

Gender Audit Report



Barpeta Girls' College
Krishnanagar, Kalayahati
Barpeta, Assam, 781301

Preface

Barpeta Girls' College, nestled in the serene surroundings of Barpeta district, Assam, India, stands as a beacon of women's empowerment through higher education. Dedicated exclusively to nurturing female talent, our mission is anchored in the belief that education is the key to empowerment. We take pride in our diverse and inclusive community of faculty and staff, which upholds a balanced and equitable environment reflecting the core values of our institution.

Our commitment to gender equality and non-discrimination is unwavering. We strive to eliminate all forms of gender-based bias, ensuring every member of our college community enjoys equal opportunities across academic, professional, and personal spheres. Upholding freedom of expression and maintaining a safe and secure campus environment are paramount to us. Our policies, including robust grievance redressal mechanisms, underscore our dedication to fostering a campus where every individual can thrive without fear of prejudice.

The gender audit presented here seeks to evaluate our institution's adherence to these principles. Through meticulous assessment of policies, practices, and campus culture, we aim to identify strengths and areas for improvement in promoting gender sensitivity and inclusivity. This audit serves as a crucial step towards refining our practices and ensuring that Barpeta Girls' College continues to be a nurturing and supportive educational environment for all.

In undertaking this audit, we are guided by a comprehensive set of objectives designed to assess awareness, safety, academic environment, facilities, support systems, and campus culture. By employing a rigorous methodology that includes surveying stakeholders and analyzing data, we have endeavored to provide a detailed and actionable report. It is our hope that this report will inform future initiatives and empower our institution to further enhance its commitment to gender equality.

Through continuous reflection and proactive measures, we strive to set new benchmarks in creating an inclusive and equitable educational experience at Barpeta Girls' College.

Introduction:

Barpeta Girls' College, situated in the Barpeta district of Assam, India, is an educational institution dedicated to empowering women through higher education. The institution is dedicated exclusively to the education and empowerment of female students. Our mission is to foster women's empowerment through quality education. We pride ourselves on a diverse and inclusive faculty and staff, comprising both men and women, ensuring a balanced and fair environment that aligns with the college's ethos.

The college being an educational facility only for the female students, the very purpose of its existence is to work towards the women empowerment only. The faculty and the staff, however, consist of both men and women where any possible scope for inequality discrimination is being checked from time to time to synchronize with the spirit of the college.

The gender audit aims to assess the institution's policies, practices, and environment in terms of gender sensitivity and inclusiveness.

Policy on Gender Equality and Non-Discrimination:

Non-Discrimination Commitment: Our institution is dedicated to fostering an environment devoid of gender-based discrimination. We unequivocally oppose any form of gender discrimination and are committed to upholding this principle across all facets of campus life.

Equal Opportunities: We guarantee equal opportunities for all individuals, irrespective of gender. This commitment encompasses all academic programs, employment practices, and extracurricular activities, ensuring a level playing field for everyone.

Freedom of Expression: We staunchly support the right of every individual to freely and fairly express their opinions, regardless of gender. Our institution values diverse perspectives and encourages open dialogue among all members of the community.

Grievance Redressal: To address grievances effectively, we maintain an accessible, active, unbiased, and confidential grievance redressal cell. This body is dedicated to handling complaints with the utmost seriousness and impartiality, ensuring that all concerns are resolved in a just manner.

Safety and Security: The safety and security of all genders are of paramount importance to us. We implement comprehensive measures to safeguard the well-being of our community members, creating a secure and supportive campus environment.

By adhering to these principles, our institution aims to promote a culture of inclusivity, respect, and fairness, ensuring that every individual can thrive without fear of discrimination or bias.

Objectives:

The Gender Audit has the following objectives:

1. Evaluate the Awareness and Implementation of Gender Policies:

Assess the level of awareness among students, faculty, and staff regarding the college's gender equality policies and the existence of committees dealing with gender issues.

Determine the perceived effectiveness of these gender equality policies and initiatives.

2. Assess Safety and Security on Campus:

Gauge perceptions of personal safety on campus and in the surrounding areas.

Evaluate the adequacy and effectiveness of security measures in place, such as CCTV cameras, security personnel, and well-lit pathways.

Understand the prevalence of harassment incidents and the effectiveness of the reporting and response mechanisms.

3. Examine the Academic and Professional Environment:

Determine whether there is a perception of equal opportunity for professional development, promotion, and career advancement among all faculty and staff.

Identify instances or perceptions of gender bias within professional settings among colleagues or administration.

4. Review Facilities and Infrastructure:

Assess the adequacy and maintenance of restroom facilities.

Evaluate the availability and quality of health and wellness services, including provisions for menstrual health needs.

5. Evaluate Work-Life Balance and Support Policies:

Determine the support provided by college administration for maintaining work-life balance among faculty and staff.

Assess the availability and effectiveness of policies supporting maternity leave and childcare leave.

6. Analyze Campus Culture and Inclusivity:

Assess whether the campus environment fosters a culture of respect and inclusivity.

Determine if opinions and concerns of students, faculty, and staff are taken seriously by the administration.

Identify the presence and activity level of faculty and staff-led groups focusing on gender issues.

Methodology:

The gender audit was conducted through a systematic and structured approach encompassing several key stages. The planning phase involved outlining the necessary steps and establishing a detailed timeline to ensure an organized and efficient process. During the survey phase, a comprehensive questionnaire was prepared and subsequently distributed among students, faculty, and staff to gather relevant data. This data collection was meticulously conducted to ensure a broad and inclusive representation of perspectives.

Following the survey, the analysis and observation phase involved the collection of responses from the distributed questionnaires. This data was then thoroughly assessed to identify patterns, trends, and areas of concern regarding gender-related issues within the institution. The final phase of the audit was the final report generation, where the analysed data was compiled into a detailed report. This report encapsulated the findings and provided actionable insights aimed at promoting gender equality and addressing any identified disparities. Through this meticulous methodology, the gender audit aimed to provide a comprehensive evaluation of the institution's gender dynamics and inform future initiatives.

To conduct a gender audit of Barpeta Girls' College using the provided questions through Google Forms, we are following this step-by-step methodology:

Step-by-Step Methodology:

1. Designing the Google Form:

- The Form is created incorporating these sections: General Information, Awareness and Implementation of Gender Policies, Safety and Security, Academic and Extracurricular Environment, Facilities and Infrastructure, Campus Culture and Support, and Feedback and Suggestions.

2. Pilot Testing:

- Conducted a pilot test with a small group of students to ensure the questions are clear and the form functions correctly. And made necessary adjustments based on feedback from the pilot test.

3. Distribution:

- Distributed the Google Form link via email and social media i.e., WhatsApp platforms, and through faculty and administrative staff. Encouraged the participation by explaining the importance of the audit and ensuring confidentiality.

4. Data Collection Period:

- Allowed them 1-2 weeks for data collection to ensure maximum participation. Sent reminders periodically to increase response rates.

5. Data Analysis:

- Exported the responses from Google Forms into a spreadsheet for analysis.
- Used descriptive statistics to analyze quantitative data as well as performed qualitative analysis on open-ended questions to identify common themes and specific concerns.

6. Report Generation:

- Prepared a comprehensive report based on the analysis. Also included visual aids such as charts and graphs to represent quantitative data. Then summarized key findings, highlight areas of concern, and provide actionable recommendations.

7. Feedback and Follow-Up:

- Shared the findings with college administration. Then handed over the report for developing and implementing an action plan to address identified issues.

Implementation Timeline:

1. **Week 1:** Design and pilot the Google Form.
2. **Week 2-3:** Distribute the form and begin data collection. Continue data collection and send reminders.
3. **Week 4:** Close the survey and begin data analysis. Compile the report and prepare presentations.
4. **Week 5:** Share findings and gather additional feedback. Submission of the final Report.

Findings and Explanation:

The gender audit conducted at Barpeta Girls' College utilized a sample survey to gather data from students, faculty, and staff. This survey was administered via Google Forms to ensure ease of access and wide participation. A total of 85 responses were received from students, while 13 responses were collected from faculty and staff.

The comprehensive analysis of the collected data through Google Forms provided valuable insights into the gender dynamics at Barpeta Girls' College. These findings will inform future policies and initiatives aimed at enhancing gender equality and ensuring a supportive environment for all members of the college community.

