



सत्यमेव जयते

GOVERNMENT OF WEST BENGAL

OFFICE OF THE PRINCIPAL
DR. A. P. J. ABDUL KALAM GOVT. COLLEGE
PLOT. BA-1, AA-1, NEW TOWN, RAJARHAT,
24 PGS. (NORTH), KOLKATA – 700156
URL: <https://www.apjakgc.in>
E-mail: newtowncollege@gmail.com



ডঃ এ পি জে আব্দুল কালাম গভঃ কলেজ
প্লট. বিএ-১, এএ-১, নিউটাউন, রাজারহাট
২৪ পরগণা (উত্তর), কলকাতা-৭০০১৫৬
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The major highlights of building a Gender Sensitive Community at Dr. A.P.J Abdul Kalam Government College:

At Dr. APJ Abdul Kalam Government College, a strong emphasis is placed on fostering a gender-sensitive attitude among both teachers and students. This approach is integral to creating an inclusive and respectful environment that supports the academic and personal growth of all individuals, regardless of gender.

1. Awareness and Education: Teachers at the college are well-informed about gender issues and are continually educated through workshops and seminars on gender sensitivity. This education helps them understand and respect the diverse gender identities and experiences of their students.

2. Respectful Interactions: Teachers are conscientious in their interactions with students, ensuring that their language and behavior do not perpetuate gender stereotypes or biases. They strive to use inclusive language and avoid assumptions based on gender.

3. Supportive Environment: The teaching staff is committed to creating a supportive environment where all students feel safe and valued. They provide additional support to students who may face gender-based challenges, ensuring that these students have equal opportunities to succeed.

4. Role Models: By exhibiting gender-sensitive behavior, teachers serve as role models for students. Their actions demonstrate the importance of respect, empathy, and equality, encouraging students to adopt similar attitudes.

5. Inclusive Curriculum: Teachers incorporate gender studies and discussions about gender equality into the curriculum. This integration helps raise awareness among students and promotes critical thinking about gender issues.



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6. Education and Awareness: Students are educated about gender sensitivity through various programs and initiatives. These include gender studies courses, workshops, and awareness campaigns that highlight the importance of respecting all genders.

7. Respectful Peer Interactions: Students are encouraged to interact respectfully with their peers, recognizing and valuing each other's gender identities. They are taught to challenge gender stereotypes and biases, promoting a culture of acceptance and inclusion.

8. Active Participation: Students participate in gender-related activities and committees, such as the Gender Sensitization Committee. These opportunities allow them to engage actively in promoting gender equality and addressing gender-based issues within the college.

9. Support for LGBTQ+ Community: Students are educated about the challenges faced by the LGBTQ+ community and are encouraged to be allies. This support fosters a more inclusive environment where students of all gender identities feel safe and accepted.

10. Reporting and Addressing Issues: The college has a clear mechanism for reporting and addressing gender-based discrimination and harassment. Students are made aware of these channels and are encouraged to speak up if they witness or experience any form of gender-based misconduct.



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GENDER POLICY OF THE COLLEGE:

Gender equality is still a project in progress and as long as it is not entirely achieved gender based discrimination and harassment will continue. Hence the college drew up an anti-harassment policy to ensure equal rights for all women staff and students of the college.

1. It is the duty of the authority to ensure full security and justice within the campus.
2. No sexual harassment will be tolerated in the college campus.
3. Any complaint of harassment lodged by the students or any teacher shall be dealt with promptly and seriously by the Internal Complaints Committee and the perpetrator will be punished according to the provisions of the POSH Act of 2013.
4. All the students and staff will be sensitized about sexual harassment and their role in ensuring a safe environment.
5. The college administration will ensure the presence of all infrastructural facilities necessary for creating a conducive environment for the women students and employees.
6. Gender audits will be conducted from time to time to find out the level of awareness of the students and staff and their perception of the social environment of the campus.



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FACILITIES AVAILABLE FOR THE SUPPORT OF WOMEN STUDENTS AND EMPLOYEES:

1. The college has several toilets for women students and staff on every floor.
2. There is a separate common room for girl students with a sanitary pad vending machine.
3. There is adequate lighting and CCTV cameras in the campus as well as security guards to ensure safety.
4. An active Internal Complaints Committee constituted according to the guidelines of the POSH Act to prevent sexual harassment and provide justice to the victim in case of any such incident.
5. An active Gender Sensitization Committee that works in tandem with ICC to organize regular gender sensitization programmes, cultural programmes, competitions among students to raise awareness.
6. A Psychological Counseling Cell with a dedicated psychologist to provide support to students having problem coping with any difficulty.
7. Awareness raising posters and wall art across the campus as well as display boards with details of the POSH Act and ICC.



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GENDER SENSITIZATION PROGRAMMES (ORGANIZED BY NSS UNIT)





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OBJECTIVES OF THE GENDER AUDIT:

Assessment of Gender Equality Policies: Evaluate existing policies and practices related to gender equality within the institution. This includes examining recruitment, promotion, retention, and professional development practices to ensure they are gender-sensitive and promote equal opportunities.

Identification of Gender Gaps: Identify areas where there are disparities between genders in terms of access to resources, representation in decision-making bodies, academic achievements, career progression, and overall participation in institutional activities.

Promotion of Gender Mainstreaming: Promote the integration of gender perspectives into all aspects of institutional policies, programs, and activities. This involves ensuring that gender equality is considered in curriculum development, research priorities, student services, and campus facilities.

Creation of a Gender-sensitive Environment: Assess the institutional climate and culture to ensure it is inclusive and supportive of all genders. This includes addressing issues of harassment, discrimination, and gender-based violence, and promoting a respectful and safe environment for all members of the community.

Monitoring and Evaluation: Establish mechanisms for ongoing monitoring and evaluation of gender equality initiatives. This involves setting benchmarks, collecting relevant data disaggregated by gender, and regularly reviewing progress towards achieving gender equality goals.

Capacity Building: Provide training and capacity-building programs for staff, faculty, and students on gender equality issues. This helps in raising awareness, building skills for gender-sensitive practices, and fostering a more inclusive institutional culture.

Advocacy and Policy Recommendations: Use audit findings to advocate for policy changes and institutional reforms that promote gender equality. This may involve making recommendations for new policies, revising existing ones, or implementing targeted interventions to address specific gender gaps.



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Overall, the objectives of this gender audit aim to foster an environment where all individuals have equal opportunities to thrive academically, professionally, and socially, regardless of gender identity or expression.

SCOPE OF THE GENDER AUDIT:

The Gender Audit was conducted among all the students, teachers and non-teaching staff of the college among whom 411 students (age range 17-25) and 49 employees (age range 21-65) responded. Separate, but mostly similar questionnaires were given to the students and employees with questions that were aimed at gauging

- Perception of gender equality, women's empowerment, gender roles, marginalized sexual and gender identities.
- Perception of sexual harassment, violence and discrimination both within the campus and outside.
- Perception of the facilities available in the college campus.
- Awareness of the support systems and legal recourse available to women both inside and outside the campus

FINDINGS AND ANALYSIS:

Overall, both the surveys conducted among students and employees have yielded mostly positive results with the majority of the respondents showing fairly positive and liberal attitudes towards gender equality and women's empowerment, a fair awareness of the facilities and resources available for the support of women and a largely positive perception of the safety of the campus. The detailed analysis of the responses has been provided below.



