

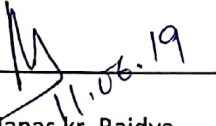
# Gender Audit

**2016-19**

***Audit Report***

**Acknowledgments**

The audit has been performed under the guidance of Ms. Lakshmi Bhowmick, Counsellor of Adolescent Health in Clinic, Malda Medical College and Hospital and we would like to thank her for her valuable insights, suggestions and recommendation for future endeavors.



Dr. Manas kr. Baidya  
Principal, Malda College  
Principal  
Malda College, Malda

## 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 as well as group discussion.

## 2.0 Statement of Assurance

This audit has been done based on the available data, personal interaction and inspection of the campus environment. The conclusions are based on comparison of the situations as they existed at the time of the audit with the established criteria.

## 3.0 Summary of Findings

The Audit has covered all the departments of the college and it brings out that a cordial environment prevails in the campus. The campus takes special credit for being one of the most discrimination free campus as The College has created a harmonious relationship between all stakeholders irrespective of caste, religion, gender or financial status as a model for society. The college has introduced course on gender sensitization in addition to the relevant courses provided in the curriculum of the college to create awareness and maintain harmonious environment.

In addition to a formal course on gender sensitization, the college environment is such that the students automatically learn to respect the opposite sex without creating a sexist division. A small example of this is the Saraswati Puja of 2019, where all rituals were performed by a female non Brahmin student of our college.

The college also organizes awareness programme related to legal rights and other women related issues to make them more responsible and aware of their rights.

However the Gender Policy has been recently implemented and certain modification is required to maintain consistency and further improvement.

## 4.0 About the college

Malda College is one of the pioneer and prestigious higher education institutions that have been serving the educational needs of the district and its adjoining areas since its inception in the year 1944. The college has completed 75 years of glorious academic journey. The college is Govt. sponsored and located at the heart of the town making it accessible to all the students of the district.

The college started its journey in the pre-independence era in the district of Nawabganj (presently in Bangladesh) to nurture the citizens of undivided Bengal with light of education. The college was initially granted affiliation by Calcutta University. On 23 July 1944 the college was officially established by the then District Magistrate of English Bazar, Mr. W. H. Saumarez Smith, as an "Intermediate Arts and Commerce College", with eight teachers and 150 students. Later the faculty of science was introduced and the college was given affiliation by the North Bengal University. Presently the college has 18 UG programmes and 3 PG programmes and few certificate courses under the affiliation of University of Gour Banga.

The college has always taken steps towards the improvement of higher education and skill. The college has also adopted a village named Kheribari to improve the social and economic status of the village by imparting education. The college has recently introduced Organic Grower course to move a step ahead towards Community Based College. The college take special initiative to empower the female students and thus introduces skill based Add- Course on Tailoring to prepare the economically challenged students for self-employment.

After coming under the accreditation of NAAC in the year 2015, the college has been allotted RUSA grants to enhance quality education.

#### 5.0 Facilities Available in the Campus

- Girls' Common Room
- Separate Girls' Hostel
- Sanitary Napkin vending Machine
- CCTV camera for safety
- Safety Personnel in hostel and campus
- Separate washroom for teaching and non- teaching staff
- Suggestion or Complaint Box
- Women cell
- Instant Feedback system
- Course on tailoring for creating self- employment
- Awareness Program done to enhance health and hygiene

- Awareness Program to create awareness about legal rights
- Seminar on Child Marriage and Women empowerment
- Scholarship
- Separate Course on Gender Sensitization has been introduced to eradicate discrimination.

## 6.0 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 criterion.

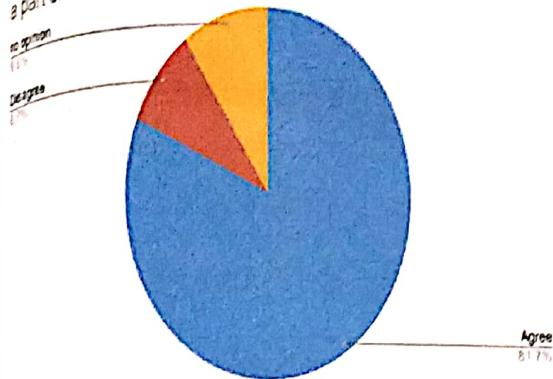
### Questions used during the personal interaction while doing the audit

