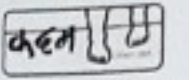




कदम

■ मूल सोच- समग्र उत्तरदायित्व बोध ■



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

Gender Audit Certificate

2019-20

This certificate confirms that St. Aloysius College has successfully conducted its Gender Audit for the academic year 2019-2020. The audit assessed the college's compliance with gender equality standards and evaluated initiatives aimed at promoting gender equity across campus activities and policies.

Audit Date: 19 September 2020

The findings affirm the college's commitment to fostering an inclusive academic and social environment that supports gender balance and equality. Future endeavors to enhance gender-related initiatives are encouraged.

Yogesh Ganore

Yogesh Ganore

Founder Kadam Sanstha
Jabalpur (M.P.)



निवेदक
योगेश गनोरे
संस्थापक - कदम संस्था

PLANT FOR PEACE

- जन्मोत्सव पर पौधारोपण
- वीजारोपण अभियान
- अंशरोपण अभियान

कला एवं संस्कृति

शिक्षा के लिए - 'कदम नेग'

**NO GENDER
ONLY HUMAN**



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

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

फोन: 0761-4034765, मो. 9300102621, 9302470225, 9424728886 | www.plantforpeace.in | e-mail: kadamsince1995@gmail.com



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

Gender Audit Report

2019-20

The Gender Audit Report for St. Aloysius College for the academic year 2019-20 has been compiled and submitted by Dr. Anthonima Robin, Dr. Archana Pasari, and Dr. Abhilasha Shukla.

This document encapsulates the college's strategic initiatives and pedagogical protocols developed to enhance gender equality. It methodically outlines the implementation and impact of awareness programs, leadership training, and outreach efforts that are strategically designed to empower women. Furthermore, the report provides a critical analysis of the institutional support frameworks, including grievance mechanisms and anti-harassment measures, that are crucial for fostering a secure and inclusive academic milieu.

We look forward to your feedback and any suggestions

Members of Women Cell

- Dr. Anthonima Robin
- Dr. Archana Pasari
- Dr. Abhilasha Shukla

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



ST. ALOYSIUS COLLEGE, 1, AHILYA BAI MARG, PENTINAKA CHOWK, SADAR, CANTT,
JABALPUR, MADHAYA PRADESH, INDIA 482001

+917612620738

info@staloyuscollege.ac.in



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

Gender Audit Report

"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

For gender equality in all its intervention & practices 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.

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.*



**ST. ALOYSIUS COLLEGE, 1, AHILYA BAI MARG, PENTINAKA CHOWK, SADAR, CANTT,
JABALPUR, MADHAYA PRADESH, INDIA 482001**



+917612620738



info@staloysiuscollege.ac.in



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

- *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 endeavor 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
- Grievance related to charging of fees
- Grievance regarding conducting of Examinations
- Harassment by colleague students or the teachers etc.



ST. ALOYSIUS COLLEGE, 1, AHILYA BAI MARG, PENTINAKA CHOWK, SADAR, CANTT,
JABALPUR, MADHAYA PRADESH, INDIA 482001



+917612620738



info@staloysiuscollege.ac.in



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

- 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 center 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.



ST. ALOYSIUS COLLEGE, 1, AHILYA BAI MARG, PENTINAKA CHOWK, SADAR, CANTT,
JABALPUR, MADHAYA PRADESH, INDIA 482001



+917612620738



info@staloyuscollege.ac.in



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

- 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.
- The ambience of women Hostel is much secured.
 - To ensure students participation in the housekeeping of the hostel and to maintain discipline, the students' representatives are appointed.



ST. ALOYSIUS COLLEGE, 1, AHILYA BAI MARG, PENTINAKA CHOWK, SADAR, CANTT,
JABALPUR, MADHAYA PRADESH, INDIA 482001



+917612620738



info@staloyuscollege.ac.in



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

- c) The warden Sr. Mercitta of the hostel provide 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



ST. ALOYSIUS COLLEGE, 1, AHILYA BAI MARG, PENTINAKA CHOWK, SADAR, CANTT.
JABALPUR, MADHAYA PRADESH, INDIA 482001



+917612620738



info@staloyuscollege.ac.in



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

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

S. No	Category	Years	2019-20
1.	Students	Male	2669
		Female	2804
		Total	5473
2	Teaching Staff	Male	34
		Female	85
		Total	119
3	Non -Teaching Staff	Male	31
		Female	07
		Total	38

g. Outstanding Achievements of Girls:

Sports

International level

Year	Medal	Male	Female	Total	%of Female
2019-2020	Gold	2	2	4	50%
2019-2020	Silver	2	1	3	33.33%
2019-2020	Bronze	Nil	2	2	100%

Intercollegiate Level

Year	Male	Female	Total	% of Female
2019-20	15	18	43	41.86%

Winners of Annual sports meet

Year	Male	Female	Total	% of Female
2019-20	21	16	37	43.24%



ST. ALOYSIUS COLLEGE, 1, AHILYA BAI MARG, PENTINAKA CHOWK, SADAR, CANTT.
JABALPUR, MADHAYA PRADESH, INDIA 482001



+917612620738



info@staloysiuscollege.ac.in



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



NCC

Year	RDC	NSC	YEP	TSC	GROUP LEVEL BEST CADET AWARD	UNIT LEVEL BEST CADET AWARD	Defence Secretary Commendation	CM Commendation
2019-20	03	04	02		01	01	01	01