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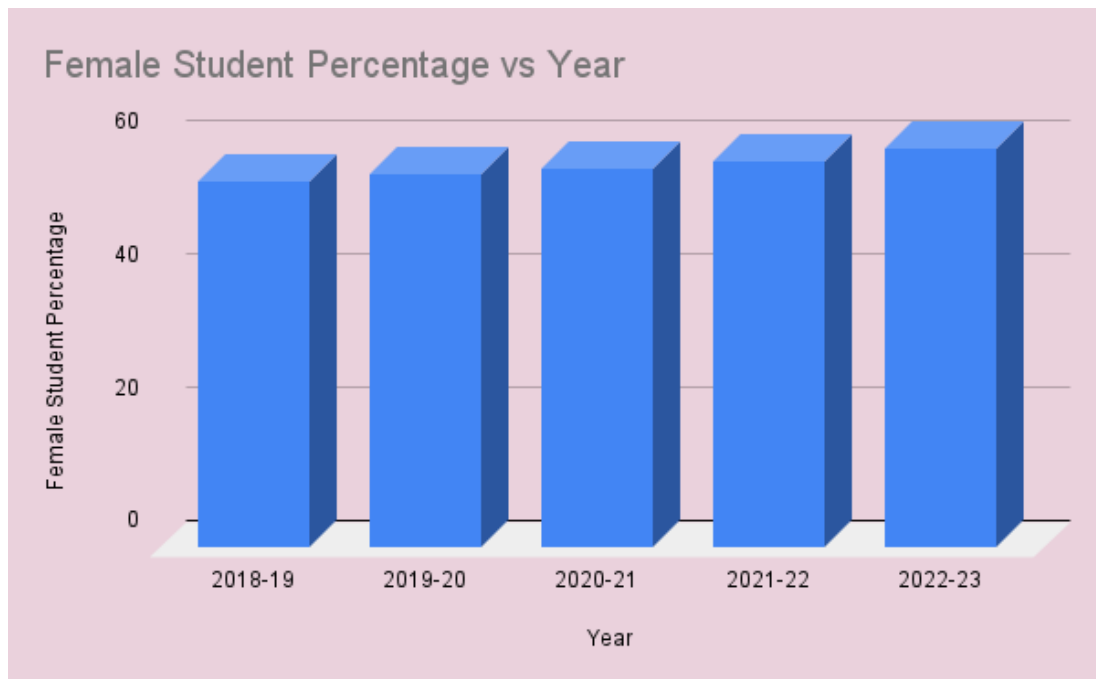
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THE BASIC PARTICIPATION DATA STUDENT DATA

ACADEMIC YEAR	NUMBER OF STUDENTS	MALE	FEMALE	FEMALE PERCENT
2018-19	302	137	165	55%
2019-20	348	154	194	56%
2020-21	364	156	208	57%
2021-22	342	142	200	58%
2022-23	411	164	247	60%



This data reveals the regular increase in the female student percentage of this college throughout years. It clearly indicates that the female students feel safe to study in this college due to the gender neutral environment of this college.



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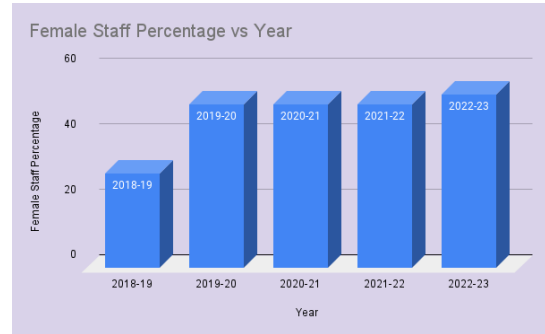
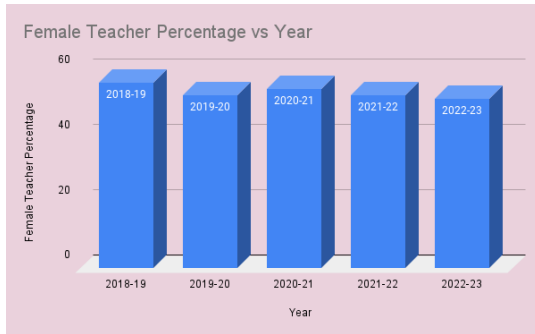
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TEACHER DATA

ACADEMIC YEAR	NUMBER OF TEACHERS	MALE	FEMALE	FEMALE PERCENT
2018-19	28	12	16	57%
2019-20	30	14	16	53%
2020-21	31	14	17	55%
2021-22	32	15	17	53%
2022-23	31	15	16	52%



OFFICE STAFF DATA

ACADEMIC YEAR	NUMBER OF OFFICE STAFF	MALE	FEMALE	FEMALE PERCENT
2018-19	7	5	2	29%
2019-20	8	4	4	50%
2020-21	8	4	4	50%
2021-22	8	4	4	50%
2022-23	18	12	6	33%

Being a Government College the entire appointment procedure as well as transfer policy is governed centrally by Department of Higher Education it is not possible for college to take any special initiative to maintain the gender ratio, however throughout the audit period both faculty and office staff composition reflect considerable women representation.



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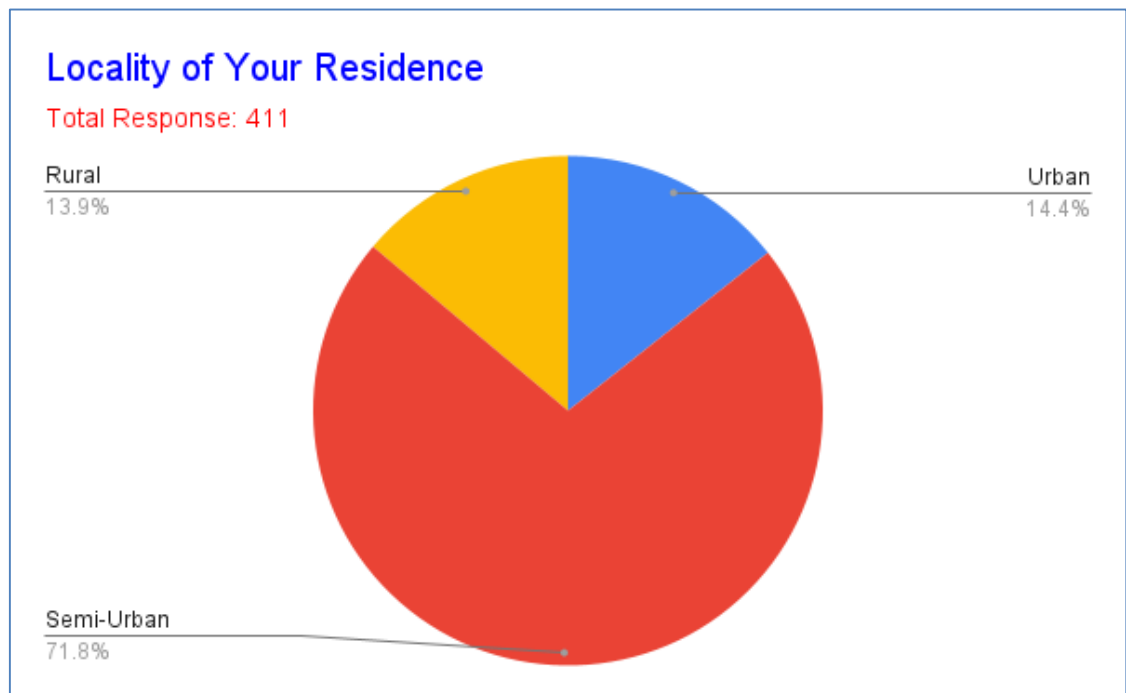
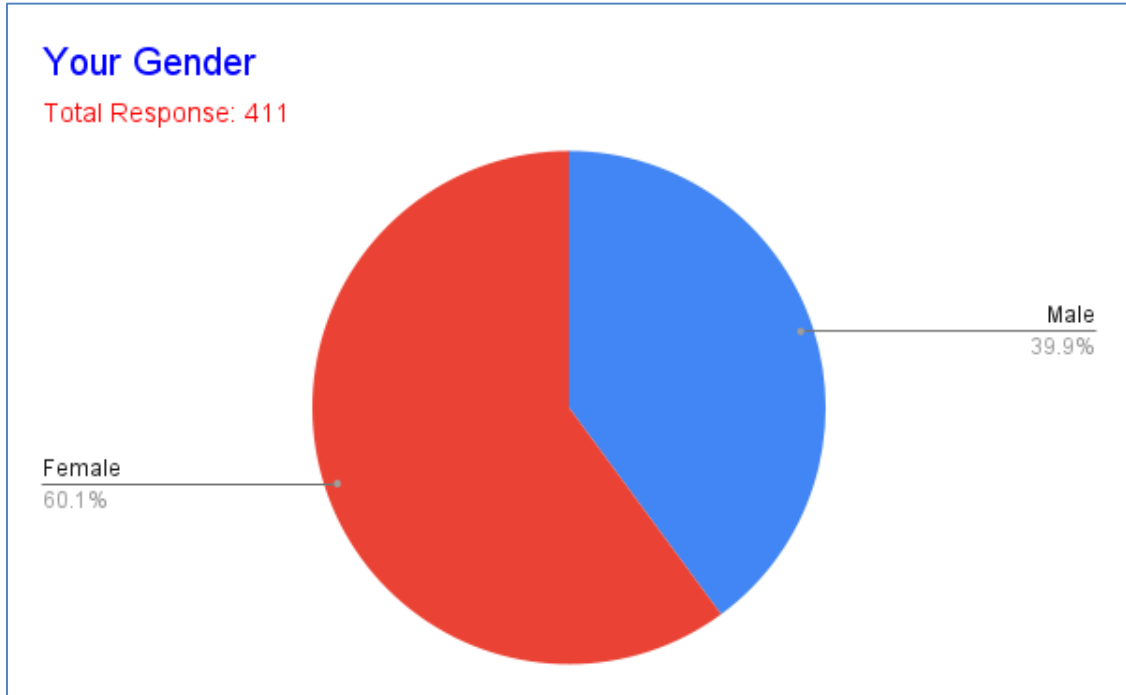
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STUDENT RESPONSE

