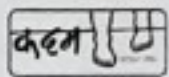




कदम



PLANT FOR PEACE
Initiated by: KADAM



लिम्का बुक ऑफ रिकॉर्ड 2009
माए कोपने इन्टरनेशनल अवार्ड 2013
राष्ट्रीय पुरस्कार प्राप्त कदम का अहीर नृत्य

■ मूल सोच- समग्र उत्तरदायित्व बोध ■

Gender Audit Certificate

2021-22

This certificate verifies that St. Aloysius College has successfully completed its Gender Audit for the academic year 2021-2022, assessing the institution's commitment to gender equality and inclusion.

Audit Overview:

- **Period of Audit:** 2021-22

Findings and Commendations:

- The college maintains robust gender equality initiatives, including the Women's Cell established in 1997.
- Successful implementation of various programs to enhance gender equity and support women's rights.
- Noteworthy achievements in sports, academia, and leadership, showcasing strong female participation and success.

Recommendations:

- Continue to expand gender sensitization programs.
- Enhance support structures for gender equality and women's empowerment.



निवेदक
योगेश गनोरे
संस्थापक - कदम संस्था

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- जन्मोत्सव पर पौधारोपण
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कला एवं संस्कृति

शिक्षा के लिए - 'कदम नेग'

NO GENDER ONLY HUMAN

Yogesh Ganore

Founder, Kadam Sanstha
Jabalpur (M.P.)

प्रधान कार्यालय: नवनीत एनक्लेव के सामने, रांडी, जबलपुर - 482005 (म.प्र.)

नगर कार्यालय : 113, चंद्रिका परिसर, गोरखपुर थाने के पीछे, जबलपुर - 482001 (म.प्र.)

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ST. ALOYSIUS' COLLEGE

(AUTONOMOUS), JABALPUR(M.P.)

Reaccredited 'A+' Grade by NAAC (CGPA 3.68/4.00)

College with Potential for Excellence (CPE) by UGC

DST-FIST Supported & Star College Scheme by DBT.

The report of Gender Audit of St. Aloysius College for the academic year 2021-22 was submitted by a team of three members

Dr. Anthonima Robin (Head, Women Cell)

Dr. Arachana Parsari (Asst. Prof, Mathematics)

Dr. Abhilasha Shukla (Asst. Prof. Hindi)

The report presents various Gender initiatives and protocols that the college has implemented. Areas of focus include water conductivity, providing insights into water purity and quality; air quality, which assesses the presence of pollutants and the general health of the indoor and outdoor campus environment; microbial evaluations, which check for microorganisms that could affect health; and the processes involved in the management and disposal of hazardous waste from college laboratories.

The report also includes the college adherence to environmental safety standards and maintains a commitment to creating a sustainable and eco-friendly academic setting. The detailed findings from these assessments are comprehensively outlined in the attached report.

We look forward to your feedback and any suggestions.

PRINCIPAL
St. Aloysius College (Autonomous)
JABALPUR- 482001 (M.P.)
INDIA



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Gender Audit Report 2021-22

"FAR AWAY THERE IN THE SUNSHINE ARE MY HIGHEST ASPIRATIONS. I MAY NOT REACH THEM, BUT I CAN LOOK UP AND SEE THEIR BEAUTY, BELIEVE IN THEM, AND TRY TO FOLLOW WHERE THEY LEAD".

–LOUISA MAY ALCOTT

Woman Cell was established in 1997 with the motto *"Duty makes us do things well but love makes us do them beautifully"*. The cell works with the mission *"The Women Cell shall strive to create a better and just society by empowering women."* The vision of the cell is *"To make the cell a unique platform for the development of its members, by providing them opportunities to contribute towards the betterment of the society."*

The cell works with the following objectives:

- To make students aware of Gender Equity.
- To help students to change their mindset and attitudes towards life in terms of women
- To encourage greater participation and to develop responsible and value oriented leadership in Female students.
- To build a society with social and economic gender equality as envisaged in the Indian Constitution through social service.
- To reach out to Women in the rural areas and make them aware of their social and legal rights and to equip them to stand against gender violence and gender discrimination
- To create awareness, instill values and develop the personality and leadership quality in the members.