Sample Survey among the Students of Barpeta Girls' College

The findings from the student responses indicated a varied perception of gender-related issues within the college environment. Students provided insights into their experiences regarding gender equality, safety, and support systems available on campus. The data revealed areas where the institution excels in promoting gender equality, as well as aspects that require further attention and improvement. For instance, many students expressed satisfaction with the current measures in place for gender safety and security, while others highlighted the need for more robust grievance redressal mechanisms.

Self-Assessment Questionnaire:

BARPETA GIRLS' COLLEGE
Gender Audit Questionnaire for the session of 2022-23

(This questionnaire aims to gather comprehensive data from female students to assess the current gender environment at the college and identify areas for improvement from their perspective.)

Instructions for Filling Out the Questionnaire

- Your responses will be kept confidential.
- Answer all questions honestly to help us improve the college environment.
- If you have any concerns or need assistance, please contact the gender sensitization cell or committee.

Section 1: General Information

1. Name:
2. Class:
3. Department/Major:
4. Student Type:
- On-campus/Hostel Boarder - Off-campus/Day Scholar

Section 2: Awareness and Implementation of Gender Policies

5. Do you think the college's policies on gender equality are effectively implemented?
- Yes - No - Not sure

6. Are you aware of the cell or committees such as Grievances and Redressal Cell, Internal Complainant Committee that deal with gender equality and gender sensitization?
- Yes - No - Not sure

7. Have you attended any gender sensitization workshops/seminar/programs organized by the cells/committees of the college?
- Yes - No - Not sure

Section 3: Safety and Security

8. Do you feel safe on the college campus?
- Yes - No

9. Do you feel safe in the areas surrounding the college?
- Yes - No

10. Does the college have adequate security measures in place (e.g., CCTV cameras, security personnel)?
- Yes - No

11. Are there well-lit and secure pathways and common areas within the campus?
- Yes - No

12. Have you experienced or witnessed any form of harassment on campus?
- Yes - No

13. If yes, did you report the incident?
- Yes - No

14. If you reported it, was the response satisfactory?
- Yes - No - Not applicable

Section 4: Academic and Extracurricular Environment

15. Do you think there is equal opportunity for all students to participate in academic activities?
- Yes - No

16. Do you think there is equal opportunity for all students to participate in extracurricular activities?
- Yes - No

17. Have you faced or observed any gender bias from faculty or staff in academic settings?
- Yes - No

Section 5: Facilities and Infrastructure

18. Are the restroom facilities adequate and well-maintained?
- Yes - No

19. Does the college provide adequate health and wellness services?
- Yes - No

20. Are there provisions for addressing menstrual health needs (e.g., availability of sanitary products)?
- Yes - No

Section 6: Campus Culture and Support

21. Do you feel that your opinions and concerns are taken seriously by the college administration?
- Yes - No

22. Do you feel supported by faculty and staff in your academic and personal development?
- Yes - No

Section 7: Feedback and Suggestions

23. What changes would you suggest to improve gender equality at the college? (Open-ended)

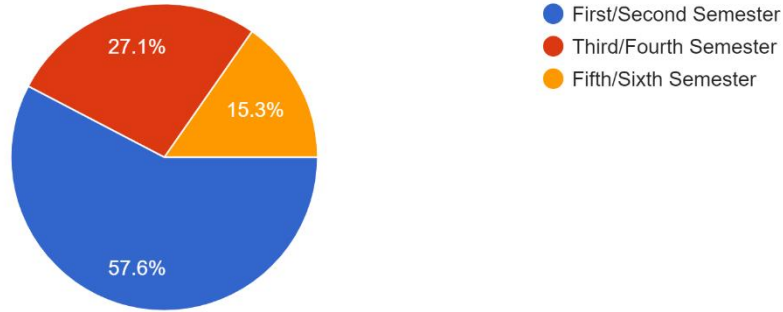
24. Do you have any specific concerns or experiences related to gender issues that you would like to share? (Open-ended)

25. Any additional comments or suggestions? (Open-ended)

Responses of the Respondents:

2. Class (শ্রেণী):

85 responses

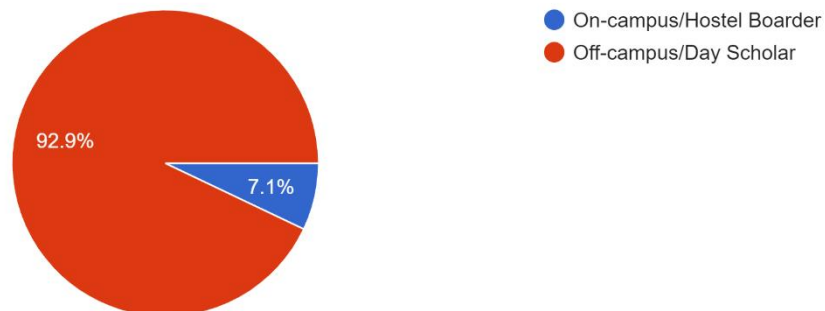


To present the class-wise student (respondent) distribution of Barpeta Girls' College, we'll organize the data into a table format for clear understanding. Here's This table provides a straightforward view of the student distribution across different semesters in Barpeta Girls' College.

Semester	Number of Students
1st/2nd Sem	49
3rd/4th Sem	23
5th/6th Sem	13
Total	85

4. Student Type (বিদ্যার্থীর ধরণ):

85 responses

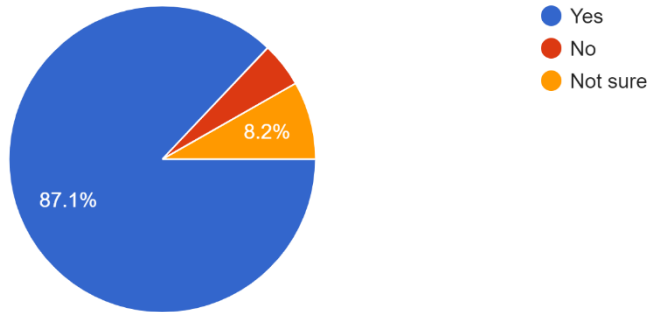


Out of the 85 respondents there are 79 Off-Campus Students and 6 Hostel Boarders have participated.

Effectiveness of College's Gender Equality Policies:

5. Do you think the college's policies on gender equality are effectively implemented? (৫ লিংগ সমতাৰ ওপৰত মহাবিদ্যালয়খনৰ নীতিসমূহ ফলপ্ৰসূভাৱে কাৰ্যকৰী কৰা হৈছে বুলি আপুনি ভাবেনে?)

85 responses



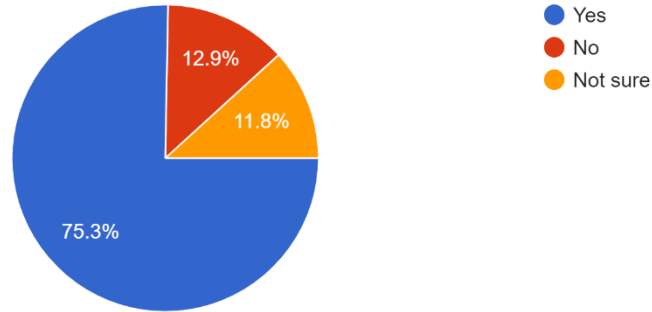
- 74 respondents believe the college's policies on gender equality are effectively implemented.
- 4 respondents do not believe the policies are effectively implemented.
- 7 respondents are not sure about the effectiveness of these policies.

Explanation: The majority of respondents (74) feel that the college is effectively implementing its gender equality policies, suggesting overall satisfaction and perceived effectiveness. However, the presence of a small number of dissenting (4) and unsure (7) respondents indicates there may still be areas for improvement or a need for better communication and transparency regarding policy implementation.

Awareness of Gender Equality and Sensitization Committees:

6. Are you aware of the cells and committee such as Student Grievance Redressal Cell, Women's Cell and Internal Complaint Committee that deal...মিতিৰ দৰে কোষ আৰু সমিতিৰ বিষয়ে আপুনি জানেনে?)

85 responses



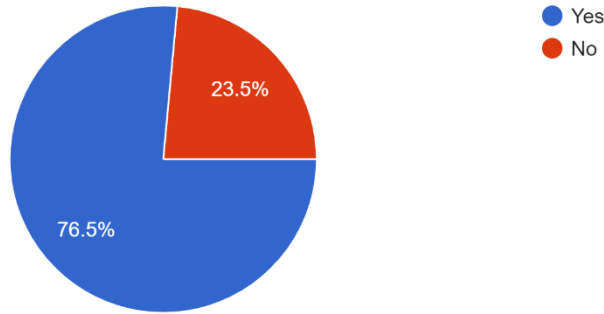
- 64 respondents are aware of committees like the Grievances and Redressal Cell and the Internal Complainant Committee.
- 11 respondents are not aware of these committees.
- 10 respondents are not sure about these committees.