Basic information about the students taking part in the survey





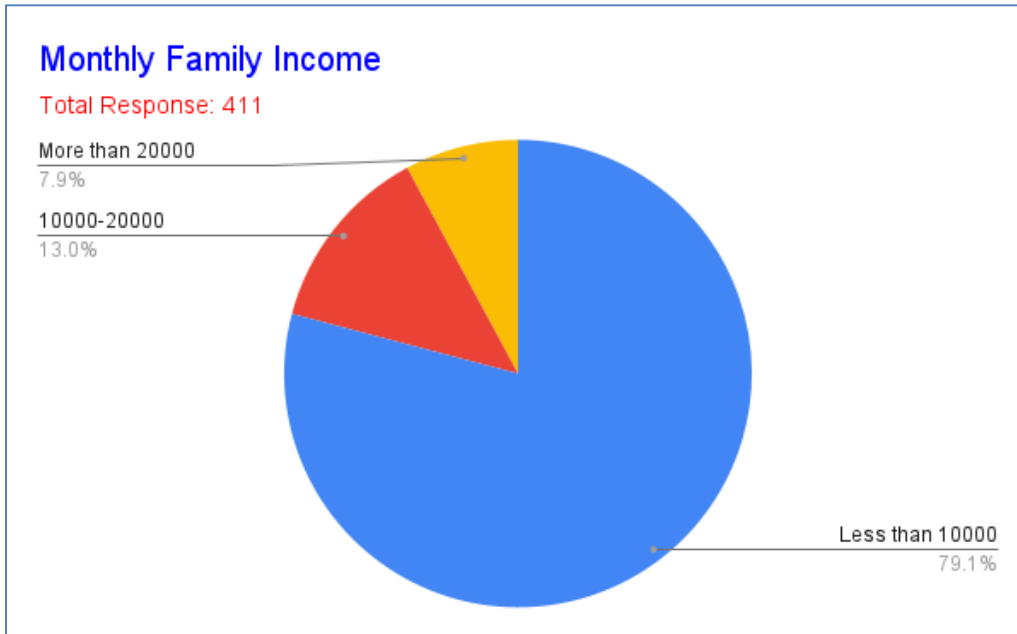
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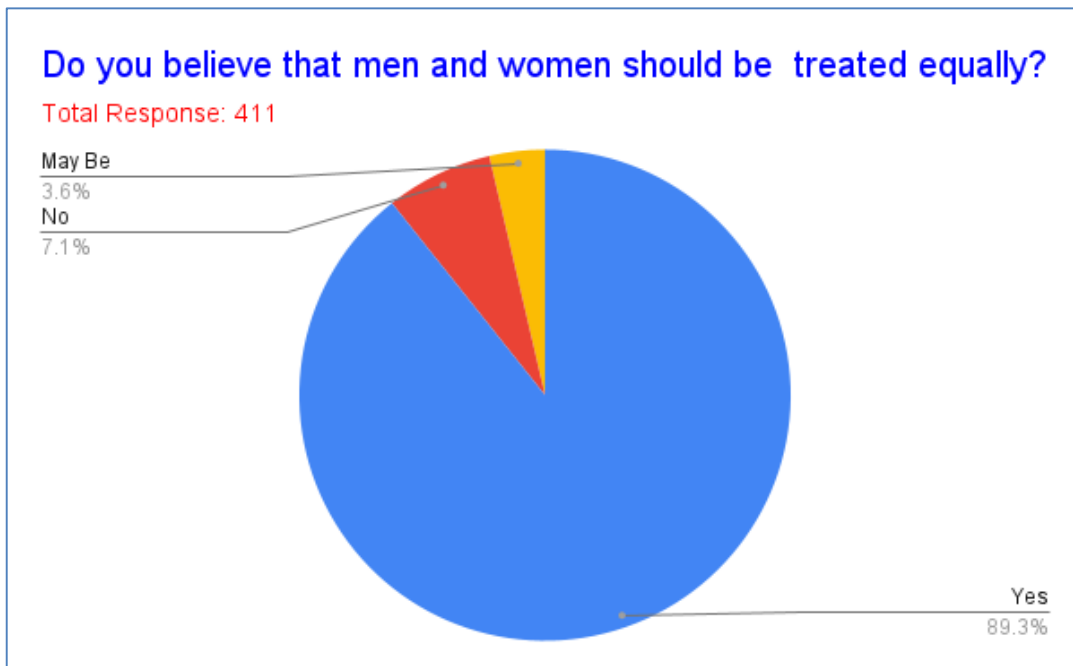
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Questions on the Perception of and Attitude towards Gender Equality, Discrimination, Women’s Empowerment





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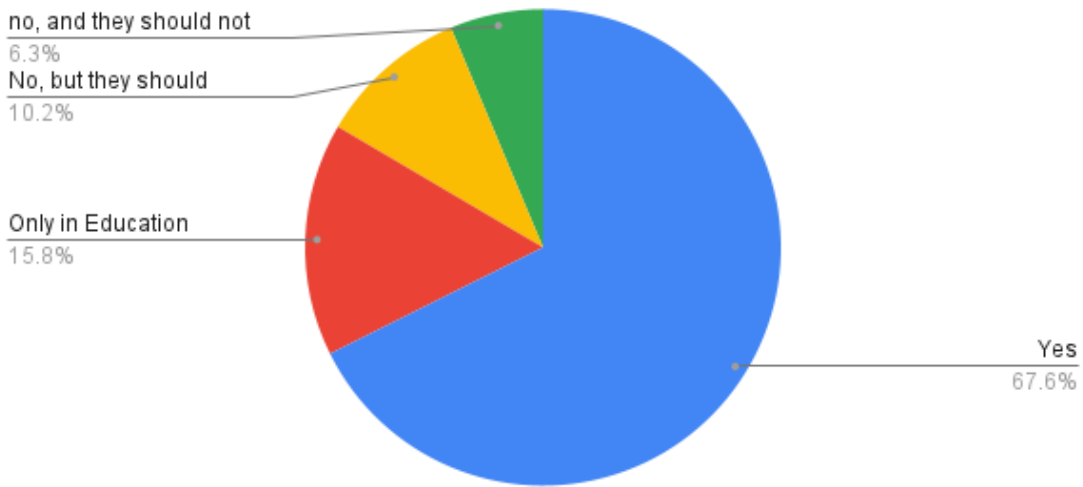
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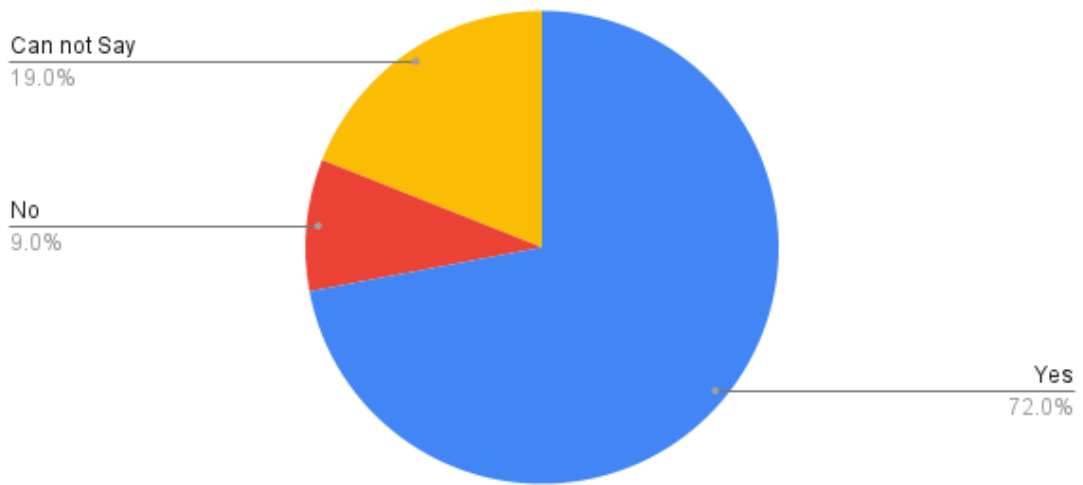
Do you believe that men and women get equal opportunity in education and job?

