

Gender Audit

2018-2021
Audit Report

Audit Key Steps

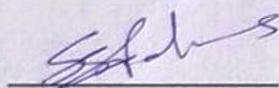
Planning completed	August 2021
Field work completed	October 2021
Draft report completed and sent for management response	November 2021
Management response received	December 2021
Final report completed	December 2021
Report presented to the Management	December 2021

Prepared by the Audit and Evaluation Team

Acknowledgments

The team responsible for this audit, comprised of **Dr. Snehal Fadanvis**, Principal, Govindrao Wanjari Law College Nagpur, under the supervision and direction of **Dr. Bharti A. Sharma**, Principal, Govindrao Wanjari College of Education, Nagpur would like to thank those individuals who contributed to this project, and particularly, employees who provided insights and comments as part of this audit.

Original signed by



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1.0 Executive Summary

The purpose of the audit was to ensure that the practices followed in the campus are in accordance with the Gender Policy adopted by the institution. With this in mind, the specific objectives of the audit were to evaluate the adequacy of the management control framework as well as the degree to which the Departments are in compliance with the applicable regulations, policies and standards.

During the initial planning of the audit, an analysis was conducted in order to identify, evaluate and prioritize the risks associated with Gender issues. The analysis was based upon an examination of the policies, manuals and standards that govern the gender sustainability, on data analysis, and on the results of preliminary interviews with personnel. The criteria and methods used in the audit were based on the identified risks.

The methodology used included physical inspection of the campus, review of the relevant documentation, and interviews.

2.0 Statement of Assurance

In our professional judgement, sufficient and appropriate audit procedures were completed and evidence gathered to support the accuracy of the conclusions reached and contained in this report. The conclusions are based on a comparison of the situations as they existed at the time of the audit with the established criteria.

3.0 Summary of Findings

The main findings of the audit show that, in general, all the departments and students are aware about the need for gender sensitisation at a general level. It was also observed that a number of best practices such as, awareness programs etc. are followed in the campus.

However, on detailed review, it was observed that, the college has been implementing Gender Policy since many years. In addition, certain processes could benefit from further review in order to improve their efficiency, fairness and consistency.

4.0 About the college

Kamla Nehru Mahavidyalaya a renowned educational institute was established in 1983 by Amar Sewa Mandal. It was founded by the visionary leader Late Shri Govindraoji Wanjari for the noble mission of imparting quality education. The college is leading ahead under the dynamic leadership of President Dr. Smt. Suhasini Wanjari and the Secretary of Amar Sewa Mandal Adv. Abhijitji Wanjari. The college has been re-accredited with A+ grade by NAAC, with CGPA of 3.53.

The institute continuously strives to improve the operational efficiency and has catered to the needs of diversified learners with reference to running several courses in faculty of Science, Commerce, Arts and Management studies at Undergraduate, Postgraduate and Doctoral levels. The College has Ph.D. programmes in Chemistry, Physics, Electronics, Computer Science, Mathematics, English and Commerce. During last five years more than 300 research papers in refereed National and International Journals have been published. The college has also been associated with several International Universities like University of Huddersfield UK, and Asia Pacific Quality Network (APQN).

The Kamla Nehru Mahavidyalaya brings together sound academic achievement with an intensive, vibrant co-curricular programme that includes sports and leadership training programmes. Our mission is to provide professional qualifications laced with technical skills and to develop decision making capacity and enable the students to explore their own capabilities. We aim to produce committed and better citizens and professionals, rich in values and excellence with a promising future.

5.0 Audit Framework and detailed findings

The following audit framework is used for conducting Gender Audit. The framework also lists the findings and observations for every criteria.

Control objective	Option
The college conducts gender sensitization program as a part of its curriculum.	☐ Agree ☒ Disagree ☐ Neutral
The college conducts gender awareness programs, such as awareness of sexual harassment, as a part of its curriculum.	☐ Agree ☒ Disagree ☐ Neutral
Adequate number of toilets are available in the campus for girls.	☒ Agree ☐ Disagree ☐ Neutral
Adequate facilities are available inside the toilet keeping in mind the need of the girl students. Adequate disposal bins are available in the toilet.	☒ Agree ☐ Disagree ☐ Neutral
Adequate lighting is available inside the campus during night, including but not limited to, adequate light in corridor, class rooms, common areas, toilets etc.	☒ Agree ☐ Disagree ☐ Neutral
Adequate security arrangements have been made in the campus and common areas during day and night.	☒ Agree ☐ Disagree ☐ Neutral
Options for flexible timing is available for girl students. For example, for outside scholars, no class is arranged in late evening or early morning.	☒ Agree ☐ Disagree ☐ Neutral
A women cell is set up in the college and students are aware about the women cell.	☒ Agree ☐ Disagree ☐ Neutral