Explanation: Most respondents (64) are aware of the committees dealing with gender equality and sensitization, indicating effective communication to a large extent. However, the lack of awareness among some respondents (11) and uncertainty among others (10) suggest that further efforts are needed to ensure all students and staff are informed about these resources and how to access them.

Attendance at Gender Sensitization Workshops/Seminars/Programs:

7. Have you attended any gender sensitization workshops/seminars/programs organized by the cells/committees of the college? (৭) মহাবিদ্যালয়...তা কর্মশালা/চেমিনাৰ/কাৰ্যসূচীত অংশগ্রহণ কৰিছেনে?)

85 responses



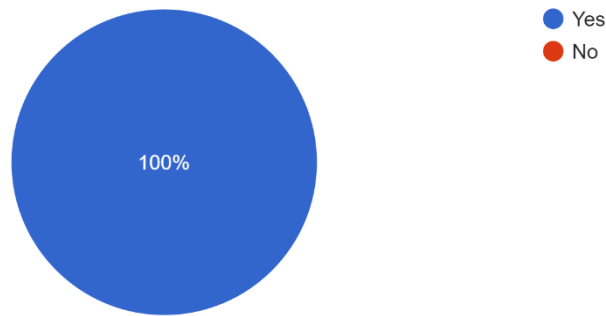
- 65 respondents have attended gender sensitization workshops, seminars, or programs organized by the college's cells/committees.
- 20 respondents have not attended any such programs.

Explanation: A majority of respondents (65) have participated in gender sensitization activities, indicating successful outreach and engagement efforts by the college's committees. However, a notable number (20) have not attended these programs, suggesting there may be barriers to participation or a need for increased promotion and accessibility of these events to ensure broader involvement.

Feeling of Safety on College Campus:

8. Do you feel safe in the college campus? (৮/ কলেজ চৌহদত আপুনি নিৰাপদ অনুভৱ কৰেনে?)

85 responses



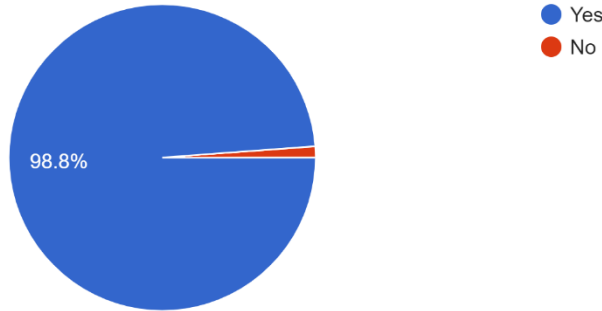
- 85 respondents feel safe on the college campus.
- No respondents indicated feeling unsafe.

Explanation: The unanimous positive response indicates a strong sense of safety among the respondents regarding the college campus. This suggests that the college's safety measures and environment are effective in making students and staff feel secure.

Feeling of Safety in Surrounding Areas of the College:

9. Do you feel safe in the areas surrounding the college? (৯/ মহাবিদ্যালয়ৰ আশে-পাশে থকা অঞ্চলত আপুনি নিৰাপদ অনুভৱ কৰেনে?)

85 responses



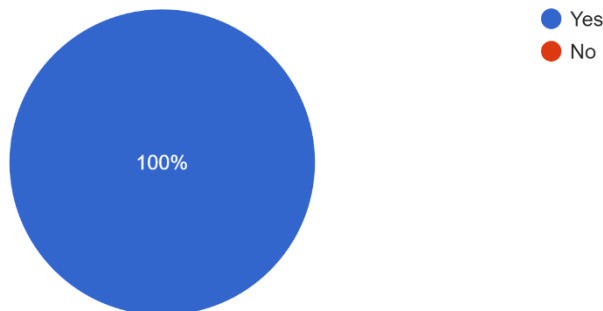
- 84 respondents feel safe in the areas surrounding the college.
- 1 respondent does not feel safe in the areas surrounding the college.

Explanation: The overwhelming majority of respondents (84 out of 85) feel safe in the areas surrounding the college. This indicates a generally positive perception of the safety of the neighbourhood or immediate surroundings. The single respondent who does not feel safe highlights a potential area of concern that could be addressed through community or campus safety initiatives.

Adequacy of Security Measures at College:

10. Does the college have adequate security measures in place (e.g., CCTV cameras, security personnel)? (১০) মহাবিদ্যালয়খনত পর্যাপ্ত নিৰাপত্তা ব্যৱস্থা আছেনে (যেনে, চিচিটিভি কেমেৰা, নিৰাপত্তাৰক্ষী)?

85 responses



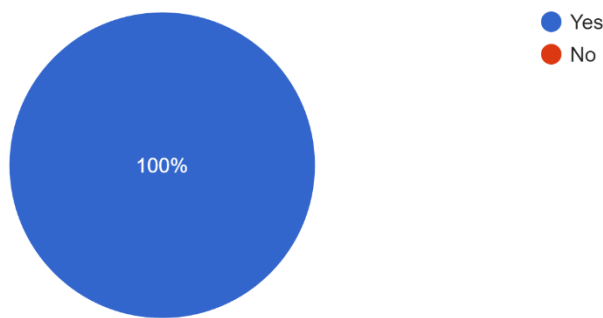
- 85 respondents believe the college has adequate security measures in place.
- No respondents believe the college lacks adequate security measures.

Explanation: The unanimous positive response suggests that all respondents perceive the college as having sufficient security measures, such as CCTV cameras and security personnel. This indicates a high level of confidence in the safety and security infrastructure of the college campus among the surveyed population.

Well-lit and Secure Pathways/Common Areas:

11. Are there well-lit and secure pathways and common areas within the campus? (১১) মহাবিদ্যালয় চৌহদৰ ভিতৰত ভালদৰে পোহৰ আৰু সুৰক্ষিত পথ আৰু সাধাৰণ ঠাই আছেনে?)

85 responses



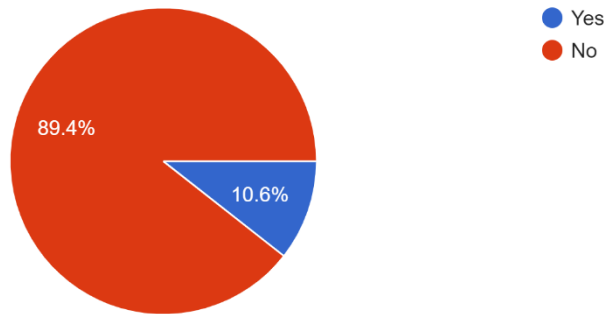
- 85 respondents indicated that pathways and common areas within the campus are well-lit and secure.
- There were no negative responses.

Explanation: The unanimous positive responses suggest that the campus has effectively implemented and maintained lighting and security measures in its pathways and common areas, ensuring a safe environment for its users.

Experienced or Witnessed Harassment on Campus:

12. Have you experienced or witnessed any form of harassment in campus? (১২) মহাবিদ্যালয় চৌহদত কোনো ধৰণৰ হাৰাশাস্তিৰ সন্মুখীন হৈছেনে বা প্রত্যক্ষ কৰিছেনে?)

85 responses



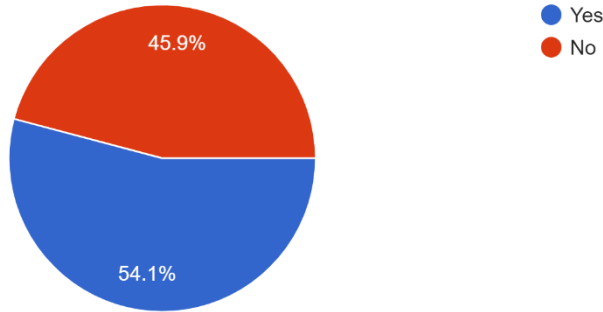
- 9 respondents have experienced or witnessed some form of harassment on campus.
- 76 respondents have not experienced or witnessed any form of harassment on campus.

Explanation: The majority of respondents (76) have not experienced or witnessed harassment on campus, suggesting that incidents of harassment are relatively rare. The minority (9) who have encountered harassment indicates that while not widespread, there are still instances that need attention to ensure a completely safe and respectful campus environment.