Total Response: 411



Are the teaching methods and materials inclusive and without Gender bias?

Total Response: 411





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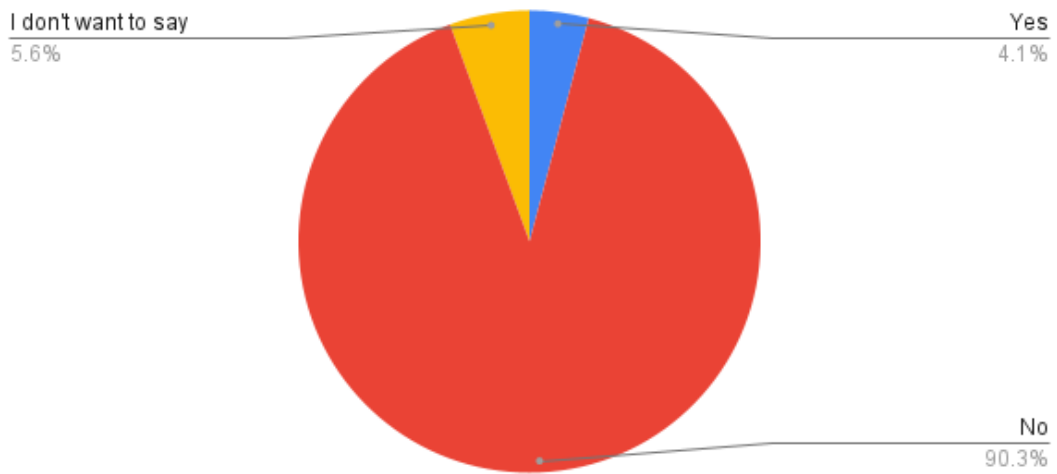
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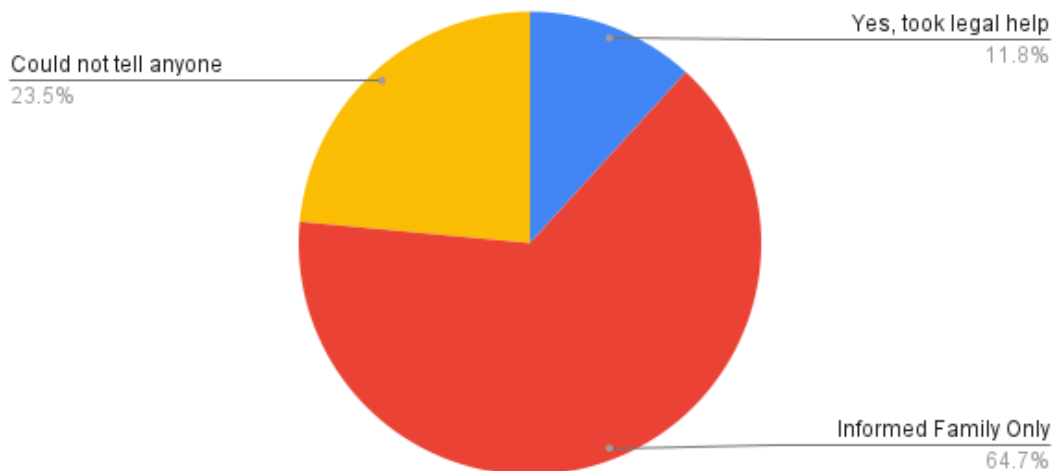
Have you experienced sexual harassment in public places or while travelling to your college?

Total Response: 411



Have you reported the incident to your family or seek legal helps?

Total Response: 17





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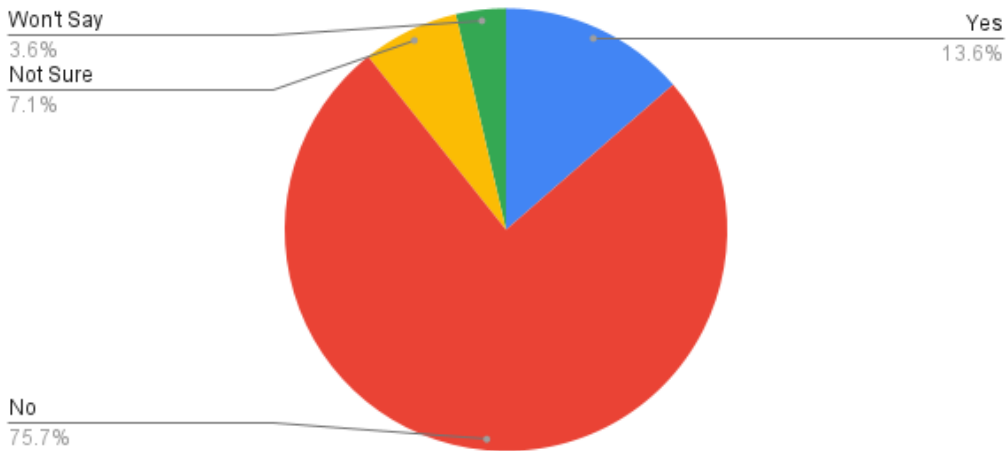
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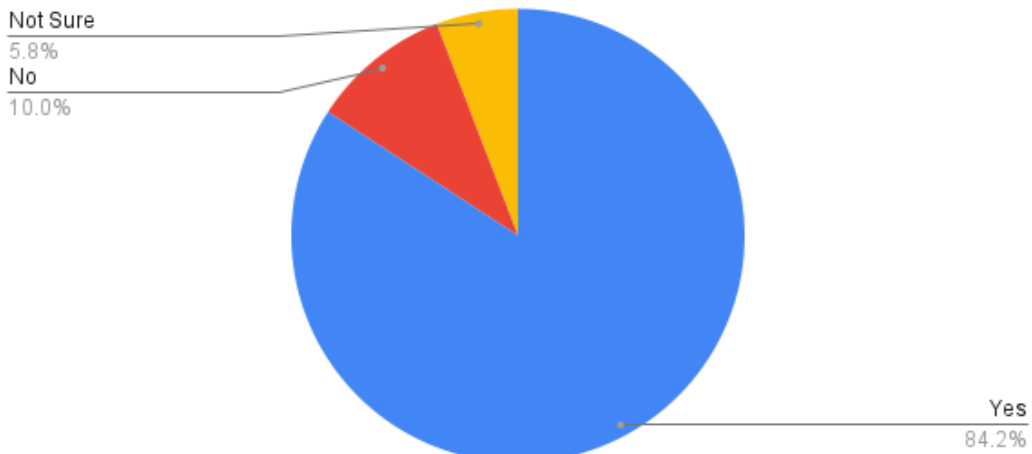
Have you ever been discriminated against in family or college because of your gender or sexual identity?