1. The college conducts gender sensitization program as a part of its curriculum.  
a. Agree b. Disagree c. No opinion
2. The college conducts gender awareness programs, such as awareness of sexual harassment, as a part of its curriculum.  
a. Agree b. Disagree c. No opinion
3. Adequate number of toilets are available in the campus for girls.  
a. Agree b. Disagree c. No opinion
4. Adequate facilities are available inside the toilet keeping in mind the need of the girl students. Adequate disposal bins are available in the toilet.  
a. Agree b. Disagree c. No opinion
5. Adequate lighting is available inside the campus during night, including but not limited to, adequate light in corridor, class rooms, common areas, toiletsetc.  
a. Agree b. Disagree c. No opinion
6. 6) Adequate security arrangements have been made in the campus and common areas during day and night.  
a. Agree b. Disagree c. No opinion
7. 7) Options for flexible timing is available for girl students. For example, for outside scholars, no class is arranged in late evening or early morning.  
a. Agree b. Disagree c. No opinion
8. A women cell is set up in the college and students are aware about the women cell.  
a. Agree b. Disagree c. No opinion
9. There are lady faculties available in the women cell.  
a. Agree b. Disagree c. No opinion
10. There are lady faculties available in the women cell.  
a. Agree b. Disagree c. No opinion
11. There are lady faculties available in the women cell.  
a. Agree b. Disagree c. No opinion

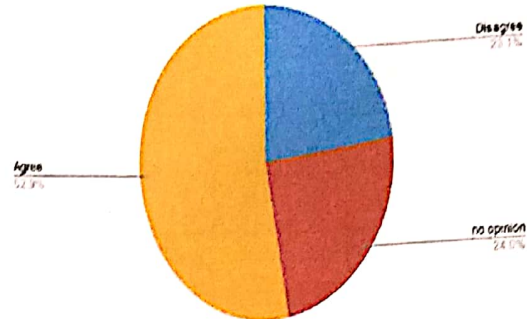
12. Do you reach out to women's cell?  
a. Agree b. Disagree c. No opinion
13. A grievance redressal cell has been set up.  
a. Agree b. Disagree c. No opinion
14. The classroom offers equal opportunities to all genders.  
a. Agree b. Disagree c. No opinion
15. The library offers equal opportunities to all genders.  
a. Agree b. Disagree c. No opinion
16. Safe environment is available for all girl students in the campus.  
a. Agree b. Disagree c. No opinion
17. Have you been a victim of sexual harassment at class by fellow students?  
a. Agree b. Disagree c. No opinion
18. Have you reported the incident?  
a. Agree b. Disagree c. No opinion
19. If you reported the incident, was it resolved to your satisfaction?  
a. Agree b. Disagree c. No opinion
20. 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.  
a. Agree b. Disagree c. No opinion
21. Confidentiality is maintained during the inquiry process.  
a. Agree b. Disagree c. No opinion
22. Adequate number of toilets is available in the hostel for girls.  
a. Agree b. Disagree c. No opinion
23. Adequate lighting is available inside the hostel during night, including but not limited to, adequate light in corridor, class rooms, common areas, toilets etc.  
a. Agree b. Disagree c. No opinion

### SAMPLE OF THE RESPONSES

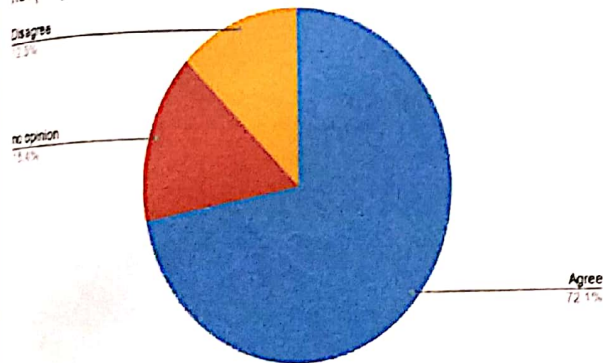
Count of The college conducts gender sensitization program as a part of its curriculum.