Reported Incidents of Harassment:

13. If yes, did you report the incident to the concerned authority? (১৩) যদি হয় তেন্তে সংশ্লিষ্ট কর্তৃপক্ষক এই বিষয়ে জনাইছিল নেকি?)

85 responses



- Out of those who experienced or witnessed harassment, 46 respondents reported the incident.
- 39 respondents did not report the incident.

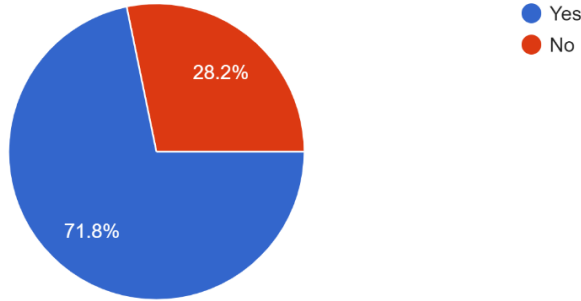
Explanation: While a slight majority of respondents who experienced or witnessed harassment (46) chose to report it, a significant number (39) did not. This indicates that nearly half of the harassment incidents go unreported, which may point to barriers in the reporting process, fear of repercussions, or a lack of trust in the system. Addressing these issues could improve reporting rates and help in creating a safer campus environment.

Satisfaction with Response to Reported Incidents:

14. If you reported it, was the response of the concerned authority satisfactory? (১৪) যদি আপুনি
ৰিপৰ্ট কৰিছিল তেন্তে সংশ্লিষ্ট কৰ্তৃপক্ষৰ সঁহাৰি সন্তোষজনক আছিল নেকি?)

85 responses

o 61



respondents indicated they reported incidents.

- o 24 respondents were not satisfied with the response.
- o Some respondents marked "Not applicable," which is not specified in the question.

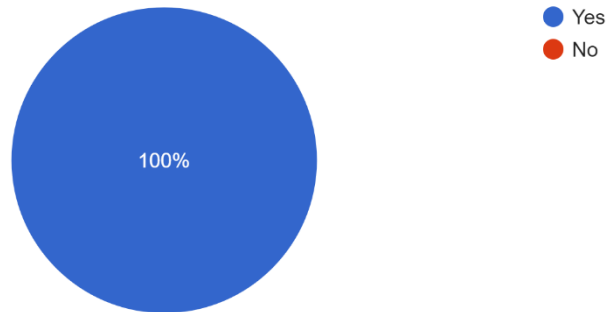
Explanation: Among those who reported incidents, a majority (61) were satisfied with the response. However, a notable minority (24) expressed dissatisfaction, suggesting there may be room for improvement in how reported incidents are handled and resolved. The "Not applicable" responses could be due to those who did not report incidents or those who did not feel the question applied to them.

Equal Opportunity for Participation in Academic Activities:

15. Do you think there is equal opportunity for all students to participate in academic activities? ১৫)

সকলো ছাত্র-ছাত্রীয়ে শৈক্ষিক কার্যসূচীত অংশগ্রহণৰ সমান সুযোগ আছে বুলি আপুনি ভাবেনে?

85 responses



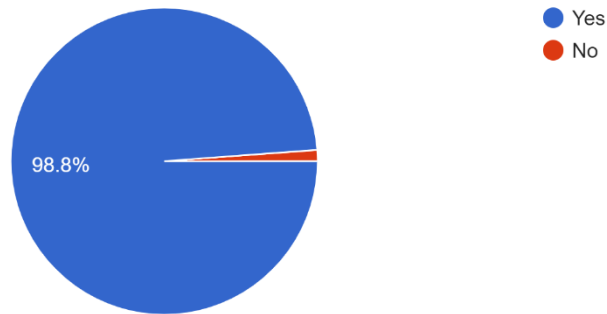
- 85 respondents believe there is equal opportunity for all students to participate in academic activities.
- No respondents believe there is a lack of equal opportunity.

Explanation: The unanimous positive response indicates a strong belief among respondents that the college provides equal opportunities for all students to engage in academic activities. This suggests a well-implemented and inclusive academic environment.

Equal Opportunity for Participation in Extracurricular Activities:

16. Do you think there is equal opportunity for all students to participate in extracurricular activities? ১৬) পাঠ্যক্রমৰ বাহিৰৰ কামত সকলো ছা...শগ্ৰহণ কৰাৰ সমান সুযোগ আছে বুলি আপুনি ভাবেনে?

85 responses



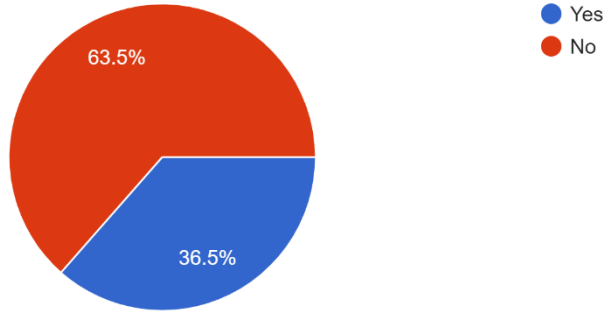
- 84 respondents believe there is equal opportunity for all students to participate in extracurricular activities.
- 1 respondent believes there is not equal opportunity.

Explanation: The vast majority of respondents (84 out of 85) feel that the college offers equal opportunities for participation in extracurricular activities. This suggests that the college's efforts to provide inclusive extracurricular programs are largely successful, though the single dissenting response indicates there may be some isolated concerns or areas for improvement.

Experience or Observation of Gender Bias in Academic Settings:

17. Have you faced or observed any gender bias from faculty or staff in academic settings? ১৭)
শৈক্ষিক পরিবেশত অধ্যাপক বা কর্মচারীৰ পৰা আপুনি কো...পাতিত্বৰ সন্মুখীন হৈছেনে বা পৰ্যবেক্ষণ কৰিছেনে?

85 responses



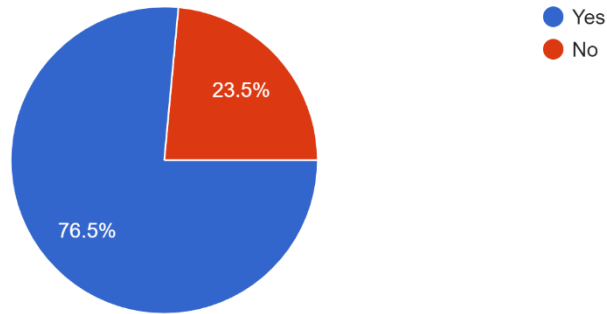
- 31 respondents have faced or observed gender bias from faculty or staff.
- 54 respondents have not faced or observed gender bias.

Explanation: While a majority of respondents (54) have not experienced or observed gender bias in academic settings, a significant minority (31) have. This indicates that, although the issue may not be pervasive, there are notable instances of gender bias that need to be addressed to ensure a completely fair and equitable academic environment.

Adequacy and Maintenance of Restroom Facilities:

18. Are the restroom facilities adequate and well-maintained? ১৮) শৌচাগাৰৰ সুবিধাসমূহ পৰ্যাপ্ত আৰু ভালদৰে ৰক্ষণাবেক্ষণ কৰা হৈছেনে?

85 responses



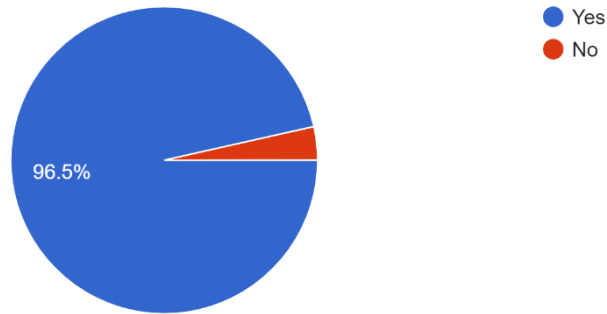
- 65 respondents believe the restroom facilities are adequate and well-maintained.
- 20 respondents do not believe the restroom facilities are adequate and well-maintained.

Explanation: While a majority of respondents (65) are satisfied with the adequacy and maintenance of the restroom facilities, a significant portion (20) are not. This indicates that while the facilities generally meet the needs of most users, there are notable concerns regarding their adequacy and maintenance that should be addressed to improve overall satisfaction.

