



**Seva Mandal Education Society's
Dr. Bhanuben Mahendra Nanavati College of Home Science (Autonomous)**
NAAC Re-accredited "A+" Grade with CGPA 3.69/4 (3rd Cycle)
UGC Status College with Potential for Excellence (2016-2021)
"BEST COLLEGE AWARD 2016-17" Adjudged by S.N.D.T. Women's University
Selected under "Enhancing Quality and Excellence in select Autonomous College"
by Rashtriya Uchchatar Shiksha Abhiyan (RUSA)

Gender Audit Report

Commendations, Affirmations and Recommendations

Commendations

1. The Management bears 50% of the cost for Self-defence classes.
2. Regular meetings of statutory committees and actions taken on the suggestions given by the students
3. Mentoring services to build rapport between mentors and mentees.
4. It is highly commendable that the overall activities reflect the objectives set to improve gender sensitization despite the restrictions imposed due to the COVID 19 pandemic.
5. Infrastructure: Provision of Sanitary pads and incinerating machines and placement of first aid on the 1st floor/staff rooms, placement of CCTV at strategic locations, suggestion boxes, ramps, display of helpline numbers
6. Formation of committees: Internal Committee and Anti-Ragging and Grievance Redressal Committee are inclusive and active and ensure participatory involvement of major stakeholders in the planning and execution of various activities and initiatives regarding gender sensitivity and welfare.
7. Counselling facilities/mentoring services through a certified counselor are in place and actively addresses psycho-social and nutrition issues among other.
8. The provision to increase diversity in terms of social, economic, and physical ability profiling of students
9. Active involvement of NSS unit in conducting activities on the theme of gender sensitization

10. Encouragement to the students and faculty members to undertake research and publication in the areas of gender sensitization.
11. Provision of freeships/donations and sponsorships
12. Making course content gender responsive
13. A rich repository of gender responsive material in the library

Affirmations


1. Students active participation in almost all the committees.
2. Various interactive sessions arranged for students and non-teaching staff members.
3. This is to affirm that the report is in keeping with the vision, mission and objectives set by the institution for making its practices gender sensitive and gender welfare centric.

Recommendations

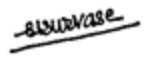
1. To draft gender policy of the institution.
2. To conduct a survey to find out if the students are aware of the gender laws of the university, whom to contact in case of any type of discrimination in the campus, have they experienced any incident of body shaming on the campus, would they like to have a dress code.
3. To conduct a survey for teaching and non-teaching staff to find out if they are given the maternity leaves as per the rules, do male staff members avail paternity leave as per rules, any experience of gender discrimination on the campus
4. Report mentions about the sports like chess and carom, what about outdoor sports
5. To find out reasons as to why there are few admissions for courses related to childhood education and hospitality management
6. While the design and conduct of various gender-sensitivity and empowerment activities is commendable, a mechanism to measure the impact of these activities could be undertaken.

7. Discussions on Issues pertaining to the access to the library and mentoring are generic in nature. If there is more focus on 'gender sensitivity/ empowerment specific' initiatives and activities, it would be much better.
8. While the overall efforts are highly commendable, initiatives could be taken to address intersections such as caste, language and bring more inclusivity. If the college takes initiatives to encourage students from categories such as ST/NT/transgender/Economically weaker sections among others it may contribute to the diversity of the student population.
9. While a strong presence of female gender in teaching and administrative positions is highly appreciated, efforts may also be made to include transgender individuals.
10. The issue of languages used for women that has been suggested by one of the committees, could be taken up through collective initiative. Besides, an audit of languages used in the administration to check gender-neutrality/inclusivity may be taken up.
11. If circumstances permit, a visit and interaction of the gender audit committee with the representative stakeholders may be arranged.

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Signature : 
Date : 05 January 2022.

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Designation : Dean Academics, K J Somaiya College of Science and Commerce, Mumbai

Signature : 
Date : 15th January 2022