



GENDER AUDIT

2022 – 23

INSTITUTIONAL SELF ASSESSMENT PROCESS

Affiliated to University of Burdwan

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TEHATTA, PURBA BARDHAMAN
WEST BENGAL
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GENDER AUDIT

2022 – 23

Prepared by

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Tehatta Sadananda Mahavidyalaya**



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DECLARATION OF AUDIT TEAM

We believe that sufficient and appropriate audit processes were carried out and that evidence was obtained to substantiate the accuracy of the conclusions drawn and presented in this report. A comparison of the circumstances as they were at the time of the audit forms the basis of the conclusions.

PREFACE

A nation needs to value every gender equally to progress sustainably. A society attains better development in all aspects when both genders are entitled to similar opportunities. Providing equal rights in decision making, health, politics, infrastructure, profession etc. will surely advance the society to a new level. Gender equality builds a nation, for everyone has the right to lead his/her life accordingly without any discrimination. Every individual of society dreams for equal rights and access to resources available at their disposal, but there is a lot of discrimination. This discrimination can be due to cultural differences, geographical differences, racial differences, social status and even gender. The most prevalent discrimination is gender inequality. It is not a localized issue nor is it limited to only certain spheres in life but is prevalent across the globe. Even in progressive societies and top organizations, we can see many examples of gender bias. Gender equality aims to create a society where all individuals regardless of their gender have the same prospects for personal development and fulfillment. Gender equity goes beyond the simple consideration that men and women are equal. It acknowledges the fact that individuals of different genders may face different challenges and therefore require different solutions to cater to their specific needs and bring about parity between men and women. It promotes a healthier ambience by eradicating the imbalances and ensuring that everyone has an equitable chance to succeed. Gender equity therefore seeks to address the disparities by taking into account the unique requirements of different genders without perpetuating the stereotypes.

Awareness of gender issues is the foundation upon which gender equality and gender equity are built. Raising awareness help people identify the social and gender based injustices and encourages them to question and challenge the age old beliefs that promote oppressions. It helps people to move out of stereotypical mindset and strive towards a more equal and better future.

INTRODUCTION

A gender audit is a tool to assess and check the institutionalization of gender equality into organizations, including their policies, programmes, projects and provision of services, structures, proceedings and budget. Gender audits allow organizations to identify and understand gender patterns within their composition, structures, processes, organisational culture and management of human resources and in the design and delivery of policies and services. Gender audits establish a baseline against which progress can be measured over time, identifying critical gender gaps and challenges and making recommendations of how they can be addressed through improvements and innovations.

Any organization involved in higher education is required to establish a democratic ideal of equity and equality for men and women. If a gender gap is discovered within the organization, it needs to be addressed with a thorough cross-sectional investigation of gender and a range of socioeconomic factors. This gender audit was put together by IQAC and the Women's Cell at Tehatta Sadananda Mahavidyalaya. This audit's primary goal is to:

1. Understanding the organisation's current practices and situation from a gender perspective, identifying gaps and strong points.
2. Create a baseline on which the Gender Equality Plan will be based on.
3. Create a common awareness background and understanding within the campus to ensure Gender Equality.

ABOUT THE COLLEGE

Since long before the dawn of Independence the erudite people among the depressed, persecuted and toiling masses of Tehatta and her adjacent villages have earnestly tried to eradicate the cause of illiteracy from the locality and to enlighten them with the blessing of higher education. The initial steps, now recognized as prime, were the foundation of Tehatta Sailendra Smriti Sangha, a village Library, a small Hospital, a Post Office and of course Tehatta Free Primary School and Tehatta High School. The latest and glorious inclusion in the list was Tehatta Sadananda Mahavidyalaya, (Estd. 2013) a coeducational Govt. aided Degree College, affiliated to University of Burdwan. In the year of 2022 the college gets permanent affiliation from University of Burdwan.