Adequacy of Health and Wellness Services:

19. Does the college provide adequate health and wellness services? ১৯) মহাবিদ্যালয়খনে পর্যাপ্ত স্বাস্থ্য আৰু সুস্থতা সেৱা আগবঢ়ায়নে?

85 responses



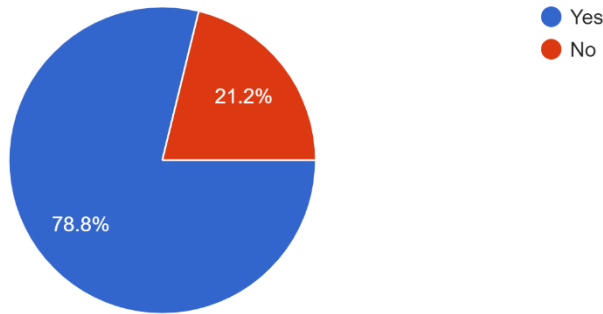
- 82 respondents believe the college provides adequate health and wellness services.
- 3 respondents do not believe the college provides adequate health and wellness services.

Explanation: The majority of respondents (82) feel that the college offers adequate health and wellness services, indicating general satisfaction with these services. However, the small number of respondents (3) who feel otherwise suggests that there may be specific areas within health and wellness services that could benefit from further improvement or increased availability.

Provisions for Addressing Menstrual Health Needs:

20. Are there provisions for addressing menstrual health needs (e.g., availability of sanitary products)? ২০) ঋতুস্ৰাৱৰ স্বাস্থ্যৰ প্ৰয়োজনীয়তা (যেনে, অনাময় সামগ্ৰীৰ উপলব্ধতা) পূৰণৰ ব্যৱস্থা আছেনে?

85 responses



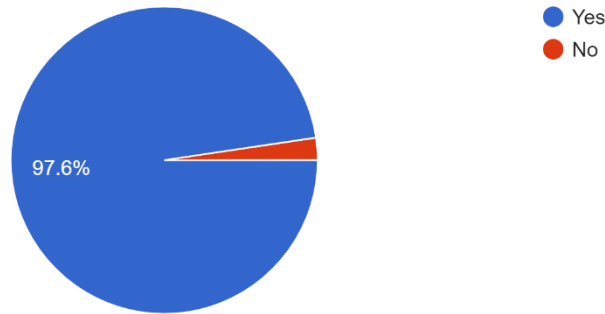
- 67 respondents indicate there are provisions for addressing menstrual health needs, such as the availability of sanitary products.
- 18 respondents indicate there are no such provisions.

Explanation: While a majority of respondents (67) acknowledge that the college provides for menstrual health needs, a significant minority (18) believe there are no such provisions. This suggests that while efforts are in place, they may not be universally accessible or adequately communicated to all students, highlighting an area for potential improvement in ensuring consistent and widespread availability of menstrual health resources.

Perception of College Administration's Responsiveness:

21. Do you feel that your opinions and concerns are taken seriously by the college administration? ২১) আপোনাৰ মতামত আৰু উদ্বেগক ম... প্রশাসনে গুৰুত্বসহকাৰে লয় বুলি অনুভৱ কৰেনে?

85 responses



- 83 respondents feel that their opinions and concerns are taken seriously by the college administration.
- 2 respondents do not feel that their opinions and concerns are taken seriously.

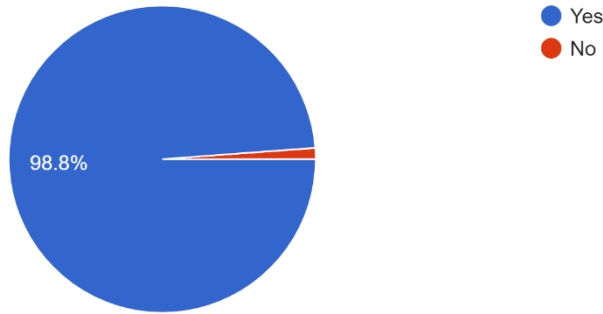
Explanation: The overwhelming majority of respondents (83) believe that the college administration takes their opinions and concerns seriously, indicating a high level of trust and satisfaction with administrative responsiveness. The small number of respondents (2) who feel otherwise suggests that there may be occasional issues or isolated instances where communication could be improved.

Support from Faculty and Staff in Academic and Personal Development:

22. Do you feel supported by faculty and staff in your academic and personal development? ২২)

আপোনাৰ শৈক্ষিক আৰু ব্যক্তিগত বিকাশত আপুনি অধ্যাপক আৰু কৰ্মচাৰীৰ দ্বাৰা সমৰ্থিত অনুভৱ কৰেনে?

85 responses



- 84 respondents feel supported by faculty and staff in their academic and personal development.
- 1 respondent does not feel supported.

Explanation: The vast majority of respondents (84 out of 85) feel supported by the faculty and staff in their academic and personal development. This suggests a strong support system within the college, fostering both academic and personal growth. The single respondent who does not feel supported indicates that there may be isolated instances where the support system could be enhanced or better communicated.

Sample Survey among the Faculty and Staff of Barpeta Girls' College

Out of the 21 faculty members, all 10 female faculty members participated in the gender audit. Additionally, all 3 of the 11 non-teaching staff members participated.

From the faculty and staff responses, the findings underscored a generally positive view of the institution's commitment to gender equality. However, some respondents pointed out the necessity for ongoing training and awareness programs to foster a more inclusive workplace culture. Additionally, the need for transparent and efficient grievance redressal processes was echoed among the staff, aligning with the concerns raised by students.

Self-Assessment Questionnaire:

- Not applicable

Section 4: Academic and Professional Environment

15. Do you think there is equal opportunity for all faculty and staff to participate in professional development activities?

- Yes
- No

16. Do you feel there is equal opportunity for promotion and career advancement?

- Yes
- No

17. Have you faced or observed any gender bias from colleagues or administration in professional settings?

- Yes
- No

Section 5: Facilities and Infrastructure

18. Are the restroom facilities adequate and well-maintained?

- Yes
- No

19. Does the college provide adequate health and wellness services?

- Yes
- No

20. Are there provisions for addressing menstrual health needs (e.g., availability of sanitary products)?

- Yes
- No

Section 6: Work-life balance and Support

21. Do you feel that college administration supports in work-life balance for faculty and staff?

- Yes
- No

22. Are there policies in place to support Maternity Leave and Childcare Leave (CCL)?

- Yes
- No

23. Do you feel supported by the administration in balancing your professional and personal responsibilities?

- Yes
- No

Section 7: Campus Culture and Inclusivity

24. Do you feel that your opinions and concerns are taken seriously by the college administration?

- Yes
- No

25. Do you feel that there is a culture of respect and inclusivity on campus?

- Yes
- No

26. Are there faculty and staff-led groups or organizations that focus on gender issues?

- Yes
- No
- Not sure

Section 8: Feedback and Suggestions

23. What changes would you suggest to improve gender equality at the college? (Open-ended)

24. Do you have any specific concerns or experiences related to gender issues that you would like to share? (Open-ended)

25. Any additional comments or suggestions? (Open-ended)

BARPETA GIRLS' COLLEGE

Gender Audit Questionnaire for the session of 2022-23

(This questionnaire aims to gather comprehensive data from female students to assess the current gender environment at the college and identify areas for improvement from their perspective.)

Instructions for Filling Out the Questionnaire

- Your responses will be kept confidential.
- Answer all questions honestly to help us improve the college environment.
- If you have any concerns or need assistance, please contact the gender sensitization cell or committee.

Section 1: General Information

1. Name:
2. Designation:

Section 2: Awareness and Implementation of Gender Policies

5. Do you think the college's policies on gender equality are effectively implemented?

- Yes
- No
- Not sure

6. Are you aware of the cell or committees such as Grievances and Redressal Cell, Internal Complainant Committee that deal with gender equality and gender sensitization?

- Yes
- No
- Not sure

7. Have you attended any gender sensitization workshops/seminar/programs organized by the cells/committees of the college?