Total Response: 411



Do you feel the College campus has adequate facilities Lighting, Security Guards, CCTV Camera, Restrooms, Sanitary Pad

Total Response: 411





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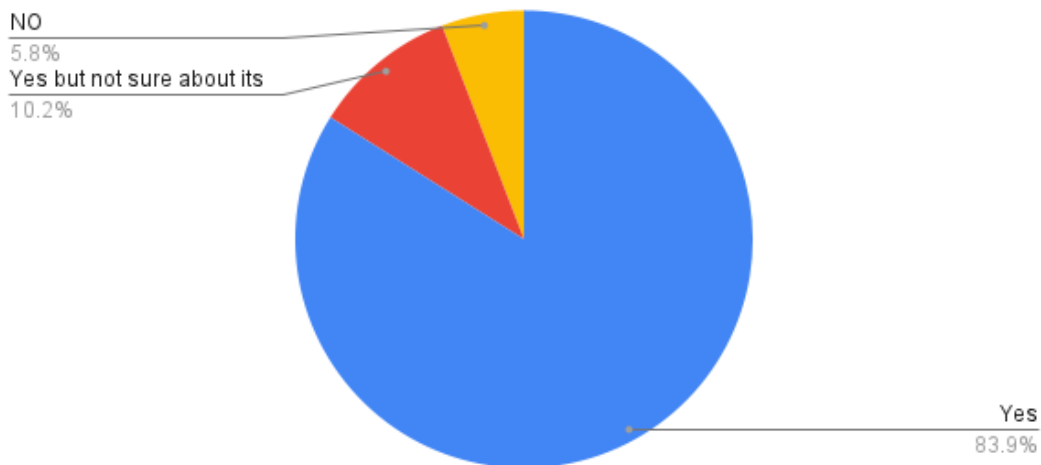
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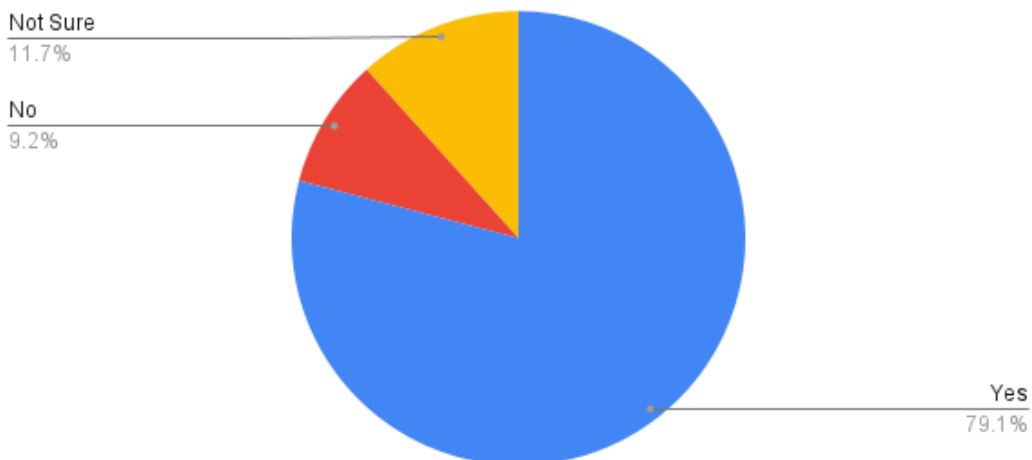
Are you aware of the existence of Legally constituted bodies like ICC in College and its function?

Total Response: 411



Do you feel that the college is safe for Women and members of LGBTQ+ Community?

Total Response: 411





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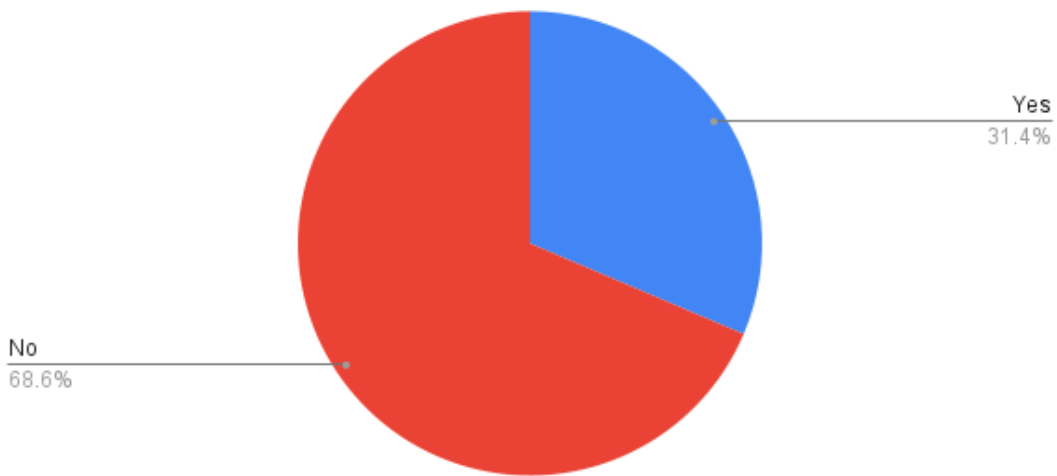
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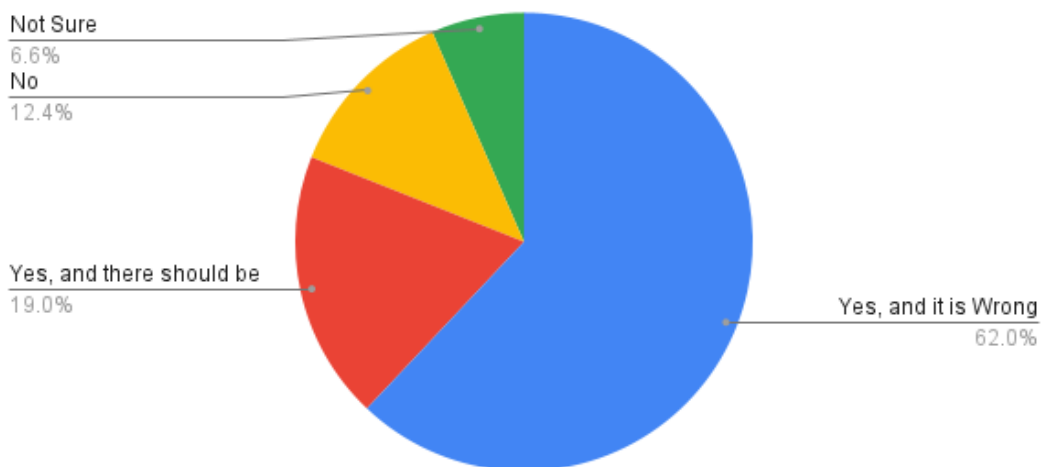
Are you aware of the Protection Of Children from Sexual Offences (POCSO) act?

Total Response: 411



Do you think there is Gender biased discrimination in your family?

