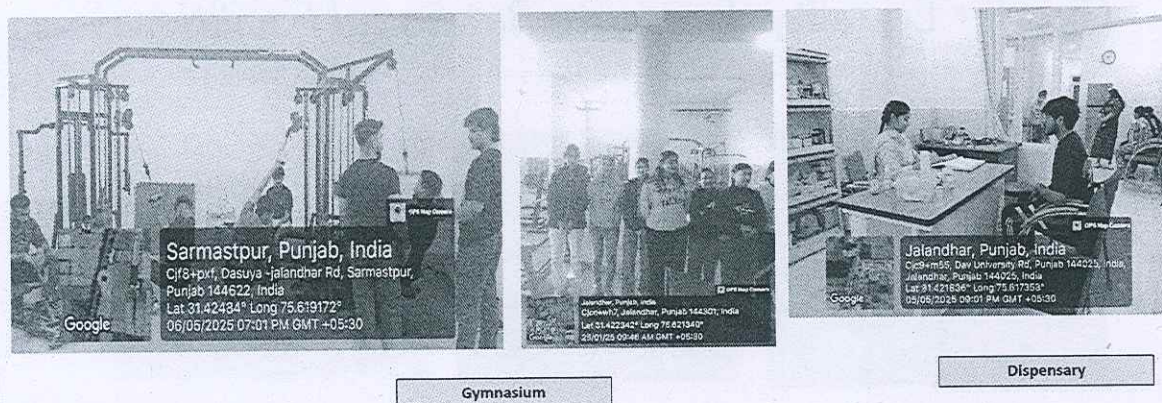
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The entire campus is under **constant surveillance CCTV cameras** installed at strategic locations. These cameras are monitored in real-time to deter untoward incidents and enable swift response when needed. **Both male and female security guards** are deployed across the campus, ensuring round-the-clock vigilance and responsiveness.

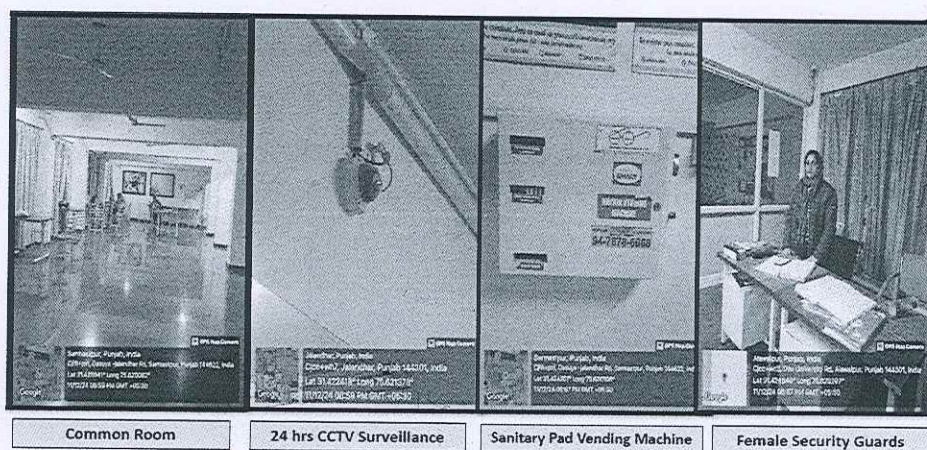


To enhance visibility and security after dark, **all internal roads and walkways are illuminated day and night**, significantly improving movement safety for students, faculty, and staff. These well-lit paths contribute to a heightened sense of confidence and independence among students, particularly women.

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In line with its commitment to **gender equity**, the university regularly conducts gender audits to evaluate the representation of all genders among students, teaching staff, non-teaching staff, and support personnel. This ensures fair participation and balanced representation in decision-making processes, fostering a culture of respect, inclusivity, and equal opportunity.

Through these extensive measures, DAV University maintains a campus environment where safety, dignity, and equality are prioritized. The university's proactive approach helps students thrive academically and socially, free from concerns about their security or well-being.

E. Details of Grievances received by Internal Complaints Committee.

As of now, the Internal Complaints Committee (ICC) of DAV University has not received any formal grievances or complaints related to gender-based issues. The ICC continues to maintain a safe and supportive environment for all, promoting awareness and encouraging individuals to come forward if any concerns arise.

6. Conclusion

Overall, the survey indicates a positive and inclusive gender environment at the university, with strong awareness and support structures in place. However, the responses also highlight areas needing improvement, particularly in student counseling, consistent communication of support services, and ensuring safety and equity across all segments. These insights should inform the university's gender sensitization and equity policies moving forward.

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DAV University, Jalandhar

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10/2/1

Addition of Members in Internal Complaint Committee

Registrar <registrar@davuniversity.org>

Fri, Jul 2, 2021 at 11:15 AM

To: <anju10250@davuniversity.org>, Anju Pathania <anju_pathania@rediffmail.com>, tejinder kaur <tkkalra@gmail.com>, Nishi Madaan <nishi02.bti@gmail.com>, Audit Accounts <audit.accounts@davuniversity.org>, Mohit Mahajan <mohitmahajan1981@gmail.com>, <dsw@davuniversity.org>, <prof.kaul@davuniversity.org>, harpreet_w@rediffmail.com, <gitika.nagrath@yahoo.co.in>

Cc: Vice Chancellor <vc@davuniversity.org>

Dear all

As approved by the Competent Authority, the following members have been nominated in-place of the Dr. Geetanjali, Asstt. Prof. in Botany and Dr. Rekha Handa, Asstt. Prof. in CBM&E (both resigned case) in the **Internal Complaint Committee** as per the Sexual Harassment at Workplace Act 2013.