- Yes
- No
- Not sure

Section 3: Safety and Security

8. Do you feel safe on the college campus?

- Yes
- No

9. Do you feel safe in the areas surrounding the college?

- Yes
- No

10. Does the college have adequate security measures in place (e.g., CCTV cameras, security personnel)?

- Yes
- No

11. Are there well-lit and secure pathways and common areas within the campus?

- Yes
- No

12. Have you experienced or witnessed any form of harassment on campus?

- Yes
- No

13. If yes, did you report the incident?

- Yes
- No

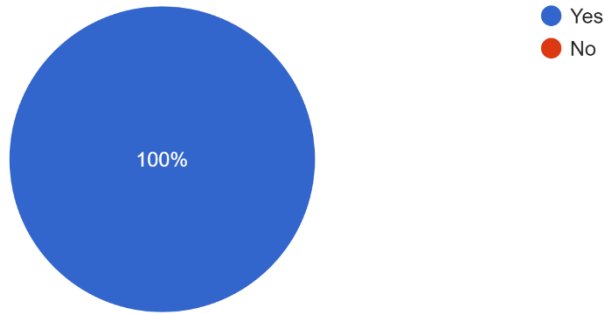
14. If you reported it, was the response satisfactory?

- Yes
- No

Responses of the Respondents:

Perception of College's Gender Equality Policy Implementation:

3. . Do you think the college's policies on gender equality are effectively implemented?
13 responses

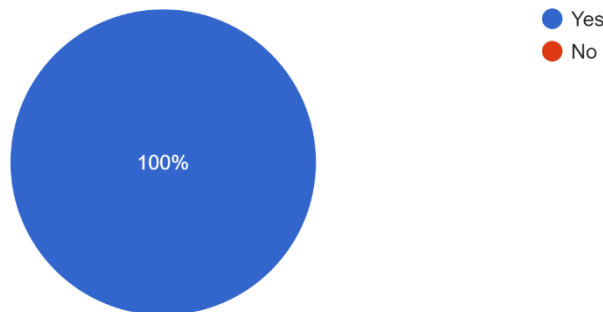


- 13 respondents believe the college's policies on gender equality are effectively implemented.

Explanation: All respondents who provided an answer (13) believe that the college's policies on gender equality are effectively implemented. This suggests a strong consensus among those surveyed that the college is successful in implementing and upholding its gender equality policies.

Awareness of Committees Dealing with Gender Equality and Sensitization:

4. Are you aware of the cells or committee such as Student Grievance Redressal Cell, Women's Cell and Internal Complaint Committee that deal with gender equality and gender sensitization?
13 responses

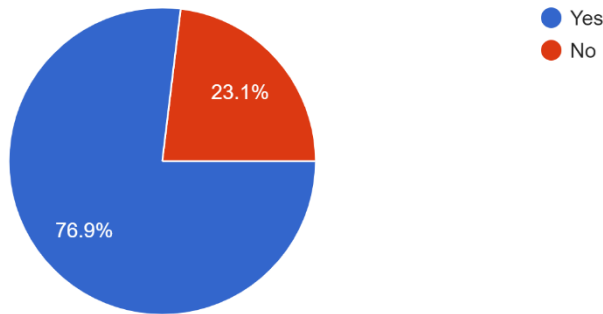


Explanation: The response indicates that 13 respondents are aware of cells or committees like the Grievances and Redressal Cell and Internal Complainant Committee that deal with gender equality and gender sensitization.

Attendance at Gender Sensitization Workshops/Seminars/Programs:

5. Have you attended any gender sensitization workshops/seminar/programs organized by the cells/committees of the college?

13 responses



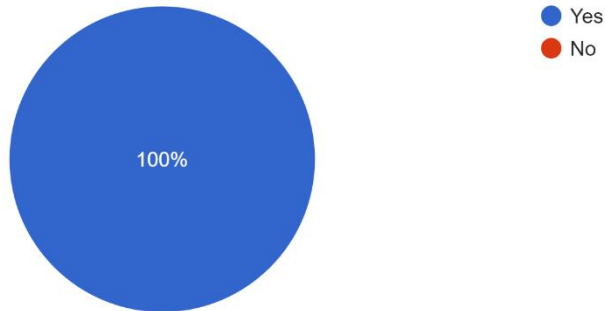
- 10 respondents have attended gender sensitization workshops, seminars, or programs organized by the cells/committees of the college.
- 3 respondents have not attended any such programs.

Explanation: A small number of respondents (10) have participated in gender sensitization activities organized by the college's cells or committees. This suggests that while there is engagement in these programs, there may be room to increase participation and awareness among the student body. Efforts to promote and expand these initiatives could further enhance gender sensitization efforts within the college community.

Feeling of Safety on College Campus:

6.. Do you feel safe in the college campus?

13 responses

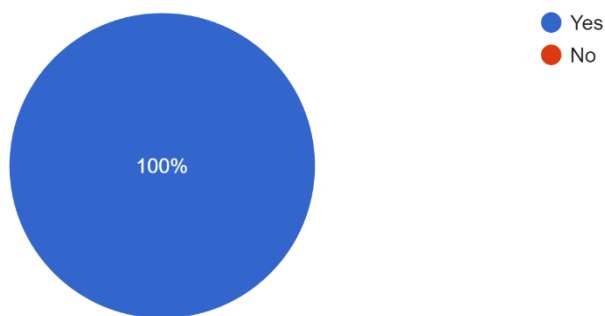


Explanation: All respondents who provided an answer (13) feel safe on the college campus. This indicates a high level of perceived safety among those surveyed, suggesting that the college's safety measures and environment are effective in creating a secure atmosphere for students also.

Feeling of Safety in Surrounding Areas of the College:

7. Do you feel safe in the areas surrounding the college?

13 responses

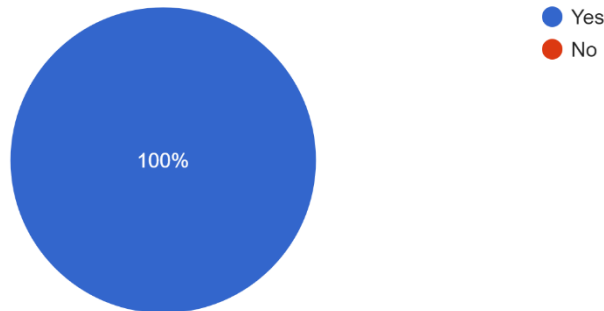


Explanation: Based on the provided response, all 13 respondents feel safe in the areas surrounding the college. This indicates a positive perception of safety in the immediate vicinity of the college among those surveyed.

Perception of College Security Measures:

8. Does the college have adequate security measures in place (e.g., CCTV cameras, security personnel)?

13 responses



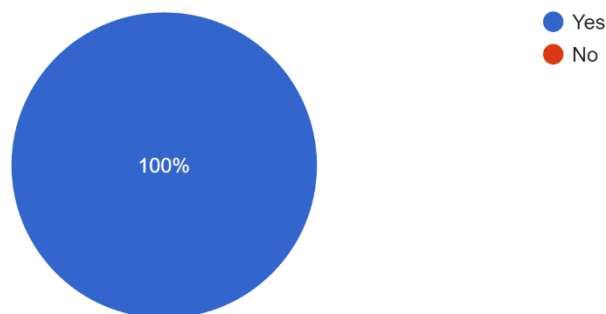
- 13 respondents believe the college has adequate security measures in place, such as CCTV cameras and security personnel.

Explanation: Based on the response provided, all 13 respondents believe that the college has adequate security measures in place, including CCTV cameras and security personnel. This suggests a positive perception of the college's efforts to ensure campus security among those surveyed.

Perception of Well-Lit and Secure Pathways/Common Areas on Campus:

9. Are there well-lit and secure pathways and common areas within the campus?

13 responses

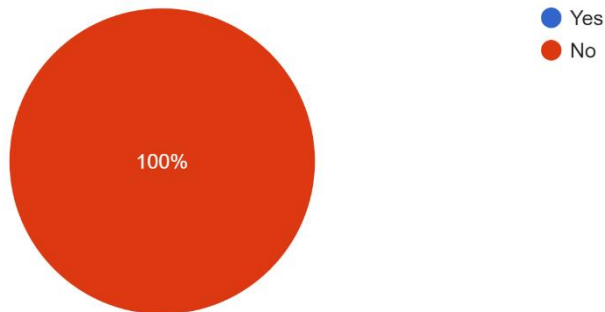


- 13 respondents believe there are well-lit and secure pathways and common areas within the campus.

Explanation: According to the responses provided, all 13 respondents believe that there are well-lit and secure pathways and common areas within the campus. This indicates a positive perception regarding the safety and security measures implemented in these areas.

