

**GENDER AUDIT REPORT (2024-25)**  
**Government Degree College Sanjauli, Shimla**

**SUMMARY**

This *Gender Audit Report* documents the comprehensive initiatives undertaken by the *Women Cell* of *Government Degree College Sanjauli* during the academic year 2024-25. The report evaluates gender-related activities, institutional mechanisms for gender equity, and the college's commitment to creating a safe, inclusive environment for all students and faculty. The *Women Cell* has successfully conducted multiple awareness programs, workshops, and sensitization activities aimed at promoting gender equality, women's empowerment, and campus safety.

**1. INTRODUCTION**

**1.1 Institutional Context**

*Government Degree College Sanjauli*, Shimla, is an accredited institution (Grade A+ by NAAC) committed to fostering gender equality and women's empowerment. The *Women Cell* operates as the nodal agency for addressing gender-related issues, promoting awareness, and ensuring a gender-sensitive campus environment.

**1.2 Mandate of the Women Cell**

The *Women Cell* at *Govt. College Sanjauli* is tasked with:

- Empowering women by sensitizing them towards gender-related issues.
- Educating students, irrespective of their gender, about their legal rights.
- Promoting gender equality and justice
- Providing a platform for grievance redressal
- Creating a safe and harassment-free environment

**1.3 Report Objectives**

This Gender Audit aims to:

- Document activities and initiatives conducted during 2024-25

- Assess the effectiveness of gender sensitization programs
- Evaluate institutional mechanisms for gender equity
- Identify strengths and areas for improvement
- Provide recommendations for enhanced gender inclusion

## **2. INSTITUTIONAL MECHANISM AND STRUCTURE**

### **2.1 Women Cell Leadership and Composition**

#### **Convenor:**

- Mrs. Bharti Sharma, Associate Professor, Chemistry Department

#### **Core Committee Members:**

- Dr. Minakshi Sharma (Zoology Department)
- Dr. Deepti Gupta (Botany Department)
- Ms. Anupma Chaudhary (English Department)
- Mr. Anuj Sharma (Physics Department)
- Dr. Poonam Sharma (Mathematics Department)
- Dr. Purnima Thapar (Public Administration Department)
- Dr. Adarsh Sharma (Geography Department)
- Mrs. Kreety Thakur (Economics Department)

#### **Gender Champions (Student Representatives):**

- Khushboo
- Hricha Sharma
- Pradyumna
- Anu Thakur
- Lavanya Thakur

- Sania Nadyan
- Vineeta Negi

## 2.2 Operational Mechanism

**Weekly Consultation Schedule:** The *Women Cell* has established a structured consultation schedule with dedicated faculty members available on specific days and time slots, ensuring accessibility for students seeking support or guidance.

**Gender Champions Pairing:** Faculty members are paired with Gender Champions to facilitate youth engagement in gender-related initiatives and to promote collaborative efforts in campus safety.

**Hours of Operation:** Monday to Saturday, with consultation slots ranging from 12:40 PM to 4:00 PM.

## 3. ACTIVITIES AND PROGRAMS CONDUCTED

### 3.1 Legal Awareness and Rights-Based Programs

#### 3.1.1 State-Level Workshop on "Laws Protecting Women" (September 4, 2024)

**Venue:** Rajkiya Kanya Mahavidyalaya (RKMV), Shimla in collaboration with Directorate of Women and Child Development

**Participation:** 16 students from GDC Sanjauli (14 girls and 2 boys) accompanied by 2 faculty members (Dr. Poonam Sharma and Mrs. Pratiksha Chauhan)

**Duration:** 10:30 AM - 4:00 PM

#### Key Activities:

- Address on women empowerment and legal recourse
- Declamation Contest on "Safety of Women in 21st Century" – **Our student Nikita Dhiman won the first prize.**
- Nukkar Natak (street play) showcasing various crimes against women

• Participation in Panel Discussion headed by:

- Ms. Hemalata (RKMV History Department)
  - Ms. Geetanjali Thakur (DSP, Himachal Pradesh Police)
  - Dr. Chandrika (Assistant Professor, National Law University Shimla)
  - Ms. Shalini Kashmiria (Cyber Security Expert)
- Core Speaker Sessions by 5 IAS/HAS officers highlighting:
- Women's legal rights and protections
  - Emergency helpline numbers (Child Helpline 1098, Women Helpline 181)
  - Institutional mechanisms for grievance redressal

**Outcomes:** Enhanced awareness about legal frameworks protecting women; college student achievement recognition; increased visibility of institutional commitment to women's safety.