Nominated members are:

1. Dr. Harpreet Walia, Asstt. Prof. in EVS
2. Dr. Gitika Nagrath, Asstt. Prof. in CBM&E

Members

- | | |
|--|---------------------|
| 1. Registrar | - Presiding Officer |
| 2. Dean Students' Welfare | - Chairperson |
| 3. Dr. Anju Pathania, Asso Prof, Agriculture | |
| 4. Dr. Tejinder Kaur, Asstt Prof, Zoology | |
| 5. Ms. Nishi, Asstt Prof, CSE | |
| 6. Dr. Geetanjali, Asstt Prof, Botany & Environment Studies (<u>RESIGNED</u>) | |
| 7. Dr. Rekha Handa, Asstt Prof, CBME (<u>RESIGNED</u>) | |
| 8. Ms. Neeraj, A/c Officer | |
| 9. Mr. Mohit Mahajan, Clerk, O/o the Registrar | |
| 10. Harsimran Kaur, Ph D Student, CBME (Regn. No. 11702452) | |
| 11. Prabhjot Kaur, Student & Deptt Rep., Psychology (Regn. No. 11700362) | |
| 12. Rishabh Malpotra, Student & Deptt Rep., Elec Engg (Regn. No. 11700378) | |
| 13. Mrs. Punima Beri (Representative – NGO, Association for Social Health) | |

The meeting of the **Internal Complaint Committee** of the University has been scheduled today i.e. **July 07, 2019 (Friday) at 12:30 p.m. in the O/o the Vice Chancellor.**

All are informed to attend the same.

With Regards

Prof (Dr) K N Kaul
Registrar (Officiating)

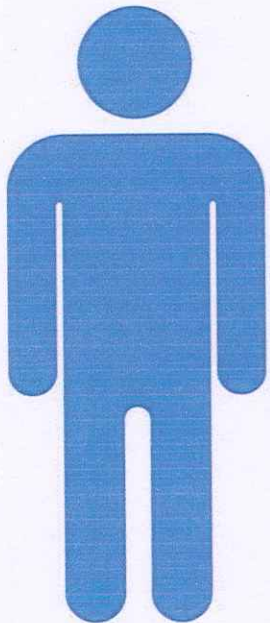
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DAV UNIVERSITY

Empowering Students with 21st Century Skills



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Gender Audit Report

Year : 2024

1. About DAV University, Jalandhar

DAV University, Jalandhar is a premier institution of higher learning that stands as a beacon of academic excellence, innovation, and holistic development. With a strong **legacy of 138 years in education**, rooted in the rich traditions of the DAV College Managing Committee, the university upholds a deep commitment to quality education and nation-building.

Over the last **11 years of excellence**, DAV University has emerged as a dynamic and progressive educational hub. It is at the forefront of educational reform, having **pioneered the implementation of the National Education Policy (NEP)** in the region, thereby aligning its programs with the latest academic and industry trends.

The university boasts a **vibrant and green campus**, offering an environment that fosters learning, creativity, and personal growth. It actively promotes **community engagement**, encouraging students to contribute meaningfully to society through various outreach programs.

DAV University has also built a robust network of **international collaborations**, facilitating global exposure and academic exchange. Its **industry-integrated programs** are designed to bridge the gap between academia and industry, ensuring that students gain practical skills and real-world insights.

The institution takes pride in its **100% placement record**, reflecting the quality of education and the competence of its graduates. The faculty includes members ranked among the **top 2% of scientists globally**, ensuring that students receive mentorship from some of the most respected minds in the academic world.

In summary, DAV University, Jalandhar is a forward-looking institution that combines a storied educational heritage with modern innovation, providing students with a comprehensive, world-class educational experience.

DAV University has established various dedicated cells and committees, including the Women Empowerment Cell, Student Grievances Cell, Internal Complaints Committee, and Gender Sensitization Cell. These bodies aim to foster a safe, inclusive, and empowering campus environment by addressing student concerns and promoting equality and well-being through targeted initiatives.

The first among these is the **Women Empowerment Cell**.

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2. Women Empowerment Cell

The Women Empowerment Cell (WEC) at DAV University, Jalandhar, plays a crucial role in promoting gender equality, developing leadership among women, and fostering a safe and inclusive environment on campus. Through a variety of programs and events, the Cell strives to empower female students and staff by addressing their academic, personal, and professional growth needs.