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These objectives are met by the following means:

- *Performing skits and road plays for creating awareness in society.*
- *Organizing group discussions, speech, debate, essay writing, extempore, posters etc. on gender issues to sensitize students.*
- *Arranging lectures of highly qualified and successful women.*
- *Providing basic amenities for hygiene (soaps, hand towels etc.), education (copies, pen, pencil etc.), old clothes, bread, milk powder etc. to the needy.*

The Cell also tries to incorporate hygiene habits and ensure a healthy atmosphere in and around the college. It tries to equip them with the knowledge of their legal rights and redressal of their grievances. Time to time the cell conducts seminars and lectures by specialists and eminent personalities to stop violence against women, sexual harassment at work and about health, hygiene etc.

a) **Anti-Ragging Committee**

The college forms anti-ragging and discipline committee. The student in distress owing to ragging related incidents can access the committee.

No case notified.

b) **Redressal and Grievance Committee**

The students are the main stakeholders in any institution imparting education, and it is our endeavour to make all efforts to ensure transparency in all the activities at different stages. Taking this spirit in consideration the college has decided to provide mechanism to students for redressal of their grievances which include the following complaints of the aggrieved students.

- Academic
- Non-Academic
- Grievance related to Assessment
- Grievance related to Victimization
- Grievance related to Attendance



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- Grievance related to charging of fees
- Grievance regarding conducting of Examinations
- Harassment by colleague students or the teachers etc.
- Girls are made aware of laws and by-laws by organizing lectures of eminent judges, lawyers and police personnel and awake the girl students for their privileges and duties.
- The policy of this committee is to create zero tolerance to harassment.

The institutional Grievance Redressal Cell addresses the grievances of students as follows:

- A suggestions box placed at a strategic point in the college where students can drop their grievances. The suggestion box is opened weekly and then scrutinized.
- After which they are forwarded to the Principal.
- Principal takes the necessary action to resolve the grievances within a week.
- Students can approach the Principal for their grievances personally or through e-mail.
- A meeting of the Grievance Redressal cell is held every four months. The grievances are categorized as academic and administrative and as per their categorization they are numbered and entered in the Grievance Redressal register.

No Case Notified.

c) Anti-harassment committee: This committee took all the preventive measures to prevent sexual harassment and resolved related issues. The Women's cell and Equal opportunity centre assist in creating awareness on gender equality and inculcating a sense of responsibility towards upholding the dignity and welfare of women. Students were educated from time to time on Human rights, Women's rights, violence against women and law for protection of women by eminent advocates and social workers.

No case notified.

d) Facilities for Girls in Campus:

- i) Multigym:** The College provides a separate multi-gym facility for ladies with latest amenities like 2 treadmill, 1 cross trainer, 3 cycles, 1 twister and 10 pairs of dumbbells of different weight.



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ii) **Sports:** The College ensures the participation of women students in various intra and inter-institutional sports competitions led by a women sports officer who train and encourage women participation. Best athlete award is given annually. Following events are organized for the girl students in which every year 150 girls participate.

- | | |
|--------------------------|------------------------|
| 1. Football | 2. Handball |
| 3. Volleyball | 4. Cricket |
| 5. Chess | 6. Badminton |
| 7. Table tennis | 8. Kho-kho |
| 9. Kabaddi | 10. Hockey |
| 11. Wrestling | 12. Judo |
| 13. Track & field events | 14. Cross country race |

iii) **Cultural:** The cultural committee comprises of 90% woman staff who motivate and prepare women student for competing in cultural events at all levels.

iv) **NCC and NSS girls units:** There are two NCC girls' units (Naval and Army) and one NSS girls' unit. Various programmes are organized aiming the female students to make them sensitize towards the issues of women foeticide, AIDs awareness and the girls are motivated to join these units

v) **Ladies Room:** Provision is made for girls resting mode in ladies room. There is an adequate place and silence is maintained for girls to study. This room is also equipped with Television, Water cooler and Sanitation Machine.

vi) **Girls Washroom:** The washrooms for girls have been refurbished with modern amenities with clean environment. All the facilities are available in the Girls' Washroom.

vii) **Girls Hostel:** The ladies hostel is provided with enhanced accommodation, adequate space, ambience and good location. The rules and regulation of Ladies Hostel are strictly implemented and students follow the same.

a) The ambience of women Hostel is much secured.



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- b) To ensure students participation in the housekeeping of the hostel and to maintain discipline, the students' representatives are appointed.
 - c) The warden Sr. Mercitta of the hostel provides home like atmosphere to the girls.
 - d) The students of the hostel celebrate basically all festivals like Holi, Diwali, Id, Christmas, Onam and others and the management of the hostel provides all the support for organizing these programmes.
 - e) Hostel management takes the responsibility for the sick students, provide the vehicle to take the student to the hospital and also accompany them.
 - f) Security guard is present for 24 hrs.
 - g) Indoor and outdoor game facilities are provided in the hostel like caroms, chess, badminton court, table tennis court etc.
 - h) Other facilities include the hostels are provided with 10 PCs with wi-fi internet connection to be used by the girls. It is fitted with solar heaters for hot water supply.
- The infrastructure facilities provided at the girls hostel.