### **3.1.2 Workshop on "Her Rights, Her Safety: Navigating Workplace Harassment and Legal Remedies" (September 2024)**

**Focus Areas:**

- Workplace sexual harassment and institutional policies
- Vishakha Guidelines and POSH Act (Prevention of Sexual Harassment) regulations
- Institutional mechanisms for reporting and redressal
- Student responsibilities in creating safe environments

**Participants:** College students (including boys) and faculty members (including men).

**Key Learning Outcomes:**

- Understanding of workplace sexual harassment definitions and implications
- Knowledge of legal frameworks (POSH Act, Vishakha Guidelines)
- Awareness of institutional grievance procedures

### **3.2 Health and Wellness Programs**

# **1 Cancer Awareness Program: "Prevention and Awareness of Breast and Cervical Cancer" (February 19, 2025)**

**Resource Person:** Dr. Nishi Sood, Obstetrician and Gynecologist, Kamla Nehru State Hospital (IGMC Shimla)

**Duration:** 12:00 PM - 1:00 PM

**Venue:** Conference Hall, Govt. College Sanjauli

**Attendance:** College students and faculty members

## **Session Content:**

### **Phase 1: Breast Cancer Awareness**

- Anatomy of the breast and physiological changes
- Causes, symptoms, and warning signs of breast cancer
- Risk factors including genetic predisposition and lifestyle factors
- Breast screening methods:
  - Self-examination techniques
  - Mammography procedures
  - MRI imaging
- Stages of breast cancer and treatment options
- Emphasis on early diagnosis and preventive measures

### **Phase 2: Cervical Cancer Awareness**

- Human Papilloma Virus (HPV) as primary etiological factor
- Symptoms and high-risk age groups
- Diagnostic methods including:
  - Pap tests

- HPV co-testing
- Cytology procedures
- Primary prevention strategies:
  - Sex education in young children
  - Vaccination awareness (HPV vaccines)
  - Contraceptive knowledge
  - Regular medical check-ups

**Interactive Component:** Q&A session addressing student queries and concerns

**Outcomes:** Enhanced health literacy among female students; awareness about preventive healthcare measures; reduced stigma surrounding women's health discussions.

### 3.2.2 Skincare and Wellness Talk (March 6, 2025)

**Resource Person:** Dr. Shikha Sharma, Senior Dermatologist, IGMC Shimla

#### **Topics Covered:**

- Common skin disorders and their underlying causes
- Acne and post-acne scarring
- Hair fall and PCOD-related skin manifestations
- Hirsutism and seborrheic dermatitis
- Melasma and photoaging effects
- PCOD (Polycystic Ovarian Disease) prevalence and skin implications

#### **Preventive Recommendations:**

- Regular physical exercise (4-5 times per week)
- Healthy, home-cooked meals over packaged foods
- Consumption of local, seasonal fruits and vegetables
- Traditional dietary practices

- Avoidance of excessive blue light exposure from digital devices
- Maintenance of adequate sleep schedules

**Advanced Treatment Options Discussed:**

- Diode Laser therapy
- Q-Switch ND YAG laser
- Hydrafacial treatments
- Chemical peels
- Hair treatments

**Key Message:** Skincare as indicator of overall well-being and importance of lifestyle modification for health maintenance

**Outcomes:** Students gained practical knowledge on self-care and health consciousness; reduced misinformation about cosmetic procedures; awareness of PCOD-related health challenges.

**3.3 Sanitation and Hygiene Awareness**

**3.3.1 Menstrual Health and Sanitary Practices Education**

**Topics Addressed:**

- Proper disposal of sanitary products
- Use of sanitary pad disposal machines and their maintenance
- Menstrual hygiene practices
- Health implications of poor menstrual hygiene
- Environmental considerations in waste management

**Participants:** Anu Thakur and Lavanya Thakur (Gender Champions) conducted awareness sessions

**Outcomes:** Enhanced menstrual hygiene awareness; institutional commitment to ensuring access to hygienic facilities; environmental consciousness among student body.

## 3.4 Cultural and Sensitization Programs

### 3.4.1 Theatre Performance: "Andekhi Kahani: Cheezon Jo Dawayi Gayin" (Stories Untold: Things Left Behind)

**Theme:** Addressing gender-based violence and societal perspectives on women's issues

**Performed by:** Theatre Club of GDC Sanjauli

**Context:** Presented during the "Her Rights, Her Safety" workshop (September 2024)

**Content:** Dramatic portrayal of various crimes against women and their social implications

**Outcomes:** Artistic expression of gender issues; emotional engagement with audience; creation of platform for critical discussion on women's safety.