2.1 Objectives

The Women Empowerment Cell aims to uplift and support women through several focused initiatives. Although its objectives are not explicitly stated on the official website, the Cell's consistent efforts reflect the following goals:

- **Enhancing Self-Confidence and Safety:** The WEC organizes self-defense workshops to help women students build confidence and learn essential safety skills. These sessions aim to equip them with the ability to protect themselves in challenging situations.
- **Promoting Health and Well-being:** To ensure physical well-being, the Cell conducts health awareness programs and medical camps. A notable example is the free eye check-up camp that benefited students and staff, showcasing the Cell's commitment to preventive healthcare.
- **Celebrating Women's Achievements:** On occasions like International Women's Day, the Cell hosts events to acknowledge women's contributions in various fields and promote awareness about women-centric issues and rights. These programs foster a sense of pride and motivation among female students.

2.2 Composition

The Women Empowerment Cell consists of committed faculty and staff members who design and implement its initiatives. The team includes:

Dr. Praveen Guleria – Convener, Department of Biotechnology

Dr. Rama- Member, Department of Physics

Er. Sangeeta Monga- Member, Department of ECE

Er. Simrandeep Kaur- Member, Department of Electrical Engg.

Er. Vidya- Member, Department of Chemical Engg.

Dr. Lakhmir- Member, Department of Biotechnology

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Mr. Tarandeep- Member, Department of Physics

These members work collaboratively to plan, organize, and evaluate programs that promote women's empowerment and address their challenges within the university setting. Their combined efforts contribute significantly to fostering a positive and progressive academic environment for women at DAV University.

3. Internal Complaints Committee

DAV University, Jalandhar, has established the Internal Complaints Committee (ICC) to ensure a safe and respectful academic environment for all students and employees. The ICC addresses issues of sexual harassment, physical abuse, domestic violence, dating violence, or stalking, whether committed on campus or at university-related events and locations.

3.1 Objectives

The primary objectives of the Internal Complaints Committee are:

- **Ensure a Safe Campus:** To prevent sexual harassment and protect the dignity of women on campus and during university-related activities.
- **Provide a Formal Complaint Mechanism:** To enable students and staff to report incidents of sexual misconduct through accessible procedures.
- **Uphold Legal and Institutional Policies:** To implement the UGC (Prevention, Prohibition, and Redressal of Sexual Harassment) Regulations, 2015, and ensure compliance with the Sexual Harassment of Women at Workplace Act, 2013.

3.2 Composition

The ICC is constituted with a balanced representation of faculty, staff, students, and an external member:

Presiding Officer: Dr. Rekha Gaba (Chemistry)

Chairperson: Dr. Tejinder Kaur (Zoology)

Members: Dr. Sapna Sethi, Dr. Ahmad Husain, Dr. Harpreet Walia, Ms. Neeraj Gupta, Mr. Mohit Mahajan

External Member: Mrs. Parminder Beri (NGO Representative)

Student Members: Pratiksha Das (Zoology), Mr. Taranjot (Physics)

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3.3 Responsibilities and Complaint Procedure

- **Receive and Investigate Complaints:** ICC investigates complaints filed via email at shebox@davuniversity.org or submitted in writing to the Dean of Student Welfare or any committee member.
- **Follow UGC Guidelines:** All inquiries are conducted in accordance with UGC and national legal frameworks.
- **Take Disciplinary Action:** Based on findings, appropriate disciplinary or legal action is recommended.

4. The Student Grievance Redressal Cell (SGRC)

The Student Grievance Redressal Cell (SGRC) at DAV University, Jalandhar, is constituted to provide a transparent and responsive mechanism for addressing students' concerns. Its core objective is to ensure the well-being and holistic development of students by resolving academic, administrative, or personal grievances promptly. The cell promotes a safe, inclusive, and discrimination-free environment in accordance with the **University Grants Commission (Redress of Grievance of Students) Regulations, 2023**.

4.1 Composition

The committee comprises senior faculty and administrative officials to ensure balanced and fair grievance handling:

Chairperson: Dr. S.K. Arora (Registrar)

Convener: Dr. Kamaljeet Kaur (Dean Students' Welfare)

Members:

Prof. K.N. Kaul (Professor, Department of Chemistry)

Dr. R.K. Seth (Dean, Sciences & Engineering)

Dr. Gitika Nagrath (Dean, CBME/Humanities)

Ms. Bindia (Assistant Professor & SC/ST/OBC Representative)

2 Student Representative

This diverse composition ensures representation of all student groups and academic faculties.

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4.2 Responsibilities

Address and resolve grievances in a fair and time-bound manner.

Ensure compliance with anti-discrimination policies and safeguard student rights.

Promote awareness about students' rights and the grievance redressal mechanism.

Conduct investigations and recommend corrective measures as per UGC guidelines.

Maintain confidentiality and transparency in handling complaints.

4.3 Procedure to Register a Complaint

Online Mode:

1. Send complaint to grievance@davuniversity.org
2. Complaint is forwarded to the SGRC.
3. Investigation is initiated as per UGC regulations.

Offline Mode:

1. Submit a written complaint to the **Registrar** or any committee member.
2. Complaint is forwarded to SGRC.
3. Investigation proceeds following UGC guidelines.

5. Gender Sensitization Cell – DAV University, Jalandhar

The Gender Sensitization Cell at DAV University, Jalandhar, is dedicated to fostering an environment of gender equality and inclusivity. It aims to challenge societal stereotypes and promote respect for all individuals, irrespective of gender.