Experience or Witnessing of Harassment on Campus:

10. Have you experienced or witnessed any form of harassment in campus?
13 responses



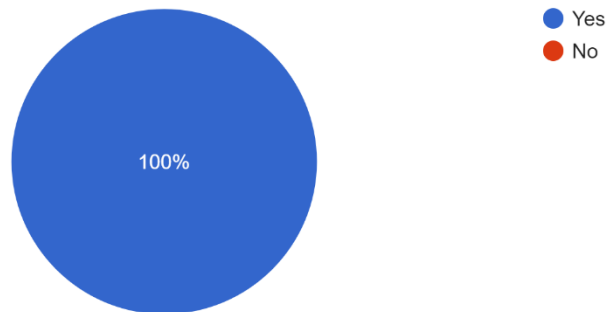
- 13 respondents have not experienced or witnessed any form of harassment on campus.

Explanation: All 13 respondents indicated that they have not experienced or witnessed any form of harassment on campus. This suggests that, according to the respondents surveyed, instances of harassment on campus are perceived to be minimal or non-existent.

Perception of Equal Opportunity for Faculty and Staff in Professional Development Activities:

13. Do you think there is equal opportunity for all faculty and staff to participate in professional development activities?

13 responses



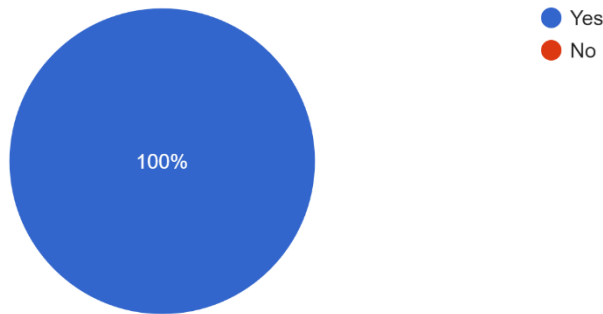
- 13 respondents believe there is equal opportunity for all faculty and staff to participate in professional development activities.

Explanation: Based on the response provided, all 13 respondents believe that there is equal opportunity for all faculty and staff to participate in professional development activities. This indicates a positive perception regarding the inclusivity and accessibility of professional growth opportunities within the college.

Perception of Equal Opportunity for Promotion and Career Advancement:

14. Do you feel there is equal opportunity for promotion and career advancement?

13 responses



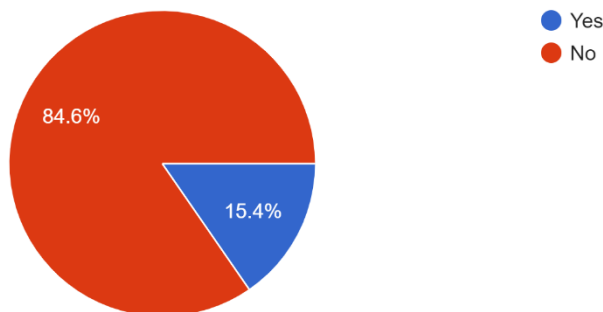
- 13 respondents feel there is equal opportunity for promotion and career advancement.

Explanation: According to the responses provided, all 13 respondents feel that there is equal opportunity for promotion and career advancement within the college. This suggests a positive perception regarding fairness and equality in career progression opportunities.

Experience or Observation of Gender Bias in Professional Settings:

15. Have you faced or observed any gender bias from colleagues or administration in professional settings?

13 responses



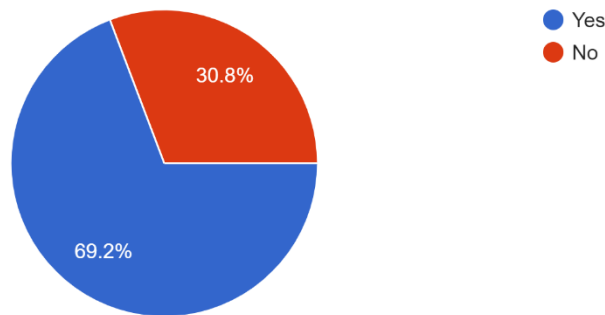
- 2 respondents have faced or observed gender bias from colleagues or administration in professional settings.
- 11 respondents have not faced or observed gender bias.

Explanation: Based on the responses provided, a minority of respondents (2 out of 13) have experienced or observed gender bias from colleagues or administration in professional settings. The majority (11 out of 13) have not encountered such biases. This suggests that while incidents of gender bias may occur, they are relatively infrequent according to the respondents surveyed.

Perception of Restroom Facilities Adequacy and Maintenance:

16.Are the restroom facilities adequate and well-maintained?

13 responses



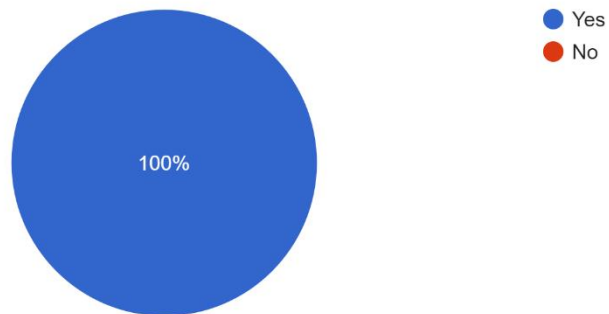
- 9 respondents believe the restroom facilities are adequate and well-maintained.
- 4 respondents do not believe the restroom facilities are adequate and well-maintained.

Explanation: According to the responses provided, there is a mixed perception regarding the adequacy and maintenance of restroom facilities. While a majority of respondents (9 out of 13) feel that the facilities are adequate and well-maintained, a significant minority (4 out of 13) have concerns about their adequacy and maintenance.

Adequacy of Health and Wellness Services:

17. Does the college provide adequate health and wellness services?

13 responses



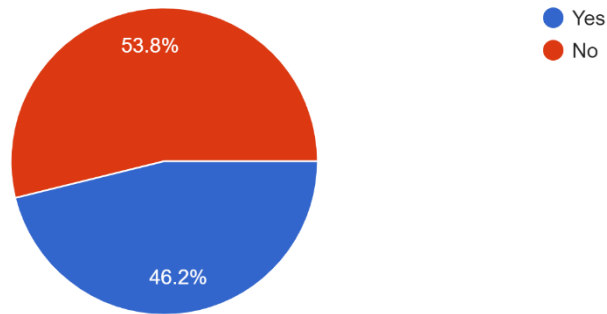
- 13 respondents believe the college provides adequate health and wellness services.

Explanation: All respondents believe that the college provides adequate health and wellness services. This indicates a strong positive perception of the health and wellness support available at the college, suggesting that the current services meet the needs and expectations of the surveyed individuals.

Provisions for Addressing Menstrual Health Needs:

18. Are there provisions for addressing menstrual health needs (e.g., availability of sanitary products)?

13 responses



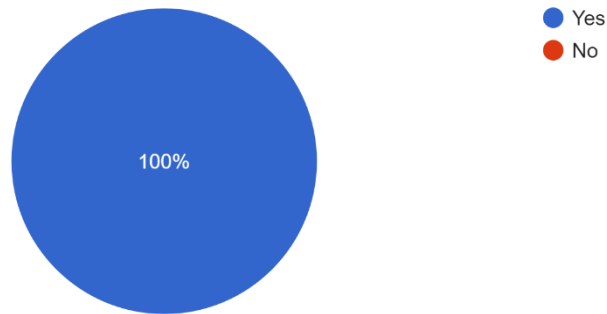
- 6 respondents believe there are provisions for addressing menstrual health needs, such as the availability of sanitary products.
- 7 respondents believe there are no such provisions.

Explanation: The responses indicate a split perception regarding the availability of provisions for addressing menstrual health needs. While some respondents (6 out of 13) feel that such provisions are in place, a slight majority (7 out of 13) do not believe these provisions exist. This suggests that the college may need to enhance its efforts in providing and communicating about menstrual health resources to ensure that all students are aware of and have access to these essential services.

Perception of College Administration's Support in Work-Life Balance:

19. Do you feel that college administration supports in keeping work-life balance for faculty and staff ?

13 responses



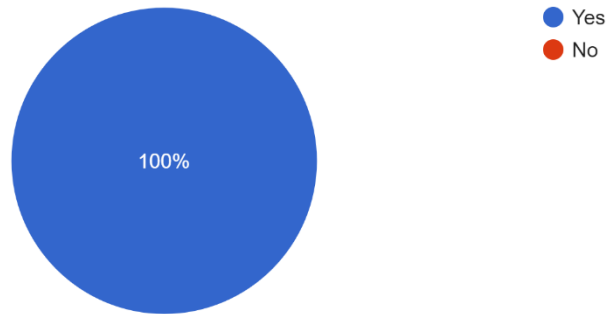
- 13 respondents feel that the college administration supports work-life balance for faculty and staff.