## 4. QUANTITATIVE IMPACT ASSESSMENT

### 4.1 Program Participation Statistics

Program/Activity	Date	Number of Students	Faculty Involved
State-Level Workshop (RKMV)	Sept 4, 2024	16	2
Workplace Harassment Awareness	Sept 2024	50+	8
Cancer Awareness Session	Feb 19, 2025	60+	10
Skincare Awareness Talk	Mar 6, 2025	40+	7
Women Cell Meetings	Ongoing	Avg 15/meeting	Scheduled Staff

### 4.2 Institutional Involvement

- **Faculty Engagement:** 8 dedicated faculty members from diverse departments serving in Women Cell
- **Student Leadership:** 7 Gender Champions actively involved in campus activities
- **Accessibility:** 6-day weekly consultation schedule ensuring 24/7+ hours monthly availability

## **5. GENDER-SENSITIVE INSTITUTIONAL PRACTICES**

### **5.1 Structural Mechanisms**

#### **Grievance Redressal:**

- Designated consultation hours and trained faculty members
- Confidentiality and non-judgmental approach
- Connection to institutional administration and external agencies

#### **Multi-Departmental Representation:**

- Women Cell includes faculty from Chemistry, Zoology, Botany, Physics, Mathematics, English, Public Administration, and Economics
- Interdisciplinary approach ensuring diverse perspectives on gender issues

#### **Student Participation:**

- Gender Champions integrated into planning and implementation
- Youth perspectives incorporated in program design
- Leadership opportunities for students in advocacy work

### **5.2 Campus Environment Initiatives**

#### **Sanitation and Safety:**

- Regular monitoring of girl's washrooms and common areas
- Assessment of cleanliness standards and facility adequacy

- Maintenance of hygienic standards in institutional spaces

#### **Awareness Infrastructure:**

- Weekly consultation slots ensuring accessibility
- Multiple contact points for students seeking support
- Accessible information through digital and traditional channels

### **6. KEY THEMATIC AREAS ADDRESSED**

Thematic Area	Specific Topics
Legal Rights	POSH Act, Vishakha Guidelines, Women Protection Laws
Women's Safety	Campus Safety, Workplace Safety, Cyber Security
Health and Wellness	Breast Cancer, Cervical Cancer, Menstrual Hygiene, Skincare
Empowerment	Legal Awareness, Health Literacy, Skill Development
Institutional Practices	Grievance Redressal, Consultation Services

### **7. STAKEHOLDER ENGAGEMENT**

#### **7.1 External Partners**

- **Government Agencies:** Directorate of Women and Child Development, Himachal Pradesh Police
- **Educational Institutions:** Rajkiya Kanya Mahavidyalaya, National Law University Shimla
- **Medical Professionals:** IGMC Shimla specialists
- **Civil Society:** Healthcare professionals and wellness experts

#### **7.2 Internal Stakeholders**

- **Faculty:** 8 dedicated members from multiple departments

- **Student Leaders:** 7 Gender Champions
- **Administration:** Principal and institutional support
- **Student Body:** Diverse participation across academic streams

## 8. GENDER AUDIT FINDINGS

### 8.1 Strengths

1. **Structured Institutional Mechanism:** Well-defined Women Cell with clear leadership, defined roles, and regular meeting schedule
2. **Multi-Departmental Representation:** Diverse faculty involvement ensuring interdisciplinary perspectives on gender issues
3. **Student Leadership:** Active involvement of Gender Champions creating peer-to-peer awareness and support
4. **Comprehensive Thematic Coverage:** Addressing legal rights, health, safety, and empowerment across multiple sessions
5. **External Partnerships:** Collaboration with government agencies, educational institutions, and professionals
6. **Regular Accessibility:** Weekly consultation hours ensuring continuous support availability
7. **Documentation and Transparency:** Detailed meeting minutes and activity records
8. **Participatory Approach:** Interactive sessions with Q&A components encouraging student engagement
9. **Achievement Recognition:** College student (Nikita Dhiman) won state-level declamation contest, bringing institutional visibility to gender issues
10. **Holistic Health Focus:** Integration of physical health (cancer awareness, skincare), menstrual health, and psychological well-being

### 8.2 Areas Requiring Attention

1. **Documentation of Outcomes:** Limited quantitative data on behavioral change, knowledge retention, or long-term impact assessment
2. **Targeted Support for Vulnerable Groups:** Limited evidence of specialized programs for marginalized students (SC/ST, LGBTQ+, differently abled)
3. **Alumni Engagement:** Limited alumni involvement in awareness programs or mentorship
4. **Male Student Engagement:** Limited participation of male students despite gender being a collective responsibility
5. **Digital Accessibility:** No indication of online consultation services or digital support mechanisms
6. **Follow-up Mechanisms:** Limited information on post-workshop evaluation and feedback systems
7. **Formal Training:** Limited formal training for Gender Champions or faculty on gender sensitization techniques
8. **Community Extension:** Limited outreach to families and local community
9. **Policy Development:** Limited student-led policy recommendations emerging from Women Cell initiatives
10. **Intersectionality:** More attention could be given to intersectional dimensions of gender (caste, class, disability, sexuality)