5.1 Objectives

The primary objectives of the Gender Sensitization Cell include:

- **Promoting Gender Equality:** Creating a campus atmosphere where every individual's identity is respected, regardless of gender.
- **Challenging Stereotypes:** Addressing and dismantling gender-based stereotypes, not only concerning women but also those affecting men.
- **Raising Awareness:** Organizing activities such as panel discussions, group discussions, and street plays (nukkad natak) to educate students about gender-related issues and encourage them to speak out against biases.

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University, Jalandhar

These initiatives are designed to instill a sense of responsibility among students to advocate for gender justice and equality.

5.2 Composition

The Gender Sensitization Cell comprises both faculty members and student coordinators who collaboratively work towards achieving its objectives.

Faculty Coordinators:

Dr. Raj Bala – Chairperson, Department of Botany and Environment Science

Dr. Ashish Sharma – Member, Department of Botany and Environment Science

Dr. Sandeep Kumar – Member, Department of Physics

Dr. Mamta – Member, Department of Physics

Dr. Vidya – Member, Department of Chemical Engineering

Two Student Coordinators

This diverse team ensures the effective planning and execution of programs aimed at sensitizing the university community about gender issues.

5.3 Gender Ambassadors

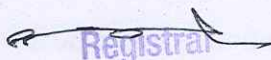
Gender Sensitization Cell works to raise awareness about gender roles, educate the community on legal and social aspects of equality, support Gender Champions, and propose initiatives to reduce gender disparities. To advance these goals, Gender Ambassadors are appointed. Nominations for Gender Ambassadors were invited from various university departments to take on these responsibilities. Selection is based on leadership qualities, interest in gender-related issues, and willingness to engage in campus-wide initiatives. Some of these ambassadors also serve as members of the Student Council, enabling them to contribute more effectively to institutional decision-making and awareness efforts.

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Gender Ambassadors/Champions -2024

S.No	Name of Student	Regd No	Department	Gender
1	Gurleen Kaur	12300704	Biotechnology	Female
2	Ms. Kriti	12300334	Physics	Female
3	Satinder Kaur	12300549	Chemistry	Female
4	Kanika Katwal	12301168	Botany	Female
5	Sukhchain Singh	12301226	Electrical Engineering	Male
6	Pratik Chaudhary	12300146	Computer Science and Application	Male
7	Bableen	12300065	Computer Science and Application	Female
8	Jai Asees Kaur	12300632	Computer Science and Application	Female
9	Aanshika Pandey	12300853	School Of Law & Legal Studies	Female
10	Nihal Raj	12301313	School Of Law & Legal Studies	Male
11	Arshdeep Singh	12301357	School Of Law & Legal Studies	Male
12	Rupali	12300360	Mathematics	Female
13	Mr. Shivam Kumar	12301012	Agriculture	Male
14	Sarthik Mahajan	12301114	CBME	Male
15	Akriti Parmar	12300835	CBME	Female
16	Agrim Sood	12301025	CBME	Male
17	Radhika Sharma	12300676	CBME	Female
18	Payal Sharma	12300158	Microbiology	Female

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DAV University, Jalandhar

19	Anchal	12300438	Microbiology	Female
20	Tamanna	12301115	Microbiology	Female
21	Princee	12300370	Psychology	Male

5.4 Gender Audit

The **Gender Sensitization Cell** conducts the **Gender Audit** every year in the month of **November**. This structured process is designed to assess the university's gender sensitivity and inclusivity. The audit involves collecting data through **surveys and institutional reviews**, focusing on key areas such as policies, infrastructure, awareness programs, and support systems. The process is participatory, with meaningful contributions from members of the **Gender Sensitization Cell**.

5.4.1 Objectives of the Gender Audit

One of the central objective of the audit is to provide an **integrated and interdisciplinary approach** to understanding how societal and cultural constructions of gender shape the lived experiences of students, faculty, and staff.

The audit investigates how the university upholds the principles enshrined in **Article 15 of the Indian Constitution**, which prohibits discrimination on the grounds of gender, and evaluates the institution's alignment with **Sustainable Development Goal 5**—achieving gender equality and empowering all women and girls.

A significant focus is placed on the identification and empowerment of **Gender Ambassadors** across departments. These individuals act as catalysts for change by challenging traditional gender norms, promoting respectful peer relationships, and driving awareness campaigns. **Till now 63 Gender Ambassadors were appointed**, reflecting the university's commitment to engaging students in grassroots leadership for equality and inclusion.

The audit also aims to ensure the creation of a **gender-safe and gender-neutral environment**, where all individuals—irrespective of their gender identity—feel respected, protected, and valued. Particular attention is given to the **rights and dignity of transgender**

individuals, emphasizing the need for inclusive infrastructure, awareness programs, and equitable representation.