Sr. No.	Particular	Details
1	No. of Rooms	40
2	Occupancy	35 rooms @ 3 students, 5 halls @5 students
3	Chapel	1 for meditation
4	Counseling Room	Once a month
5	Wi-Fi Facility	2mbps leased line
6.	Solar Heater	4 panels
7.	Computer Room	10 PCs



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f. Gender Balance in Enrollment of Profile (Student Profile)

S. No	Category	Years	2021-22
1.	Students	Male	2846
		Female	2910
		Total	5756
2.	Teaching Staff	Male	29
		Female	89
		Total	113
3.	Non -Teaching Staff	Male	31
		Female	08
		Total	39

g. Outstanding Achievements of Girls: Sports



National		International	
Male	Female	Male	Female
16	05	01	01

International Level



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Year	Medal	Male	Female	% of Female
2021-2022	Gold	0	0	0%
	Silver	1	1	100%
	Award	-	-	--

National Level

Year	Medal	Male	Female	% of Female
2021-2022	Gold	02	01	50%
	Silver	02	02	100 %
	Bronze	-	-	

Khelo India University Games

Year	Medal	Male	Female	% of Female
2021-2022	Gold	03	-	00%
	Silver	01	01	100 %
	Bronze	-	-	-

All India University

Year	Medal	Male	Female	% of Female
2021-2022	Gold	04	01	25%
	Silver	-	-	-
	Bronze	-	02	100 %

NCC

Year	RD C	NS C	YEP	TSC	GROUP LEVEL BEST CADET AWARD	UNIT LEVEL BEST CADET AWARD	Defence Secretary Commendation	CM Commendation
2021-22								

NSS



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Year	District level RDC	State level Camp	National Level Camp
2021-22	02	01	

Placement record

Year	No. of students (Female)	No. of students (Male)	Total	Total % of Female
2021-22	57	44	101	56.43%

Student Support and Scholarship

College level Scholarships 2021-22 (July to June)								
Year	Student Aid Fund	Merit Scholarship	Sports Scholarship	Cultural Scholarship	NCC Scholarship	Poor Girl Child Scholarship	Earn & Learn	Total Scholarship
2021-22	M - 39	M - 4	M- 29	M- 3	M - 0	M - 0		
	F - 39	F - 21	F- 15	F- 0	F - 1	F - 10		
Amount	407410	76230	301161	5041	5204	75780		



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Government Scholarships									
Year	National Scholarship Portal	Prime Minister Special Scholarship Scheme	Post Metric Scholarship	Mukhyamantri Medhavi Vidyarthi Yojna	Mukhyamantri Jan Kalyan Yojna	Government	Madhya Pradesh Tribal Affairs Automation System	MP Awaas Sahayata Yojna	Total % of Financial Assistance
20	N -	87	91	234	35	03	-	-	450
21	R -	40	297	411	18	01	04	04	775
-									
22									
	Total Students	127	388	645	53	04	04	04	1225

Faculty Research & Publication

Year	Male	Female	Total	Total % of Female
2020-21				



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Faculty Awards

Year	Male	Female	Total	Total % of Female
2021-22	01	01	02	50%

Student's academic achievement Gold medalist

Year	Male	Female	Total	Total % of Female
2021-22				

Silent Features & Recommendations

It is found that St. Aloysius College has attained gender balance in its system. Strengths & Gender sensitive initiatives in the Institute are:

- There has been an overall gender balance in enrolment.
- Good number of girl student's recipient of merit scholarships.
- Various committees aim to foster an environment in which unlawful discrimination & harassment are not tolerated and where all members of the college community are encouraged to achieve their full potential.
- The college monitors the experience of all students through annual progress review meetings. It encourages the participation of all students in all aspects of college life. The college fosters an atmosphere where intolerance on grounds of gender is unacceptable.
- The staff gender balance seems to be maintained (as per the number of existing staffs being 80:20 ratio).
- The college committees allow resources for an academic student activity as a gender neutral basis.
- The committee recommended displaying the various committees with rules and regulations and experts for eg. Anti-ragging committee, Anti-Sexual Harassment committee.



