SANATANA DHARMA COLLEGE
ALAPPUZHA
Affiliated to the University of Kerala
Reaccredited by NAAC with A+ grade

CRITERION: 7

Institutional Values and Best Practices

7.1.1

Gender Audit and Gender Equity Measures

Participatory Gender Audit

DECLARATION

This is to declare that the institution conducted 'Participatory Gender Audit' and the Report pertaining to this is attached herewith.

Principal

Prof. (Dr.) PREMA K.H
PRINCIPAL
PEN 457693
S D COLLEGE ALAPPUZHA

PARTICIPATORY GENDER AUDIT

Participatory Gender Audit Report 2018-2019

Sanathana Dharma College, Alappuzha recognizing the significance of executing an inclusive and un-prejudiced environment, conducted a Participatory Gender Audit on 25/09/2018. The aim was to discuss the existing gender dynamics within the college and construct strategies to strengthen gender equality and inclusivity.

Participants: The audit involved the active faculty members, administrative staff, students, and representatives of various departments.

Methodology: The Participatory Gender Audit at Sanatana Dharma College employed the following methodologies:

- Extensive discussions were held with individuals at different levels of the college hierarchy. These discussions lead to gathering insights into the existing gender-related problems, identifying challenges, and exploring opportunities for improvement.

- The gender responsiveness was evaluated through the thorough examination of existing policies, academic procedures, and other relevant documents hence aiding to identify any inherent biases and suggest amendments for a more comprehensive framework.

- Various surveys and their data were collected and evaluated to measure any unattended gender-related indicators

Key Findings:

- The audit highlighted the need for measures to encourage and support the participation of women in leadership roles and decision-making bodies.

- Concerns about the perpetuation of gender-related prejudices and expectations both within academic settings and the broader college community were addressed.
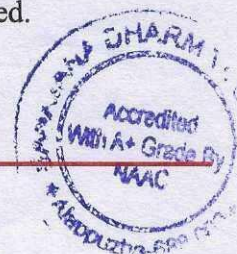
- Suggestions for the initiatives for a more supportive and respectful atmosphere for all students, regardless of gender.

Action Plan:

1. To adopt move gender-neutral style of academic management by the teachers.

2. They should use inclusive phrases to address the students and also make them observe mutual respect irrespective of gender in classrooms.

3. Maintain transparency in decision-making processes related to gender equality policies and initiatives.

4. On going campaigns to build awareness about gender issues and eliminate stereotypes and prejudices.

Conclusion:

The participatory gender Audit at Sanatana Dharma College was an important step aimed at creating a more inclusive gender-equitable safe and respectful college environment. By the contributing ideas and views the college is poised to foster positive change and set an example for other educational institutions.

Dr. Maya B. Nair
Assistant Professor
Dept. of Zoology, SD College

25/9/2018

Participatory Gender Audit Report 2020-21

Sanatana Dharma College, Alappuzha realizing the importance of inculcating gender-equitable environment, conducted an online mode of Participatory Gender Audit on 16/09/2020. The objective was to assess the existing gender dynamics within the college and formulate strategies to enhance gender equality and inclusivity during the COVID-19 pandemic.

Participants: The audit involved the active faculty members, administrative staff, students, and representatives of various departments.

Methodology:

- The committee members interacted with students, staff and parents over phone and online meeting. The facilitation committee members advised them to stay safe during the pandemic and gave creative suggestions for ensure a gender inclusive exchange of knowledge via online platform. These discussions focused on gathering insights into the prevailing gender climate, identifying challenges and exploring opportunities for improvements.

- A thorough examination of existing policies, academic procedures and other relevant documents was conducted to assess their gender responsiveness. This step aimed to identify any inherent biases and suggest amendments for a more inclusive framework.

- Qualitative data were collected to measure various gender-related indicators. This included academic performance disaggregated by gender, feedback from surveys and focus group discussions.

Key Findings: the participatory gender audit revealed several key findings

- Disparities in gender representation were identified in leadership positions and decision-making bodies. The audit highlighted the need for measures to encourage and support the participation of women in these roles.

- Participants expressed concerns about the perpetuation of gender stereotypes and expectations both within academic setting and the broader college community. Addressing these stereotypes emerged as a priority for fostering an inclusive environment.