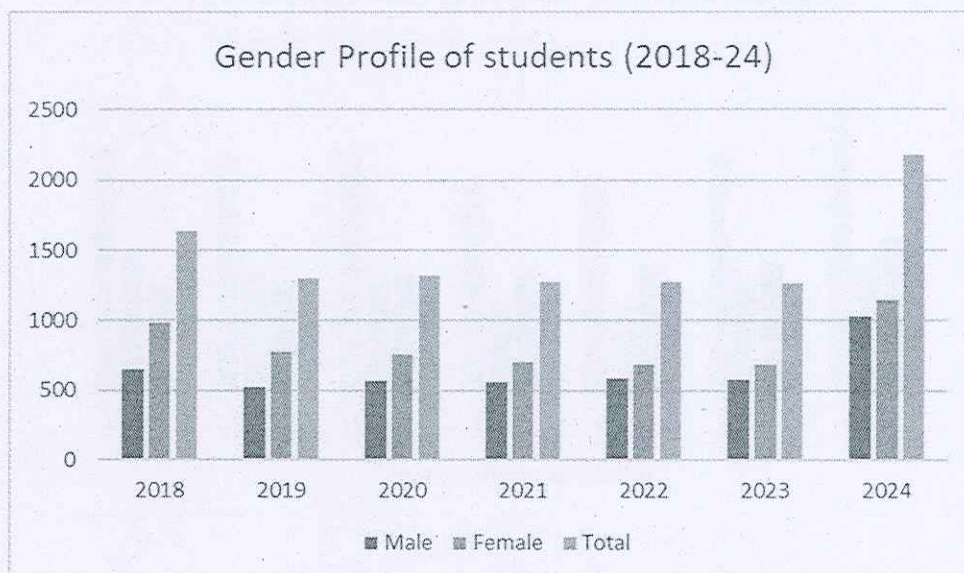
Additionally, the audit offers **data-driven insights and actionable recommendations** to bridge existing gender gaps and enhance the impact of gender-sensitive policies. It strives to promote legal literacy, support grievance redressal mechanisms, and foster a campus culture rooted in mutual respect and equality. Through this systematic evaluation, DAV University reaffirms its dedication to building a progressive educational environment where gender equity is not only a principle but a lived reality for every individual.

5.4.2 Gender Audit Format


A. Gender ratio and category wise data of students, teaching, non-teaching faculty (2018-2024).

1. Gender Ratio – Students (2018–2024)

The gender profile of students from 2018 to 2024 shows that while total student numbers fluctuated between roughly 1200 and 1600 for most of the period, there was a significant surge to over 2100 students in 2024. Female students consistently outnumbered male students. Both male and female student populations saw a notable increase in 2024, with male students reaching around 1000 and female students exceeding 1100.



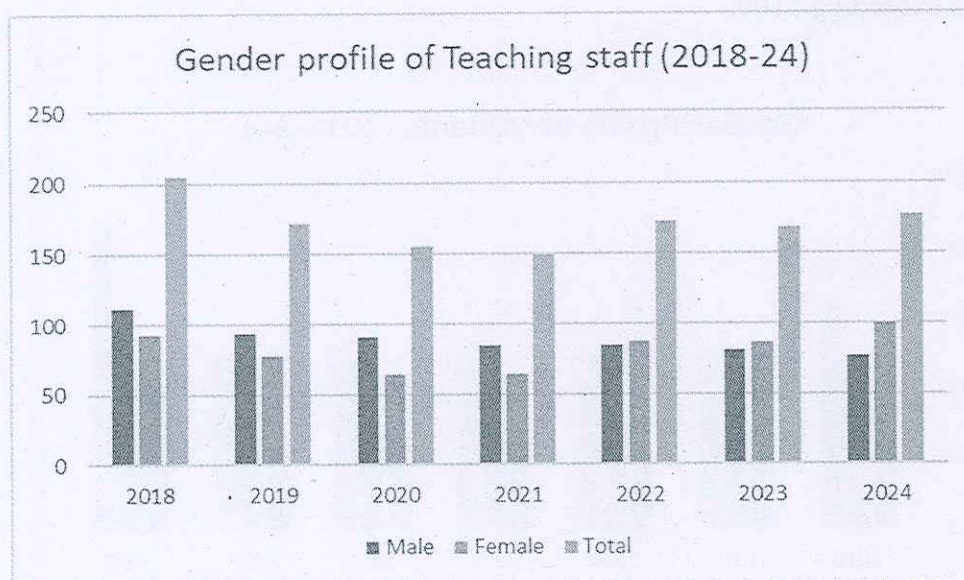
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2018	653	983	1636	60.1%
2019	522	781	1303	59.9%
2020	566	755	1321	57.1%
2021	563	709	1272	55.7%
2022	583	688	1271	54.1%
2023	578	690	1268	54.4%
2024	1034	1144	2178	52.5%

2. Gender Ratio – Teaching Staff (2018–2024)

The **total number of teaching staff** shows a general **decreasing trend from 2018 to 2021**, followed by a gradual **increase from 2022 to 2024**. The highest number of staff was in 2018, and the lowest was in 2021.



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Year	Male	Female	Total	Female %
2018	112	93	205	45.4%
2019	94	78	172	45.3%
2020	91	64	155	41.3%
2021	85	64	149	43.0%
2022	85	88	173	50.9%
2023	81	87	168	51.7%
2024	77	100	177	56.4%

Finding:

DAV University is approaching **gender parity in teaching staff**, a positive sign for women's representation in academia.