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Highlights of the activities of the Women cell

The Women's Cell of St. Aloysius (Auto.) College, Jabalpur consistently strives to create a better just and equitable society through various lectures and programmes. *The following activities were conducted in the year 2021-22:*

1. Health Awareness Program on "Health & Hygiene" was organized by Women Cell, St. Aloysius College (Autonomous), Jabalpur, M.P. on 12th October, 2021. The objective of the program was to impart knowledge and create awareness about health and hygiene during this pandemic time. This program was organized for the teachers and executives in the institution. The Guest Speakers were Dr. Anushree Jamdar, Joint MD and CEO, Jamdar group of Hospitals, Jabalpur, Yoga Acharya Mr. Rahul Awasthi, and Program coordinators Mr. Amit Pandey, Mr. Nitesh Pandey. It was very interesting session.



2. The women cell organized the one-day Educational Program for girl students in collaboration with Mathematics Department on "VEDIC MATHS COURSE FOR GIRLS" on 16th November, 2021. The main objective was to make the students aware about vedic maths and tricks, so that they can solve complex problems much easily and efficiently. It also enables faster calculation as compared to the usual method. To give them better understanding of mathematic and increase creativity and confidence in them and also promote women Empowerment. And many Techniques/Sutras to solve the mathematical arithmetic in easy and faster way. It consists of 16 sutras (formulae) and 13 sub- sutras (sub-formulae) which can be used for problems involved in arithmetic, algebra, geometry, calculus, conics etc.



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3. The women cell organized two days workshop on “sanitizer making” in the collaboration of Chemistry Department for the Girls students from 15 November to 16 November 2021. The main objective of the programme was to make aware of the students about COVID-19 causes and effect. Total 17 students were benefitted by the Workshop.



4. Under the banner of Women Cell in Collaboration with Kadam Institute, Jabalpur Organized Essay Writing Competition on “**No Gender Only Human**” from 21st Dec. to



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24th December, 2021. The objective of the Essay Writing Competition was to create writing skill among the students and also aware the students about the present condition of women in Indian societies. 12 students of the college participated in this competition.



5. **On the Occasion of International Zero Tolerance Poster Competition** was organized by Women Cell, St. Aloysius College (Autonomous), Jabalpur, M.P. on 7th February, 2022.

The purpose of the competition is to raise awareness and maintain this awareness on "**Crime & violence against women**" this includes reviewing of the structure of the family and the responsibilities of individuals



towards women so that each person understands his responsibility towards his family and society. The numbers of students were 25. It was very interesting and Informative session.

6. Speech Competition on "**Women Empowerment in India**" Organized by Women Cell and NSS of St. Aloysius College (Autonomous), Jabalpur, M.P. in collaboration with Nehru Yuva Kendra Jabalpur, on 9th February, 2022. The objective of the Speech Competition was to create awareness among the students about the present status of women entrepreneurs in India. The Resource Speakers were Mr. Prateek Sinha Co-ordinator and Mr. Atul Pandey, Nehru Yuva Kendra, Jabalpur. The students of the college participated in this competition. It was a very interactive and fruitful session.



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- On 18th to 19th of February 2022 the Women Cell organized the two days Training Program for girl students in collaboration with Computer Science Department. The name of the event was "Website Design" which was held on 18th - 19th of February 2022 and it was conducted by Ms. Arifa Anjum and Mrs. Shraddha Soni under Ms. Neha Namdev. The aim of the program was to make the students aware about computer website design, so that they become techno-friendly. To make the student capable of identifying the Website and detecting the defects and faults occurred in them. To promote women Empowerment. On the first day of the event, the girl students were given the theoretical information of the Website design Basic Concepts and its Create types – "To create a website, you need to follow 4 basic steps, Register your domain name. Your domain name should reflect your products or services so that your customers can easily find your business through a search engine. Find a web hosting company, Prepare your content, Build your website". On the second day of the program, Shrdhha soni " Web design is the process of creating websites. It encompasses several different aspects, including webpage layout, content production, and graphic design. While the terms web design and web development are often used interchangeably, web design is technically a subset of the broader category of web



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development" practically showed the arrangement of Website design to students and also taught the process of defect detection and how to physically assemble them. The outcome of the program is that the students learn how to make the website and to implement further in their study.



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8. On the occasion of International Women's Day the Indian Medical Association had organized Intercollegiate Competition on **"Strong Women Competition"** in Krishna Hotel, Jabalpur on 8th March 2022. In which four students have participated of our college participated in this competition. The names of the students were Shambhavi Bhanot, Maria Hussian, S. Sashikala and Vasundhara Roy. Shambhavi Bhanot won the first prize giving an exemplary performance.





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