

GENDER AUDIT REPORT (2018-22)



BANGABASI MORNING COLLEGE
19, Rajkumar Chakraborty Sarani, Kolkata- 700009

Radha Rama Ban

Coordinator, IQAC
BANGABASI MORNING COLLEGE
KOLKATA-700009

Amitava Das

Principal
Bangabasi Morning College
Kolkata - 700009

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Gender equality means that the rights, responsibilities, and opportunities of individuals will not depend on whether they are male or female, handicapped or able-bodied, young or elderly, white or black, or from rural or urban settings. Women are entitled to live in dignity, safety, and security. Gender equality is intrinsically linked to sustainable development and is vital to the realization of human rights for all. The overall objective of gender equality is a society in which women and men enjoy the same opportunities, rights, and obligations in all spheres of life.


A gender audit is a tool to assess and check the institutionalization of gender equality in organizations, including in their policies, programmes, projects, and/ or provision of services, structures, proceedings, and budgets. A gender audit would pay attention to different issues such as the status of gender equality in their policy and decision-making structures, organizational culture, and processes as well as gather staff's perceptions, understanding, and behaviours towards the issue.

Bangabasi Morning College has taken pride in providing adequate facilities and enabling consciousness and sensitization towards gender equality through several activities during each year. The Institute ensures the safety and security of everyone on the campus through well-defined guidelines. Being a co-educational Institution where gender equity is a way of life, it encourages girls and boys to participate together in academic, cultural, sports, and social activities. Various activities are organized to sensitize and promote gender equity among students and staff by the Women's Cell, NSS team, and different departments. Gender Equity has been stressed by our institution in its extension activities. The college tries to provide equitable educational opportunities to girls, regardless of their socioeconomic or cultural roots. All girls, regardless of their caste, religion, or any other aspect, have equitable access to educational resources and equipment. Our college has a strong ethical work culture that is based on inclusivity.

Facilities provided to create an appropriate environment in the institution where students and staff perform their functions without any gender bias and where girls are treated with dignity and respect:

- ✚ The college has a **Women's Cell** and the students are aware of its existence. The Basic Objects of Women's Cell:
 - To build a gender-sensitive campus.
 - To develop the self-confidence of women and awareness about women's welfare laws.
 - To create social awareness about the problems of women and in particular gender discrimination.


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- To assert the importance of economic, social, racial, mental health, health, and hygiene in the lives of women and realize the feminine potential.
- Motivating them to develop entrepreneurial skills thus making them self-independent.
- Encourage them to join NCC and NSS which will enable them to look beyond their domestic and personal priorities.
- To develop a multidisciplinary approach towards overall personality development.
- Organize regular seminars, workshops, and physical and vocational training relating to overall development.
- To ensure the safety and security of the female students in the college campus and promote a positive environment for the teaching and non-teaching staff.
- To take immediate action against any incident of sexual harassment held in the college premises according to the Vishaka guidelines recommended by the UGC in 2013.

✚ **Internal Complaint Cell (ICC) (As per POSH ACT, 2013)**

To refer to the cases of sexual harassment, if any, Bangabasi Morning College has created an **Internal Complaint Cell (ICC) (As per POSH ACT, 2013)** to ensure support services to the victimized. As per Section 4 of the POSH Act, the Committee is empowered to inquire into a complaint in the same capacity as a Civil Court under the Code of Civil Procedure, 1908. An aggrieved woman is required to submit her complaint along with the required documents, disclosing the witnesses, within three months from the date of the incident. The timeline for instituting the complaint may be extended by the committee if sufficient cause for the delay is displayed. If the aggrieved woman is incapable of filing the complaint due to any reason, the POSH Act and rules permit a third person to institute a complaint on her behalf. Following the receipt of a complaint, before initiating an inquiry, the ICC is required to provide alternative dispute resolution in the form of conciliation, if requested by the complainant. The Committee is empowered to issue interim reliefs. The POSH Act also prescribes punishments and/ or disciplinary actions included under the service rules of the organization after the allegation has been proven. The POSH Act also provides for compensation to the aggrieved woman.

- ✚ The college has a **Grievance Redressal Cell**. Objectives of the Grievance Cell are:
 - To develop a responsible and accountable attitude among all the stakeholders to maintain a harmonious and educational atmosphere in the institution.
 - Upholding the dignity of the institution by ensuring a strife-free atmosphere in the institution through promoting a cordial student-student relationship, student-teacher relationship, etc.
 - To encourage the students to express their grievances/ problems freely and frankly, without any fear of being victimized.

Radha Ranen Bar
 Coordinator, IQAC
 BANGABASI MORNING COLLEGE
 KOLKATA-700009

Anita Das
 Principal
 Bangabasi Morning College
 Kolkata - 700009