NSS

Year	District level RDC	State level Camp
2019-20	03	02



Placement record

Year	No. of students (Girls)	boys	Total	Total % of Female
2019-20	23	09	32	71.87%



ST. ALOYSIUS COLLEGE, 1, AHILYA BAI MARG, PENTINAKA CHOWK, SADAR, CANTT.
JABALPUR, MADHAYA PRADESH, INDIA 482001



+917612620738



info@staloyuscollege.ac.in



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

Student Support and Scholarship

Year	Student Aid Fund	Merit Scholarship	Sports Scholarship	Cultural Scholarship	NCC Scholarship	Poor Girl Child Scholarship	Total Scholarship
2019-20	91 (Male & Female)	28 (05 Male & 23 Female)	35 (20 Male & 15 Female)	12 (08 Male & 04 Female)	13 (07 Male & 06 Female)	07 Female	186 11,28,345/-

Year	Government Scholarships								
	National Scholarships Portal	Prime Minister Special Scholarship Scheme	Post Metric Scholarship	Mukhyamantri Medhavi Vidyarthi Yojna	Mukhyamanti Jan Kalyan Yojna	Gaon ki Beti	Madhya Pradesh Tribal Affairs Automation System	MP Awaas Sahayata Yojna	Total % of Financial Assistance
2019-20	85	21	354	590	15	11	04	10	1090

Faculty Research & Publication

Year	Male	Female	Total	Total % of Female
2019-20	08	32	40	80.00 %



ST. ALOYSIUS COLLEGE, 1, AHILYA BAI MARG, PENTINAKA CHOWK, SADAR, CANTT. JABALPUR, MADHAYA PRADESH, INDIA 482001



+917612620738



info@staloyuscollege.ac.in



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

Faculty awards

Year	Male	Female	Total	Total % of Female
2019-20	02	03	05	66.6%

Student's academic achievement Gold medalist

Year	Male	Female	Total	Total % of Female
2019-20	06	36	42	85.7%

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 activities as a gender neutral basis
- The committee recommended to display the various committees with rules and regulations and experts for eg. Anti-ragging committee, Anti-Sexual Harassment committee.



ST. ALOYSIUS COLLEGE, 1, AHILYA BAI MARG, PENTINAKA CHOWK, SADAR, CANTT.
JABALPUR, MADHAYA PRADESH, INDIA 482001



+917612620738



info@staloyuscollege.ac.in



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

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. Following are the events coordinated by the Women's cell in the last academic year:

Session 2019-20

- A talk on eye donation was organized at St. Aloysius College (Auto.), Jabalpur by the Women Cell on 27th August, from 8:15 am to 9:00 am. The gathering was addressed by Dr. Pawan Sthapak (Member of Indian Medical Association Madhya Pradesh, Jabalpur) and member of Dada Virendrapuriji Maharaj Netra Bank. The students were made aware about the conditions required for eye donation which is considered to be one of the noble acts after blood donation. He also informed the students that Dada Virendrapuriji Maharaj Netra Bank will be organizing Netradaan Jagrukta Rally on 1st September, 2019. The talk was attended by more than 180 students.



- The Women Cell of St. Aloysius' (Autonomous) College organized a lecture on "Nutritional Diet" on 21st Sep. 2019 for girl students. The speaker was Dr. Anjali Diwan, Jabalpur. In this lecture there were 178 students have participated.
- Women cell also organised "Health checkup" for female students of the college on 5th December 2019. 82 female students of the college benefitted from this checkup.
- On 15th Jan 2020, The Sanitary Napkin Awareness Program was conducted in the college for the female students. About 132 students were benefitted from it.



ST. ALOYSIUS COLLEGE, 1, AHILYA BAI MARG, PENTINAKA CHOWK, SADAR, CANTT,
JABALPUR, MADHAYA PRADESH, INDIA 482001



+917612620738



info@staloyuscollege.ac.in



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 Women Cell also organized Poster making competition on the theme "Role of women education towards environmental sustainability" on 16th January 2020. There were 70 students participated in the Poster competition.

- The Women Cell of St. Aloysius' (Autonomous) College organized a talk on "Cyber Crime and Security" dated 6th February 2020 for girl students. The speaker was Ms. Ritu Upadhyay, SI, Cyber Crime Branch, Jabalpur. She was assisted by Mrs. Avni Vani and Mr. Prashant Steele. Ms. Ritu Upadhyay informed the students that in today's world the attacks do not take place on physical body rather they take place on the personal or



corporate virtual body. She briefed the students about the common types of cybercrimes that are taking place. She added, since everyone has become

digital and the use of

social media, online banking services, online shopping, ATM etc. is very general thus anyone can



easily become a victim of cybercrimes. She gave the students beneficial inputs as to how



to avoid and deal with such crimes. She also advised the students not to get terrified if such crime takes places rather approach the Cyber Crime branch so that proper action can be taken. The session was then opened for questions and queries, during which the students actively

participated. The number of students benefited by this talk was 144.

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



ST. ALOYSIUS COLLEGE, 1, AHILYA BAI MARG, PENTINAKA CHOWK, SADAR, CANTT,
JABALPUR, MADHAYA PRADESH, INDIA 482001



+917612620738



info@staloyuscollege.ac.in