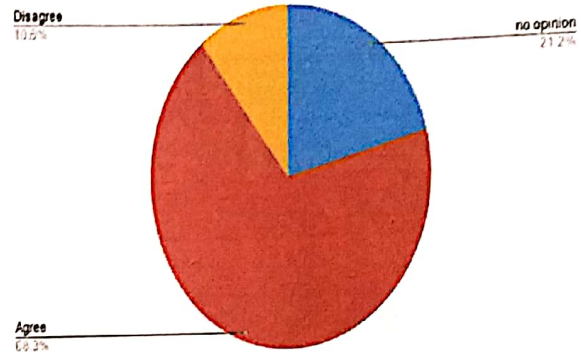
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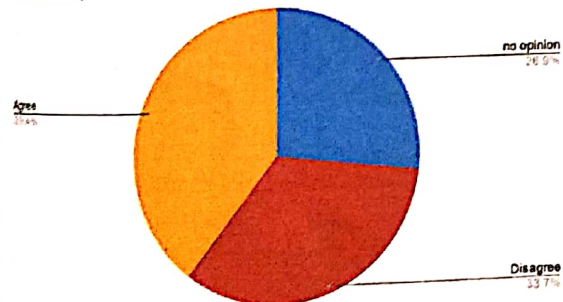
Count of Adequate facilities are available inside the toilet keeping in mind the need of the girl students. Adequate dispo...



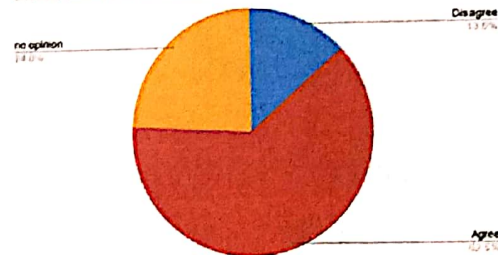
Count of Adequate security arrangements have been made in the campus and common areas during day and night.



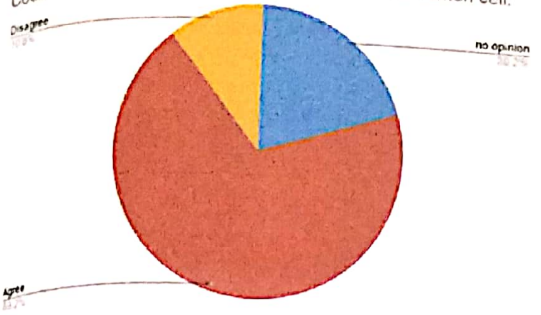
Count of Options for flexible timing is available for girl students. For example, for outside scholars, no class is arranged in lat...



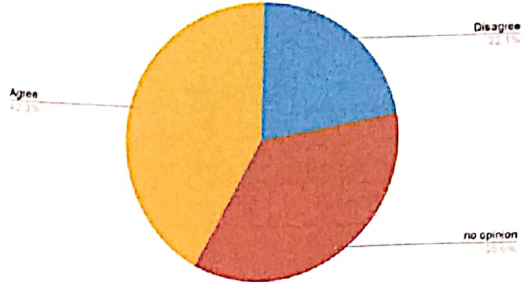
Count of A women cell is set up in the college and students are aware about the women cell.



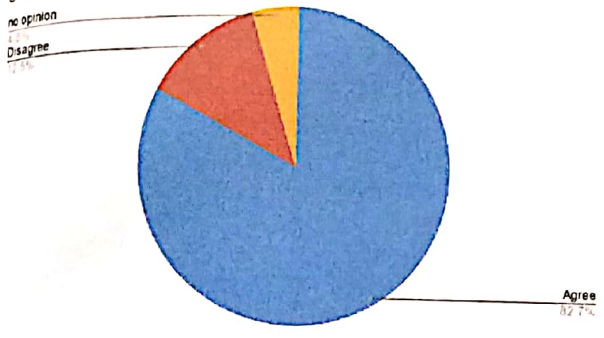
Count of There are lady teachers available in the women cell.



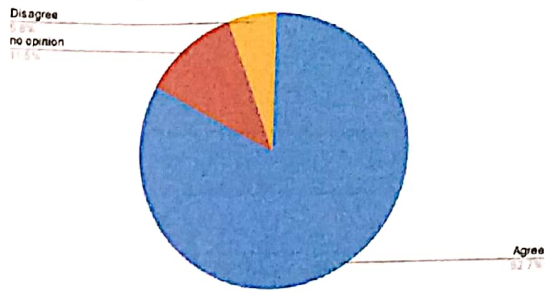
Count of A grievance redressal cell has been set up



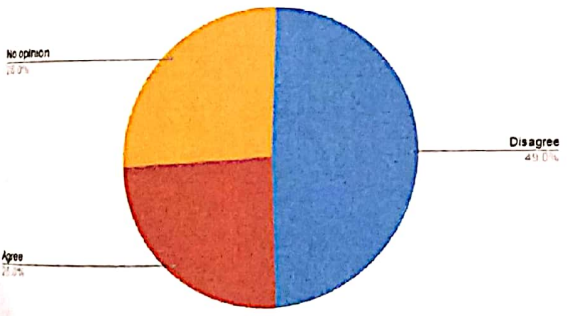
Count of The classroom offers equal opportunities to all genders.