- The audit captures student experiences related to gender based discrimination and suggested the implementation of initiatives to create a more supportive and respectful atmosphere for all students regardless of gender.

Action Plan:

1. Foster an inclusive campus culture through events, speakers, and activities that celebrate diversity and address gender equality.
2. Instituted a grievance redressed system to manage the gender-inclusive issues in online learning during the lockdown period.
3. Keep the campus community informed about progress and challenges related to gender equality efforts.
4. Collaborate with local organizations and advocacy groups working on gender equality issues.

Conclusions:

The participatory gender Audit at Sanatana Dharma College was an important step aimed at creating a more inclusive gender-equitable safe and respectful college environment. By the contributing ideas and views the college is poised to foster positive change and set an example for other educational institutions.

16/9/2020

Dr. Sindu Antherjanam .D
Associate Professor
Dept. of Malayalam
Sanatana Dharma College

Sanatana Dharma College, Alappuzha

Participatory Gender Audit Report 2022-23
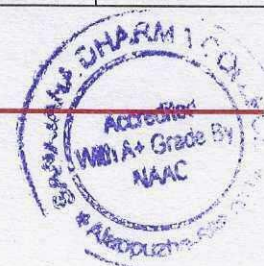
Basic Data

Total Staff members-129	Male-56	Female-73	Non-Binary-0
Total Students-2471	Male-823	Female-1648	Non –Binary-0

Year: 2022-23   Audit date: 6/6/2022

No	Audit Question	Data Source	Gender	Findings (Yes/No/ Partial)	Suggestions	Responsibility
1	Does the organization have a written gender equality policy?	Policy Documents	Male, Female, Non - Binary	Yes	The policy should undergo periodic Enhancements.	Principal; Gender Equality cell
2	Are recruitment and promotion processes gender-neutral?	HR Records	Male, Female, Non - Binary	Yes	There has to be a cross-verification to ensure neutrality.	Office; In each department.
3	Is there equal representation of genders in leadership roles?	Organizational Charts	Male, Female, Non - Binary	Yes	Offer leadership development programs tailored to the needs of individuals of all genders.	Principal; College Council
4	Does the organization offer parental leave policies for all genders?	HR Policies	Male, Female, Non - Binary	Yes	No: of days provided for paternity leave should be increased.	University level & Government
5	Are training and development opportunities accessible to all genders?	Training records	Male, Female, Non - Binary	Yes	The training and development modules should be framed in a manner to suit every gender.	Principal

6	Is there a mechanism in place to address gender - based harassment and discrimination?	Employee Surveys	Male, Female, Non - Binary	Yes	-Grievance cell should be made popular. -Students should be made aware about how complaints are to be registered.	Grievance cell
7	Are restroom facilities accessible and inclusive for all genders?	Facility Assessments	Male, Female, Non - Binary	Partial	-Male toilet facilities should be increased. -Restrooms to be provided for male students also.	Infrastructure committee; Management.
8	Does the organization collect and analyse gender disaggregated data regularly?	Data Collection Tools	Male, Female, Non - Binary	Partial	-Office level segregation is required. -Office has to be aware about the gender intake ratio	College Office
9	Are programs and services designed considering the specific needs of different genders?	Program Documentation	Male, Female, Non - Binary	Yes	More programs shall be conducted for male students.	Clubs; Cells; Forums
10	Is there a gender-responsive budgeting process in place	Financial Records	Male, Female, Non - Binary	No	The College has to adopt a rigid system of gender budgeting.	Principal; Budget Committee
11	Are there mechanisms for feedback and grievances related to gender issues?	Feedback Mechanisms	Male, Female, Non - Binary	Yes	Teachers and students need to be more aware about availability of such a mechanism in college.	Grievance Cell
12	Does the organization promote gender equality in external communications and partnerships?	Marketing materials	Male, Female, Non - Binary	Yes	-The College places no such bias as to gender, it should be continued. -Special care to promote such communication and partnerships.	Principal
13	Are there gender inclusive language and imagery used in	Communication channels	Male, Female, Non-	No	All the forums and communications	Principal; Office