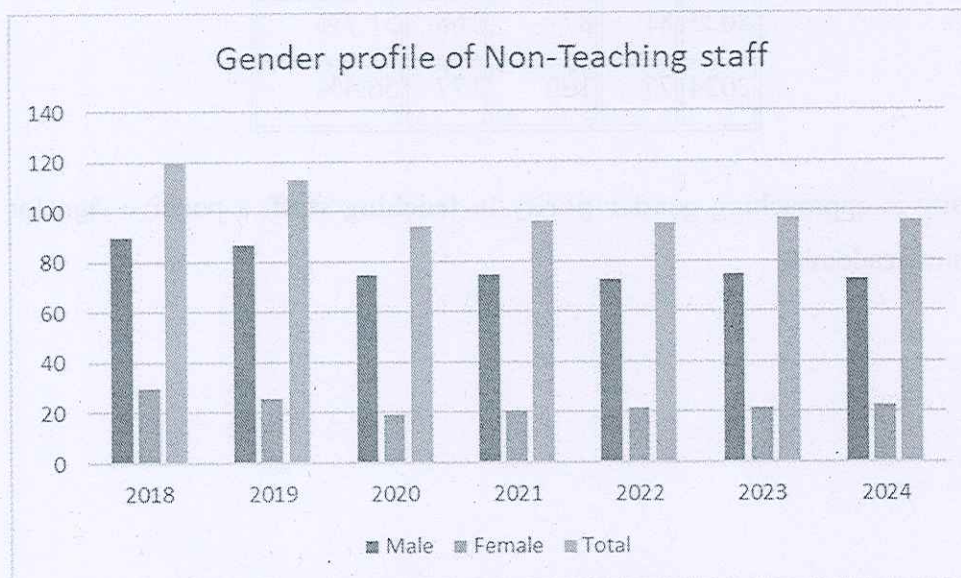
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3. Gender Ratio – Non-Teaching Staff (2018–2024)

The total number of non-teaching staff shows a general decreasing trend from 2018 to 2024. The highest number of staff was in 2018, and it gradually declines, with some minor fluctuations, to its lowest point in 2024.



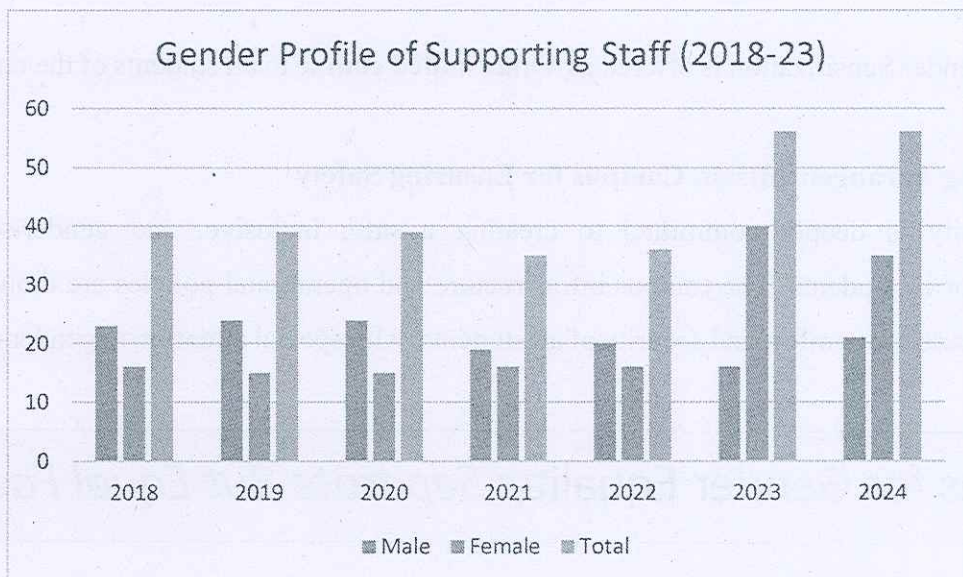
Year	Male	Female	Total	Female %
2018	90	30	120	25.0%
2019	87	26	113	23.0%
2020	75	19	94	20.2%
2021	75	21	96	21.9%
2022	73	22	95	23.1%
2023	75	22	97	22.6%
2024	73	23	96	23.9%

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4. Gender Ratio – Supporting Staff (2018–2024)

From 2018 to 2023, female representation remained consistently low, fluctuating between **20.2% and 25%**, indicating a persistent gender imbalance. In 2024, there was a notable increase in the number of female members (35), suggesting a potential shift toward improved gender equity, though the exact percentage is yet to be determined.



Year	Male	Female	Total	Female %
2018	23	16	39	41%
2019	24	15	39	38.5%
2020	24	15	39	38.5%
2021	19	16	35	45.8%
2022	20	16	36	44.5%
2023	16	40	56	71.4%
2024	21	35	56	62.5%

The data shows consistently low female representation from 2018 to 2023, with a notable rise in 2024 indicating a positive move toward gender balance.