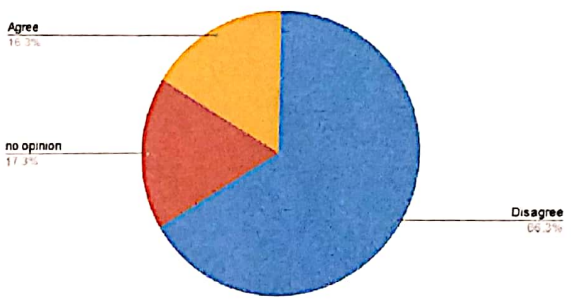
Count of Safe environment is available for all girl students and staff in the campus.



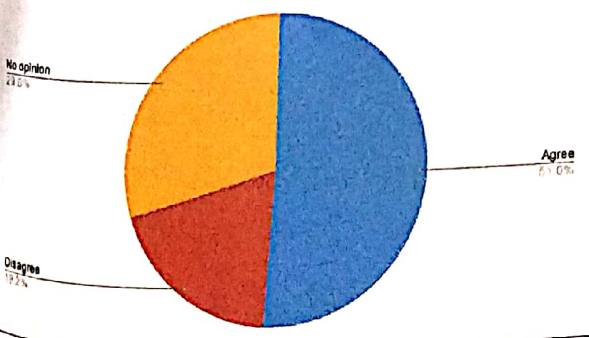
Count of Have you been ever victim of any gender discrimination in case of any cultural or external activities?



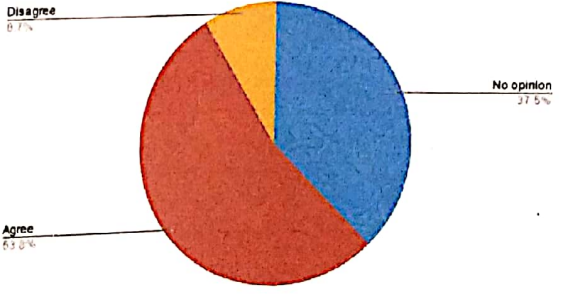
Count of Have you been a victim of sexual harassment at class by fellow students?



Count of A committee has been set up to redress all complaints related to sexual harassment in a timely manner. You are aw...



Count of Adequate number of toilets are available in the hostel for girls.





## 6.0 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.

## 7.0 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.

### Interviews

Personal interaction and interview with the staff and students were taken into consideration for conducting the audit.

### Physical Inspection

The audit team was in college to inspect the campus.

## 8.0 Recommendations

The following recommendations should be considered and measures should be taken

- To keep the campus discrimination free.
- To make provision for female students in the gymnasium to encourage healthy practice.
- To provide lesson of self- defense mechanism.
- To initiate society supportive activities.
- To promote gender-free competitions in sphere of sports, games and extra-curricular activities.

## 9.0 Declaration

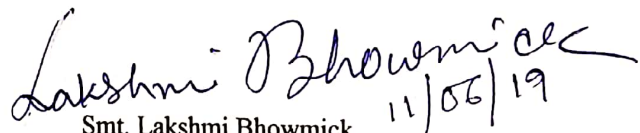
I agree with all the recommendation and observation mentioned in this report.

Original signed by

Auditor



Dr. Manas Kr. Baidya  
Principal  
Malda College, Malda  
Principal  
Malda College, Malda



Smt. Lakshmi Bhowmick  
Counsellor  
Malda Medical College and Hospital  
Mobile No. 9733156618  
Email Id: [mmcafhc@gmail.com](mailto:mmcafhc@gmail.com)

**DISTRICT LADY COUNSELLOR**  
**Adolescent Health Clinice**  
**Malda Medical College & Hospital**  
**Malda**