			Binary		from office shall take special care that all notices, letters etc. be gender inclusive.	
14	Does the organization provide training on gender sensitivity and unconscious bias?	Training Records	Male, Female, Non-Binary	Yes	The college shall conduct activity oriented programs that will help build gender sensitivity, empathy and hamper any form of bias.	Clubs and Forums
15	Are there initiatives to provide work-life balance for all genders?	Employee Benefits	Male, Female, Non-Binary	Yes	The college shall hold separate sessions for genders inviting psychologists to crack secrets of balancing life and work	Staff Club
16	Does the organization engage with gender-focused community organizations and initiatives?	Community Partnerships	Male, Female, Non-Binary	Yes	The college shall hold alliance with social groups and involve staff and students in a way so as to create harmony among gender and communities.	Gender Equality Cell
17	Is gender diversity considered in procurement and vendor selection processes?	Procurement Records	Male, Female, Non-Binary	No	Decisions relating to vendors shall be done upon what is best for college in terms of quality and economy rather than gender.	Principal
18	Are there mechanisms to support gender transitioning employees?	HR Policies	Male, Female, Non-Binary	No	If such cases are reported, college shall seek support of health agencies to take special care and provide support.	Principal
19	Does the organization monitor and report on progress towards	Monitoring Reports	Male, Female, Non-	Yes	The college shall monitor by holding 360°	Gender-Equality Cell

			Binary		appraisal under the ageis of Gender-Equality Cell.	
	gender equality goals?					
20	Are there opportunities for employee engagement and participation in gender equality initiatives?	Employee Engagement Programs	Male, Female, Non-Binary	No	The college shall announce sensitisation initiatives and encourage teachers to convene programs in turn.	Principal; Gender Equality Cell

Audit Team Name & signature

1. Dr. Bindu. P.K
2. Dr. Prasanth S-Pai
3. Gopikrishna R

SANATANA DHARMA COLLEGE
ALAPPUZHA

GENDER AUDIT

Basic Data

Total Staff members-141 Male- 68 Female -73 Non-Binary- 0

Total Students -2300 Male- 853 Female -1447 Non – Binary -0

Year : 2023-24   Audit date : 8/6/2023

No	Audit Question	Data Source	Gender	Findings (Yes/No /Partial)	Suggestions	Responsibility
1	Does the organization have a written gender equality policy?	Policy Documents	Male, Female, Non - Binary	Yes	The policy should undergo periodic enhancements.	Principal; Gender Equality cell
2	Are recruitment and promotion processes gender neutral?	HR Records	Male, Female, Non - Binary	Yes	There has to be a cross verification to ensure neutrality.	Office; In each department.
3	Is there equal representation of genders in leadership roles?	Organizational Charts	Male, Female, Non - Binary	Yes	Offer leadership development program tailored to the needs of individuals of all genders.	Principal; College Council
4	Does the organization offer parental leave policies for all genders?	HR Policies	Male, Female, Non - Binary	Yes	No: of days provided for paternity leave should be increased.	University level & Government
5	Are training and development opportunities accessible to all genders?	Training records	Male, Female, Non - Binary	Yes	The training and development modules should be framed in a manner to suit every gender.	Principal

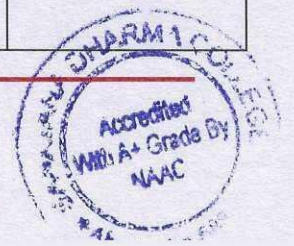| 6 | Is there a mechanism in place to address gender - based harassment and discrimination ? | Employee Surveys | Male, Female, Non - Binary | Yes | Grievance cell should be made popular. Students should be made aware about how complaints are to be registered. | Grievance cell |
7	Are restroom facilities accessible and inclusive for all genders?	Facility Assessments	Male, Female, Non - Binary	Partial	-Male toilet facilities should be increased. -Restrooms to be provided for male students also.	Infrastructure committee; Management.
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16	Does the organization engage with gender-focused community organizations and initiatives?	Community Partnerships	Male, Female , Non-Binary	Yes	The college shall hold alliance with social groups and involve staff and	Gender Equality Cell

				students in a way so as to create harmony among gender and communities.	
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19	Does the organization monitor and report on progress towards gender equality goals?	Monitoring Reports	Male, Female , Non-Binary	Yes	The college shall monitor by holding 360° appraisal under the ageis of Gender-Equality Cell.	Gender-Equality Cell
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Audit Team Name & signature

1. Harry cleetus
2. Shine Antony
3. Dr. Lekshmi. S