Total Response: 411





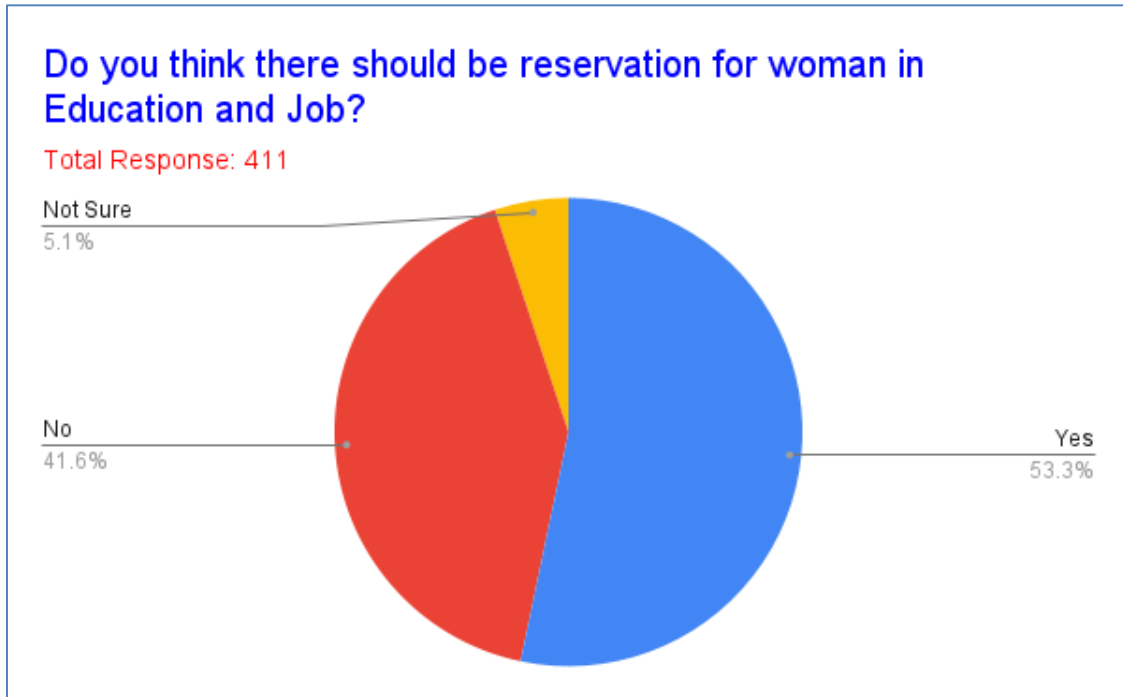
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ANALYSIS OF THE RESPONSES OF THE STUDENTS

Dr. A.P.J. Abdul Kalam Government College demonstrates a strong commitment to addressing gender issues with sensitivity and empathy. The college has cultivated an environment where equality is a core value, resulting in a significant presence of female students, whose numbers have increased over the years. A large portion of the student body (71.8%) comes from semi-urban areas, and most students come from families with an income below 10,000, indicating a lower-middle-class background.

Students at the college, regardless of gender, exhibit a high level of gender sensitivity. The majority believe in equal treatment and opportunities for both men and women in education and employment. They also feel that the teaching methods and materials are inclusive and free of gender bias. An overwhelming 90.3% of students reported no encounters with sexual harassment, though a few



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Incidents were noted, with victims often hesitant to seek legal recourse for fear of societal stigma.

Most students have not experienced gender-based discrimination on campus, highlighting the college's success in fostering gender awareness and sensitivity. The campus is perceived as gender-neutral, with facilities ensuring safety and comfort for all, especially female students. While many students are aware of the Internal Complaints Committee, some are unfamiliar with its functions.

Regarding the LGBTQ+ community, the majority believe the college provides a safe environment for all genders. However, some students reported experiencing gender-based discrimination at home, with a minority supporting such discrimination, primarily male students who benefit from it. Opinions on women's reservations are mixed; while many support it, others fear it might limit opportunities for male students.

Overall, the survey indicates that Dr. A.P.J. Abdul Kalam Government College fosters a gender-neutral, safe, and inclusive environment, promoting equal opportunities and attention for all students, regardless of their gender identity.



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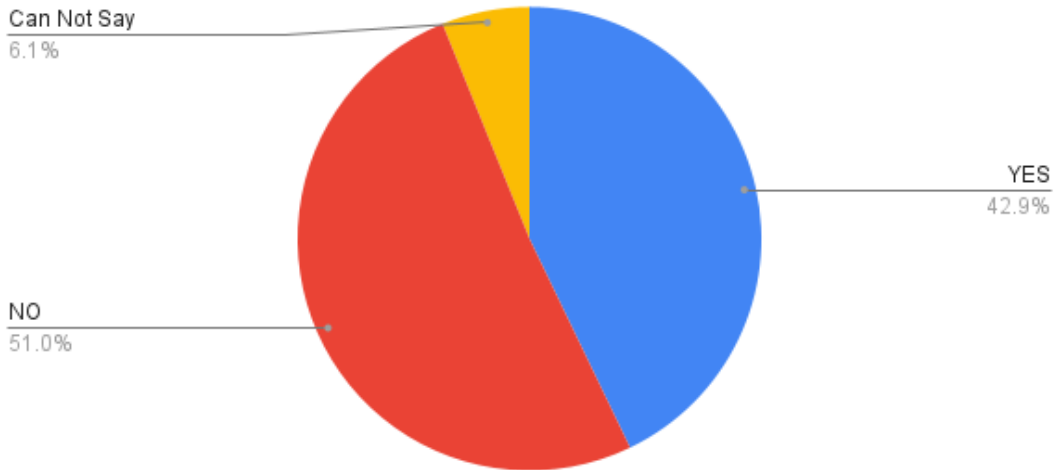


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TEACHER & OFFICE STAFF RESPONSE

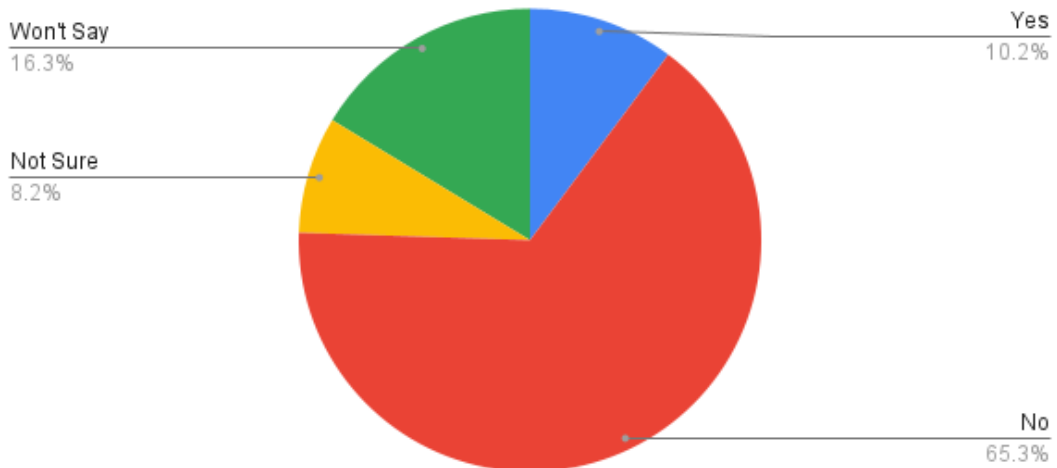
Do you believe that man and woman have equal opportunity in Higher Studies and Job?

Total Response: 49



Have you ever been discriminated against in family or college because of your gender or sexual identity?