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B. The policy on gender equality is displayed on the website and can be accessed at Gender-equity_merged.pdf

C. **List of short term courses introduced for the development and growth of students**

A course on Gender Sensitization is offered as **Value added course** to all students of the university

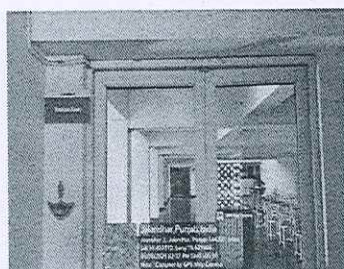
D. Existing Arrangements on Campus for Ensuring Safety

DAV University is deeply committed to creating a safe, inclusive, and gender-sensitive environment for its students. The campus infrastructure and operational policies are thoughtfully designed to ensure the comfort and security of all students, with special attention to gender-specific needs.

Facilities for Gender Equality: *Separate But Equal Facilities*



Separate Washing Area



Common Room



Recreational Area



Security Guards

To ensure privacy and dignity, the university provides **separate hostels, washrooms, and common rooms** for male and female students. Each hostel is equipped with essential amenities and supervised by wardens and staff to maintain discipline and security. In addition, **gender-segregated walking paths** are designated between hostels and academic areas, ensuring a sense of safety—especially during early mornings or late evenings.

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The entire campus is under **constant surveillance CCTV cameras** installed at strategic locations. These cameras are monitored in real-time to deter untoward incidents and enable swift response when needed. **Both male and female security guards** are deployed across the campus, ensuring round-the-clock vigilance and responsiveness.

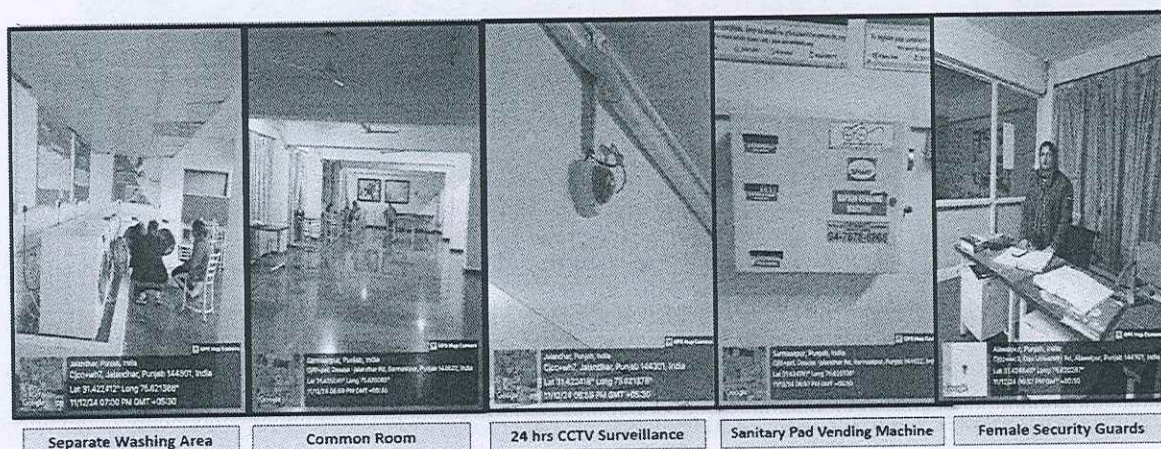


To enhance visibility and security after dark, **all internal roads and walkways are illuminated day and night**, significantly improving movement safety for students, faculty, and staff. These well-lit paths contribute to a heightened sense of confidence and independence among students, particularly women.

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In line with its commitment to **gender equity**, the university conducts **regular Gender Audits** to assess the representation of both genders in leadership roles, administrative positions, and university committees. This ensures fair participation and balanced representation in decision-making processes, fostering a culture of respect, inclusivity, and equal opportunity.

Through these extensive measures, DAV University maintains a campus environment where safety, dignity, and equality are prioritized. The university's proactive approach helps students thrive academically and socially, free from concerns about their security or well-being.

E. Details of Grievances received by Internal Complaints Committee.

As of now, the Internal Complaints Committee (ICC) of DAV University has not received any formal grievances or complaints related to gender-based issues. The ICC continues to maintain a safe and supportive environment for all, promoting awareness and encouraging individuals to come forward if any concerns arise.

F. Analysis through Gender perception survey from student, faculty and non-teaching staff

1. Gender Perception Survey Analysis: Faculty and Non-Teaching Staff

DAV University conducted a comprehensive Gender Perception Survey to evaluate awareness, attitudes, and the effectiveness of gender equity initiatives among its faculty and non-teaching staff. The survey focused on critical aspects such as equitable job delegation, awareness

of gender-related committees, safety, gender sensitivity, and knowledge of grievance redressal mechanisms.

The survey results reflect **broad institutional support for gender equity initiatives**. An overwhelming majority of respondents (more than 95%) confirmed that **gender is not a factor** in job delegation at the university. This indicates a strong organizational culture where merit and capability are prioritized over gender bias. Furthermore, a significant proportion of participants acknowledged that the university takes **the different needs of men and women into account** in a participatory and inclusive manner. Most of the responses for this indicator were rated 4 or 5 on a 5-point scale, reflecting a high degree of satisfaction.

A key strength emerging from the data is the **awareness of institutional mechanisms**. Nearly all respondents affirmed their **awareness of committees such as the Gender Sensitization Cell, Internal Complaints Committee (ICC), and Women's Grievance Redressal Cell**, and demonstrated a good understanding of their functions. This reflects the university's proactive efforts in sensitizing its employees about the existence and purpose of these structures.