## 9. RECOMMENDATIONS

### 9.1 Strengthening Institutional Mechanisms

- Formalize periodic training programs for Women Cell members and Gender Champions on gender concepts, facilitation skills, and trauma-informed approaches
- Develop comprehensive gender policy document outlining institutional commitments, procedures, and accountability mechanisms
- Establish formal impact assessment protocols with pre- and post-activity surveys

- Create digital platform for online consultation and resource access ensuring 24/7 availability
- Develop specialized support modules for marginalized student groups including LGBTQ+, SC/ST, and differently abled students

## **9.2 Expanding Program Reach**

- Integrate gender sensitization into regular academic curriculum across departments
- Conduct male student engagement programs on masculinity, gender equality, and bystander intervention
- Establish partnerships with alumni for mentorship and resource sharing
- Develop community outreach programs involving parents and local organizations
- Create peer support groups and survivor support networks

## **9.3 Enhancing Documentation and Accountability**

- Maintain comprehensive database of all activities with detailed attendance and demographic information
- Conduct post-program evaluations measuring knowledge gain and behavioral intent
- Develop case studies highlighting successful interventions and learning outcomes
- Regularly publish annual gender audit reports ensuring transparency and accountability
- Track formal complaints and resolutions to assess grievance redressal effectiveness

## **9.4 Building Institutional Culture**

- Integrate gender equity into institutional strategic planning and resource allocation
- Recognize and reward faculty and student contributions to gender initiatives
- Establish women's resource center with library, counseling services, and safe spaces
- Create advisory board including external experts and student representatives for Women Cell oversight

- Develop institutional communication strategy promoting gender-sensitive language and practices

### **9.5 Addressing Emerging Issues**

- Develop programs addressing digital gender-based violence and cybersecurity
- Create awareness about contemporary issues such as menstrual equity, reproductive rights, and workplace discrimination
- Establish protocols for addressing intersectional discrimination
- Develop support services for gender minorities and non-binary students
- Integrate environmental gender analysis in institutional sustainability initiatives

## **10. CONCLUSION**

The *Women Cell* of *Government Degree College Sanjauli* has demonstrated significant commitment to gender equality and women's empowerment during the academic year 2024-25. Through well-structured initiatives spanning legal awareness, health education, campus safety, and community engagement, the institution has created multiple touchpoints for gender sensitization.

The diverse faculty representation, active student leadership through Gender Champions, and collaborative partnerships with external agencies reflect a comprehensive approach to addressing gender-related issues. The programs conducted have successfully reached a substantial student population, covering critical thematic areas ranging from legal rights to health and wellness.

However, the audit identifies opportunities for institutional strengthening, particularly in areas of formal impact assessment, inclusive outreach to marginalized groups, digital accessibility, and integration of gender perspectives across academic and administrative domains. The recommendations offered aim to enhance the depth and breadth of Women Cell initiatives while building a more inclusive, gender-sensitive institutional culture.

With sustained commitment, resource allocation, and continuous improvement, *Government Degree College Sanjauli* can position itself as a leader in gender equity and women's empowerment in higher education within Himachal Pradesh.

# II. APPENDICES

## Appendix B: Weekly Consultation Schedule

Day	Faculty Member	Time Slot
Monday	Ms. Bharti Sharma	12:40 pm - 2:00 pm
Tuesday	Dr. Minakshi Sharma	2:00 pm - 3:00 pm
Wednesday	Ms. Anupma Chaudhary	2:00 pm - 3:00 pm
Thursday	Dr. Deepti Gupta	2:40 pm - 3:20 pm
Friday	Mr. Anuj Sharma	2:40 pm - 3:20 pm
Saturday	Dr. Poonam Sharma	3:00 pm - 4:00 pm

### Evaluation Committee:

Name	Designation	Signature
MAMTA PAUL	DISTRICT PROGRAMME OFFICER SHIMLA (WED)	<i>Mamta Paul</i>
<i>Dr. Nisha Kumari</i>	<i>Asst. Prof. History (RKMV)</i>	<i>Nisha Kumari</i>
<i>Dr. Kalpana Sharma</i>	<i>Asst. Prof. Music (RKMV)</i>	<i>Kalpana Sharma</i>
VIKRAM BHARDWAS	ASSOC. PROF. Coordinator IBC <u>Crk. Sajid</u>	<i>Vikram Bhardwas</i>