Total Response: 49





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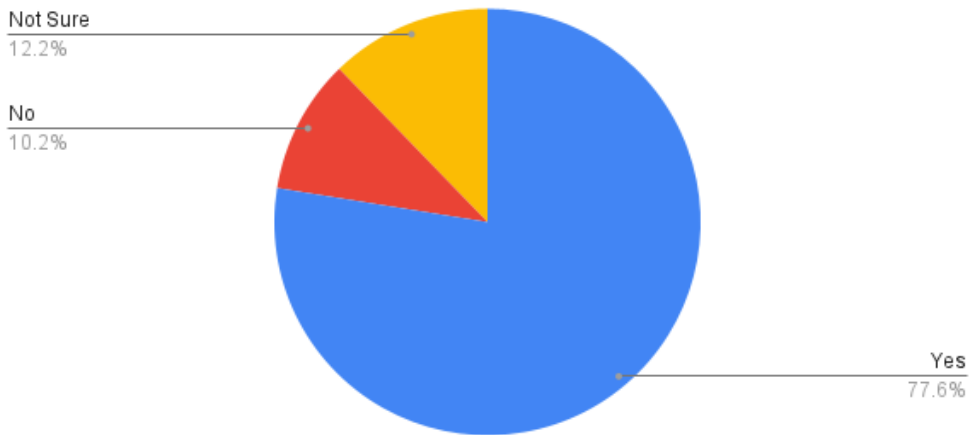
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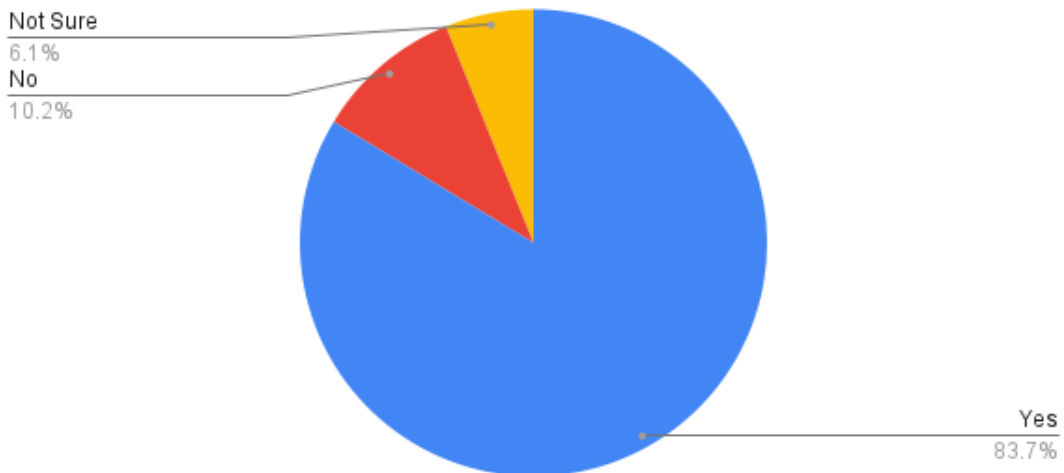
Do you feel the College campus has adequate facilities Lighting, Security Guards, CCTV Camera, Restrooms, Sanitary Pad

Total Response: 49



Do you feel that the college is safe for Women and members of LGBTQ+ Community?

Total Response: 49





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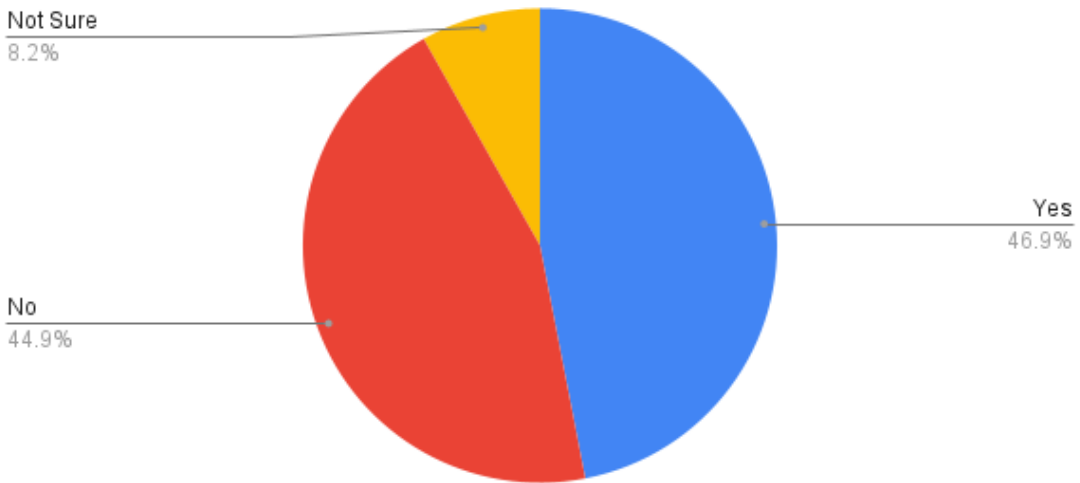
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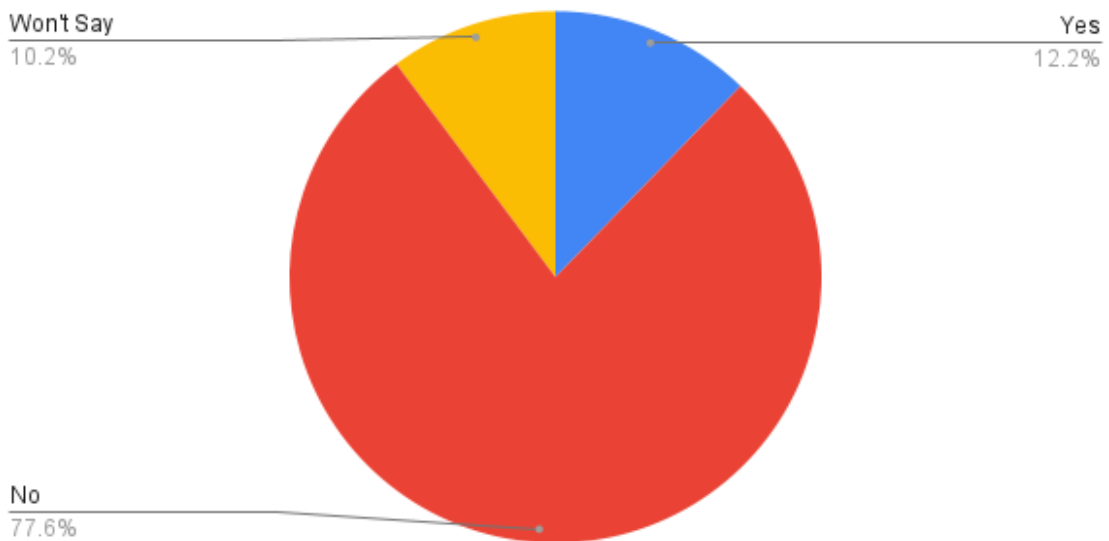
Do you think there should be reservation for woman in Education and Job?

Total Response: 49



Have you ever faced or witnessed Domestic Violence?

Total Response: 49





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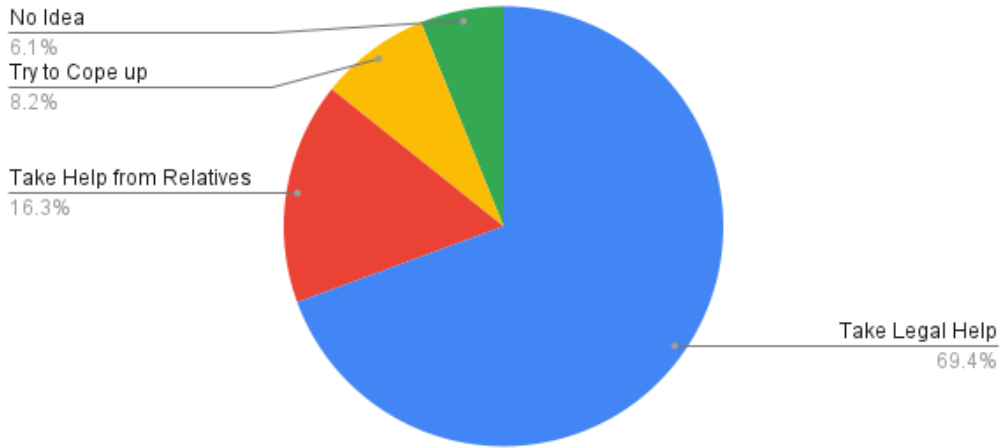
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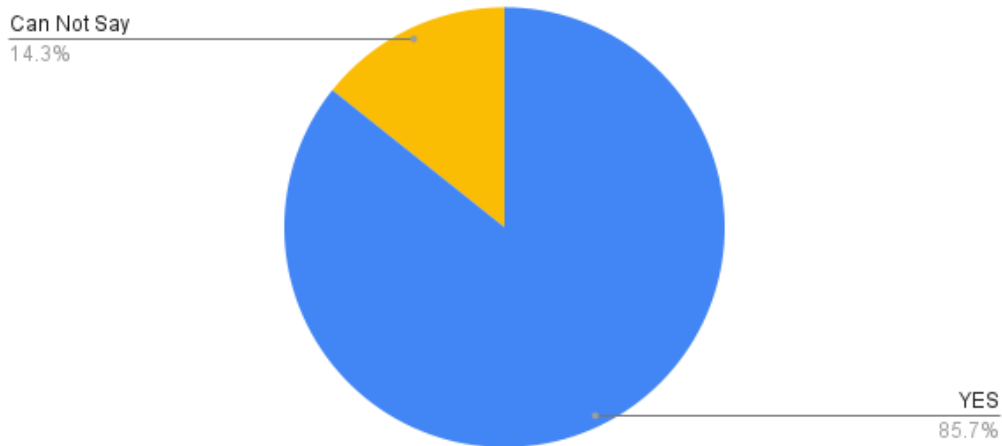
What should be the most suitable way to deal with Domestic Violence?