In terms of **expression and inclusivity**, almost all respondents agreed that the university fosters a culture that allows **free and fair expression of ideas, regardless of gender**. Equally strong was the agreement on **cultural, legal, and social awareness regarding sexual harassment at the workplace**, highlighting the university's commitment to creating a safe and informed environment.

Campus safety was another well-rated parameter, with the vast majority of staff stating they felt safe within the university. However, a small percentage (around 10%) indicated concerns about peer sensitivity and did not feel their colleagues were entirely gender-sensitive. This presents an opportunity for further improvement through ongoing sensitization workshops and training.

When asked about their knowledge of **how and where to lodge a complaint**, most respondents answered affirmatively. Nonetheless, there were a few (approximately 8–10%) who indicated either limited awareness or uncertainty. This signals the need to enhance communication and accessibility of complaint mechanisms, perhaps by posting more visible signage and conducting regular orientation sessions.

In conclusion, the survey paints a **positive picture of gender equity efforts at DAV University**, with notable success in areas such as fair job allocation, committee awareness, safety, and inclusivity. However, the university should focus on strengthening **peer-level gender sensitivity** and ensure **greater visibility and ease of access to grievance redressal systems**. By

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addressing these areas, DAV University can further solidify its commitment to a gender-just and equitable academic environment.

https://docs.google.com/spreadsheets/d/1rmwGAOldape-95_t-KkIDG9wESnXIHP3b5dcq493WJM/edit

B. Analysis through Gender Perception Survey from Students

A gender perception survey was conducted among students to understand their awareness, experiences, and opinions regarding gender equality and related support systems within the university. The survey covered questions on gender-based discrimination, equal treatment in class, awareness of university support cells (such as the Gender Sensitization Cell, Grievance Redressal Cell, and the Internal Complaints Committee), campus safety, gender counseling, and the knowledge of complaint procedures.

The analysis of the data reveals several insightful patterns:

- **Perceived Discrimination:**

Out of the large number of responses, an overwhelming majority (over 90%) of students reported that they have *not* felt discriminated against on the basis of gender. This suggests a generally inclusive environment on campus. However, a small but significant minority (~7%) admitted to having faced gender-based discrimination. These cases must be acknowledged and addressed to foster a completely equitable learning space.

- **Equality in Classrooms:**

A high percentage of students (~95%) agreed that both men and women are treated equally in classrooms. This reflects positively on faculty behavior and peer interactions in academic settings. Nevertheless, the few dissenting voices raise concerns that may be situational or subject-specific, and these require deeper qualitative analysis to address underlying causes.

- **Awareness of Institutional Mechanisms:**

Awareness about the presence of university committees and cells related to gender issues is strong, with over 90% of students indicating they know about the Gender Sensitization Cell, Grievance Redressal Cell, and ICC. This highlights the effectiveness of outreach and orientation programs. Yet, the small group unaware of these facilities may benefit from

more visible, repeated awareness campaigns, especially during admission and orientation periods.

- **Perception of Campus Safety:**

The majority of students (again, over 90%) believe the university campus is safe. This reflects a commendable level of trust in the institution's physical and social infrastructure. However, there is still a minority who do not feel safe, suggesting a need for targeted safety audits and potential improvements in campus surveillance, transportation, and emergency response.

- **Gender Counseling Services:**

This is one area that showed mixed responses. Only around 60% of respondents believed that gender counseling was provided through the university's mechanisms. This discrepancy may indicate either a lack of counseling services or a communication gap about their availability. The university may consider strengthening and clearly publicizing counseling services related to gender and mental health.

- **Knowledge of Complaint Redressal Procedures:**

A significant number of students (~70%) reported that they know how and where to file a complaint if they face any gender-based issues. While this is encouraging, it still leaves around 30% of students uncertain or unaware, which could deter them from seeking help when needed. Steps must be taken to ensure that all students are well-informed about the process of lodging complaints, possibly through student handbooks, posters, and digital platforms.

[https://docs.google.com/spreadsheets/d/1Q7tc-](https://docs.google.com/spreadsheets/d/1Q7tc-Cc6SXieZy1v5Sp8lnVmamNzIRNSQ93vKwCKBOY/edit?gid=1820680186#gid=1820680186)

[Cc6SXieZy1v5Sp8lnVmamNzIRNSQ93vKwCKBOY/edit?gid=1820680186#gid=1820680186](https://docs.google.com/spreadsheets/d/1Q7tc-Cc6SXieZy1v5Sp8lnVmamNzIRNSQ93vKwCKBOY/edit?gid=1820680186#gid=1820680186)

6. Conclusion

Overall, the survey indicates a positive and inclusive gender environment at the university, with strong awareness and support structures in place. However, the responses also highlight areas needing improvement, particularly in student counseling, consistent communication of support

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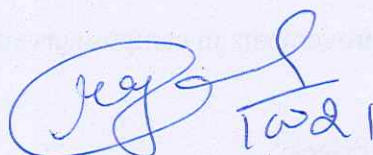
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services, and ensuring safety and equity across all segments. These insights should inform the university's gender sensitization and equity policies moving forward.



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