There are lady faculties available in the women cell.	☒ Agree	☐ Disagree	☐ Neutral
Do the students reach out to women's cell?	☒ Agree	☐ Disagree	☐ Neutral
A grievance redressal cell has been set up.	☒ Agree	☐ Disagree	☐ Neutral
The classroom offers equal opportunities to all genders.	☒ Agree	☐ Disagree	☐ Neutral
The library offers equal opportunities to all genders.	☒ Agree	☐ Disagree	☐ Neutral
Safe environment is available for all girl students in the campus.	☒ Agree	☐ Disagree	☐ Neutral
Has there been a victim of sexual harassment in any class by faculties?	☐ Agree	☒ Disagree	☐ Neutral
Has there been a victim of sexual harassment in any class by fellow students?	☐ Agree	☒ Disagree	☐ Neutral
If yes, has the incident been reported?	☐ Agree	☒ Disagree	☐ Neutral
A committee has been set up to redress all complaints related to sexual harassment in a timely manner. You are aware about the process and believe that the process is appropriate.	☒ Agree	☐ Disagree	☐ Neutral
Is there a separate hostel for girls?	☒ Agree	☐ Disagree	☐ Neutral
Adequate number of toilets are available in the hostel for girls.	☒ Agree	☐ Disagree	☐ Neutral
Adequate facilities are available inside the toilet keeping in mind the need of the girl students.	☒ Agree	☐ Disagree	☐ Neutral

Adequate lighting is available inside the hostel during night, including but not limited to, adequate light in corridor, classrooms, common areas, toilets etc.	☒ Agree	☐ Disagree	☐ Neutral
Entry and exit timing of the hostel are appropriate for the hostel.	☒ Agree	☐ Disagree	☐ Neutral
A grievance redressal cell has been set up.	☒ Agree	☐ Disagree	☐ Neutral
Healthcare facilities are available to girl students at the campus.	☒ Agree	☐ Disagree	☐ Neutral
Minimum courtesy is extended to the girl students during their visit to the doctors in campus.	☒ Agree	☐ Disagree	☐ Neutral
During visit to the doctor in campus, only doctor and a lady nurse is present in the room.	☒ Agree	☐ Disagree	☐ Neutral
Attitude of medical personnel is appropriate.	☒ Agree	☐ Disagree	☐ Neutral
Adequate number of security personnel are deployed.	☒ Agree	☐ Disagree	☐ Neutral
Attitude of security personnel is appropriate.	☒ Agree	☐ Disagree	☐ Neutral
Gender sensitization program must be conducted for security personnel deployed at the campus.	☐ Agree	☐ Disagree	☒ Neutral
Attitude of laboratory staff is appropriate.	☒ Agree	☐ Disagree	☐ Neutral
There is no gender biased artifacts, such as discriminative screen savers, or work tables that are not conveniently located for the girl students.	☒ Agree	☐ Disagree	☐ Neutral
Timing of the laboratory is appropriate.	☒ Agree	☐ Disagree	☐ Neutral
Adequate and safe transport options are available for girl students.	☒ Agree	☐ Disagree	☐ Neutral

6.0 Recommendations

Following the audit, no major recommendations were observed and made to the management.

7.0 Objectives and Scope

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

8.0 Methodology

In order to meet its objectives, this audit combined physical inspection with a review of relevant documentation and interviews with various stakeholders.

Review of the Documentation

For the purpose of this audit the Gender Policy of the institute was reviewed. Other relevant documents and standards were also reviewed.

Interviews

Interviews were conducted with the students.

Physical Inspection

The audit team was in college to inspect the campus.

9.0 Declaration

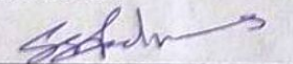
I agree with all the recommendation and observation mentioned in this report.

Original signed by 

PRINCIPAL

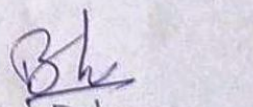
Principal with Seal **Kamla Nehru Mahavidyalaya
Sakkardara Chowk, Nagpur**

Signature of Auditors:

1. 

Name & Designation
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Principal

Govindrao Wanjari Law College,
Nagpur

2. 

Name & Designation
(Dr. Bharti A. Sharma)
Principal

Govindrao Wanjari College of
Education, Nagpur