Total Response: 49



Should there be dedicated programs to support the mental health and well being of all gender?

Total Response: 49





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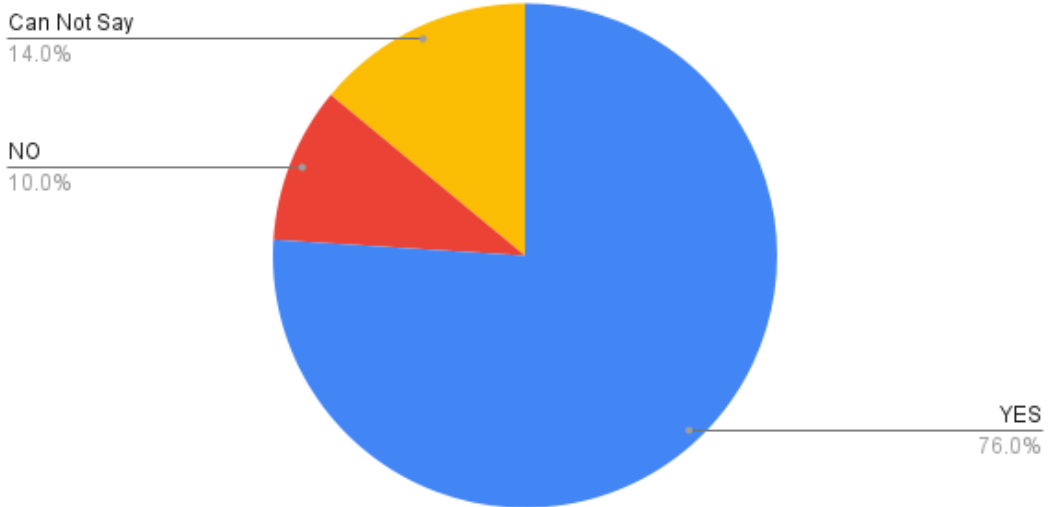
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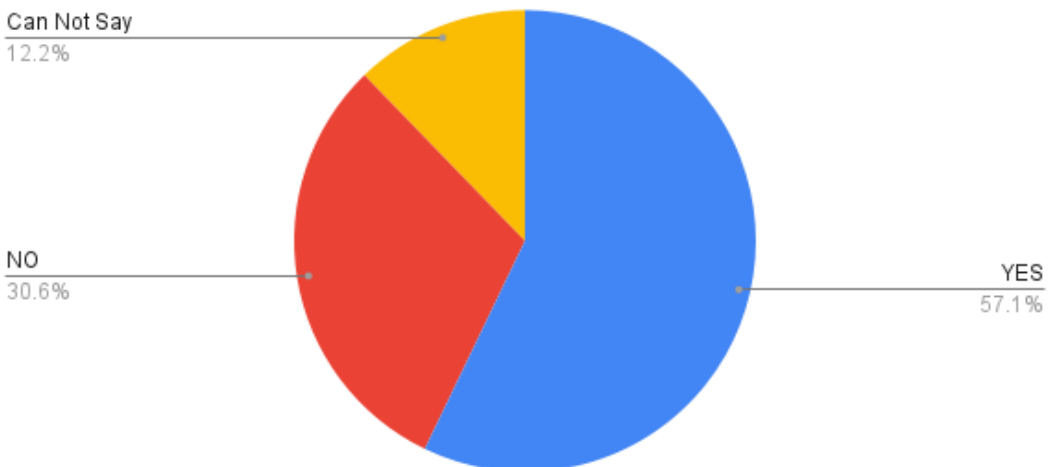
Should there be Sex Education in School Level Curricula?

Total Response: 49



Do you think the programmes and projects designed to target both men and women equally take in to account there specific

Total Response: 49





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ANALYSIS OF THE RESPONSES OF TEACHING AND NON-TEACHING STAFF:

Dr. APJ Abdul Kalam Government College has a total of 31 teaching staff members, with 15 males and 16 females. The non-teaching staff consists of 18 members, of which 12 are male and 6 are female. Over the years, women have prominently held key positions as convenors of various committees such as the Admission Committee, IQAC, College Exam Committee, Kanyashree Committee, Cultural Committee, and Career Counseling Committee, ICC, Women's Cell, demonstrating a significant presence of women in administrative roles.

The institution has had female heads from June 2018 to June 2019 and from January 2024 to the present. Both teaching and non-teaching staff, regardless of gender, exhibit a strong awareness of gender roles and demonstrate respect for all genders. Their collective efforts aim to make the institution more gender-neutral and inclusive. Staff members are conscientious in their interactions with students, avoiding language or actions that might cause gender bias, and they take special care when dealing with members of the LGBTQ+ community. This empathetic and inclusive approach has fostered a gender-equal environment.

In the past five years, there have been no reported cases of sexual harassment, verbal abuse, or mistreatment of students, which has contributed to an increase in the enrollment of female students. The number of admitted female students



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rose from 165 in the 2018-2019 academic year to 247 in 2023-2024, surpassing the number of male students.

A gender survey revealed that most teaching and non-teaching staff believe the college has made significant strides towards gender neutrality but acknowledge that more work is needed to ensure equal opportunities in higher education and employment. Most respondents reported that their families are gender-neutral and that they have not faced gender-based discrimination.

The college is well-equipped with facilities such as adequate lighting, security guards, CCTV, and sanitary pad vending machines to ensure the safety and comfort of students of all genders. The institution is also perceived as sensitive, caring, and supportive towards LGBTQ+ students. Regarding the reservation of women in education and jobs, the majority of staff members believe it is necessary. They also advocate for legal recourse as the best way to handle domestic violence and emphasize the need for dedicated programs to support the mental health and well-being of all genders. Additionally, 76% of the staff supports the inclusion of sex education in school curricula.





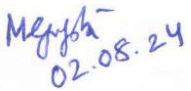

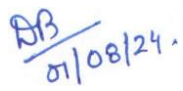

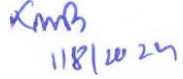
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**GENDER AUDIT REPORT APPROVED BY THE WOMEN'S CELL ON
1ST AUGUST, 2024**

Sl No.	NAME & DESIGNATION	SIGNATURE
1	Smt. Moushumi Chakravorti, Officer-in-Charge & Chairperson	 Officer-in-Charge Dr. A.P.J. Abdul Kalam Govt. College New Town, Rajarhat Kolkata-700156
2	Dr. Mala Neogy, Associate Professor & Convenor	 02.08.2024
3	Dr. Moumita Gupta, Assistant Professor & Co-Convenor	 02.08.24
4	Dr. Tista Dasgupta Bhattacharyya, Associate Professor & Member	 01/08/24
5	Drona Bandopadhyay, Assistant Professor & Member	 01/08/24.
6	Dr. Madhumati Chatterjee, Assistant Professor & Member	 11/8/24
7	Krishna Moitra Banerjee, LDC & Member	 11/8/24