Explanation: All 13 respondents believe that the college administration supports work-life balance for faculty and staff. This indicates a positive perception regarding the efforts of the college administration to promote a healthy balance between work responsibilities and personal life among staff members. However, it's essential to continue monitoring and addressing any concerns to maintain a supportive work environment for all faculty and staff.

Existence of Policies for Maternity Leave and Childcare Leave (CCL):

20. . Are there policies in place to support Maternity Leave and Child Care Leave (CCL)?

13 responses



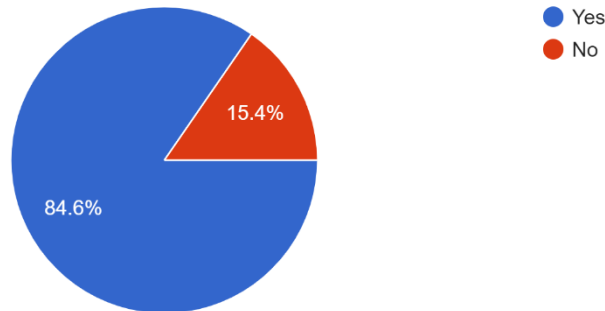
- 13 respondents are aware that there are policies in place to support Maternity Leave and Childcare Leave (CCL).

Explanation: According to all respondents who provided an answer (13), there are policies in place to support Maternity Leave and Childcare Leave (CCL) within the college. This indicates that the college has established formal policies to accommodate staff members who require maternity leave or childcare leave, contributing to a supportive and inclusive workplace environment.

Perception of Support from Administration in Balancing Professional and Personal Responsibilities:

21. Do you feel supported by the administration in balancing your professional and personal responsibilities?

13 responses



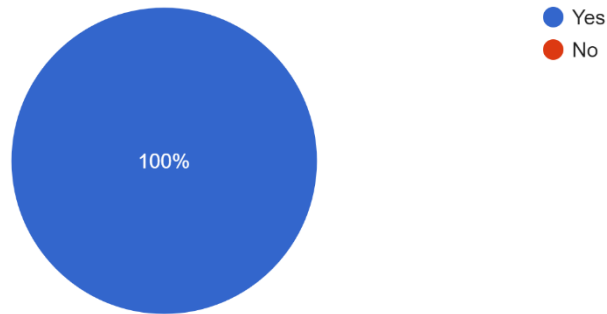
- 11 respondents feel supported by the administration in balancing their professional and personal responsibilities.
- 2 respondents do not feel supported.

Explanation: The majority of respondents (11 out of 13) feel supported by the administration in balancing their professional and personal responsibilities. However, it's notable that 2 respondents do not feel supported, indicating there may be areas where the administration could improve its support mechanisms or communication to ensure all staff members feel adequately supported in managing their work-life balance. Addressing these concerns could contribute to a more positive and productive work environment for all employees.

Perception of College Administration's Responsiveness to Opinions and Concerns:

22. Do you feel that your opinions and concerns are taken seriously by the college administration?

13 responses



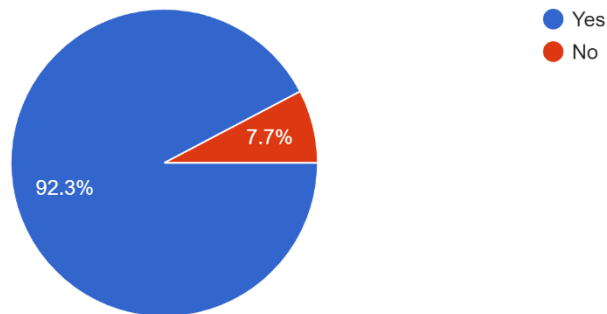
- 13 respondents feel that their opinions and concerns are taken seriously by the college administration.

Explanation: All 13 respondents believe that the college administration takes their opinions and concerns seriously. This indicates a positive perception regarding the responsiveness and attentiveness of the administration to the feedback and input provided by staff members. It suggests that there is open communication and a supportive environment for expressing opinions and addressing concerns within the college administration.

Perception of Culture of Respect and Inclusivity on Campus:

23. Do you feel that there is a culture of respect and inclusivity in campus?

13 responses



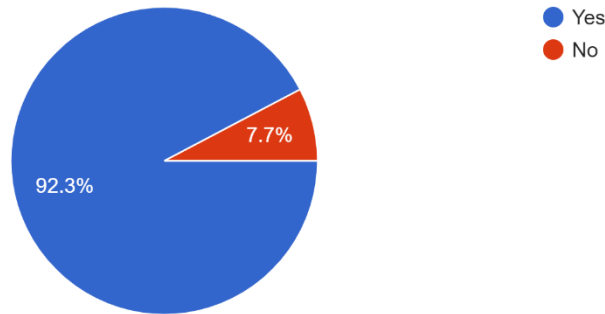
- 12 respondents feel that there is a culture of respect and inclusivity on campus.
- 1 respondent does not feel that there is a culture of respect and inclusivity on campus.

Explanation: The majority of respondents (12 out of 13) feel that there is a culture of respect and inclusivity on campus. This indicates a positive perception among the surveyed individuals regarding the overall environment of mutual respect and inclusiveness within the college community. The single respondent who does not feel this way highlights a potential area of concern that could be addressed through initiatives promoting inclusivity and fostering a supportive campus culture for all members.

Existence of Faculty and Staff-Led Groups/Organizations Focusing on Gender Issues:

24. Are there faculty and staff-led groups or organizations that focus on gender issues?

13 responses



- 12 respondents are aware of faculty and staff-led groups or organizations that focus on gender issues.
- 1 respondent is not aware of such groups or organizations.

Explanation: According to the responses provided, the majority of respondents (12 out of 13) are aware of faculty and staff-led groups or organizations that focus on gender issues within the college. This suggests that there are initiatives and platforms in place where faculty and staff can engage in discussions and activities related to gender equality and related issues. The single respondent who is not aware indicates a potential opportunity to improve communication or visibility of these groups to ensure broader awareness and participation across the college community.

Major Findings and Recommendations:

1. Gender Balance

- **Student Enrolment:** Barpeta Girls' College exhibits a predominantly female student enrolment, aligning with its status as a women's college.
- **Faculty and Staff:** The college maintains a relatively balanced gender distribution among its faculty and administrative staff.

2. Policies and Practices

- **Admission Policy:** The college adheres to a transparent and inclusive admission policy that ensures equal opportunities for all applicants.
- **Curriculum:** The curriculum incorporates gender studies and related courses, fostering awareness of gender issues among students.
- **Professional Development:** There are equitable opportunities for female faculty and staff to pursue professional development, particularly in leadership roles.

3. Infrastructure and Facilities

- **Safety and Security:** While the campus is generally safe with adequate security measures in place, it is recommended to provide more extensive gender sensitization training for security personnel.
- **Hostel Facilities:** The college offers hostel accommodations with satisfactory security provisions.
- **Sanitation:** The sanitation facilities are clean and hygienic; however, additional facilities addressing menstrual hygiene should be introduced.

4. Support Systems

- **Grievance and Redressal:** Although the college has a dedicated cell for grievances, there is a need for more effective mechanisms to address gender-related issues.
- **Counselling Services:** While regular counselling sessions are conducted, many students miss out due to insufficient promotion and awareness. Enhanced promotion and expansion of counselling services are recommended to reach more students effectively.

These findings and recommendations aim to enhance gender inclusivity, safety, and support systems at Barpeta Girls' College, fostering a more conducive environment for learning and professional growth for all members of the college community.

Conclusion

The gender audit at Barpeta Girls' College has illuminated critical aspects of gender inclusivity, safety, and support across our institution. Our commitment to empowering women through education is reflected in the predominantly female student enrollment and balanced gender distribution among faculty and staff. Transparent admission policies and a curriculum integrating gender studies underscore our dedication to equality. While campus safety measures are adequate, enhancing gender sensitization for security personnel and expanding facilities for menstrual hygiene are recommended. Effective grievance mechanisms and improved promotion of counseling services are crucial for addressing gender-related issues comprehensively. These findings and recommendations aim to cultivate a more inclusive and supportive environment where all members of our community thrive. By implementing these measures, we envision a campus that not only upholds safety and equality but also fosters personal and professional growth, embodying our mission to empower women and celebrate diversity at Barpeta Girls' College.