GENDER POLICY OF THE COLLEGE

- i. To include gender equity into the culture, procedures, programmes, and values of organizations.
- ii. Encourage and practice equal compensation for equal labour.
- iii. Create a setting where men and women can successfully juggle work and family obligations.
- iv. Preserve gender parity among employees and organizational structures.
- v. Encourage the presence of women in senior decision-making roles inside the institute.
- vi. Encourage cooperation between men and women.
- vii. Set up practical safeguards for everyone's (all genders) protection and safety.

GENDER BALANCE WITHIN THE INSTITUTION

STUDENTS PROFILE

The term "gender balance" refers to having a proportionately high and low number of male and female employees and students inside the organization.

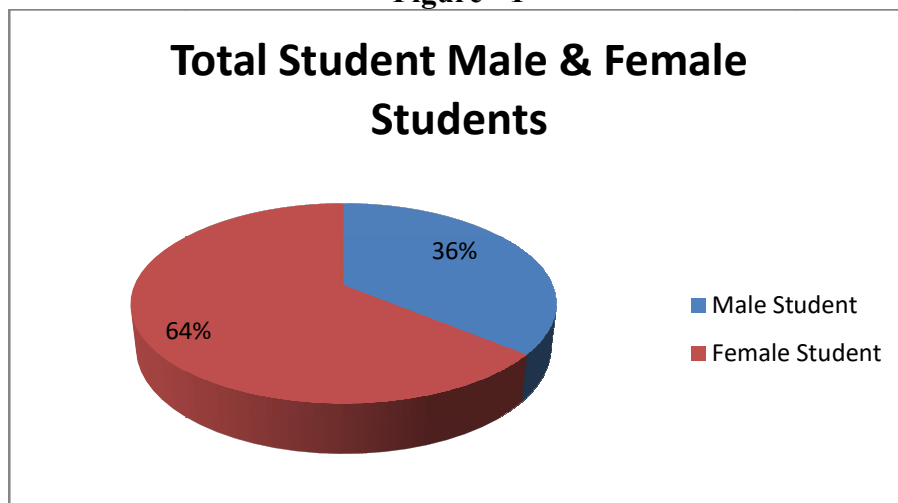
Women have historically had less access to opportunities and resources because of social institutions that frequently serve as barriers. Women become less capable as a result, which has a knock-on effect on their empowerment and ability to participate in development programmes. However, Tehatta Sadananda Mahavidyalaya does a wonderful job of upholding gender neutrality on campus. The gender breakdown of all college students for the 2022–2023 academic year is displayed in the table below.

2022– 23

1. Total Student Male &Female Students

Year	Total Student	Male Student	Female Student	Male Student %	Female Student %
2022-23	350	126	224	36	64

Figure - 1

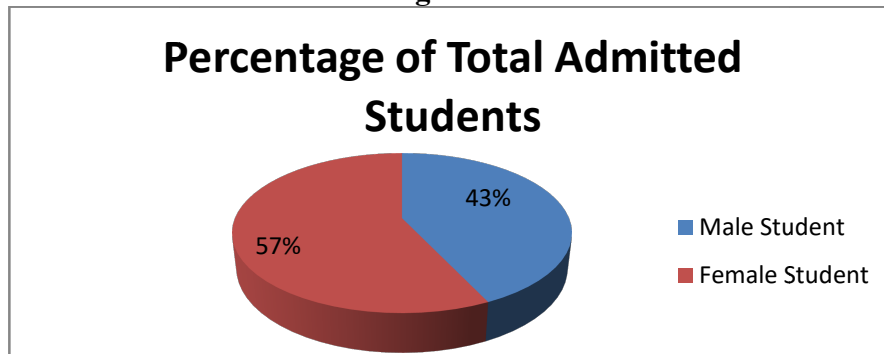


Interpretation: The graphical representation of Figure – 1 shows that the percentage distribution of Total male & female Students. The graphical representation of Figure – 1 also shows that the percentage score of female students is higher than the percentage score of male students.

2. Total Admitted Students

Year	Total Student	Male Student	Female Student	Male Student %	Female Student %
2022-23	156	67	89	43	57

Figure - 2

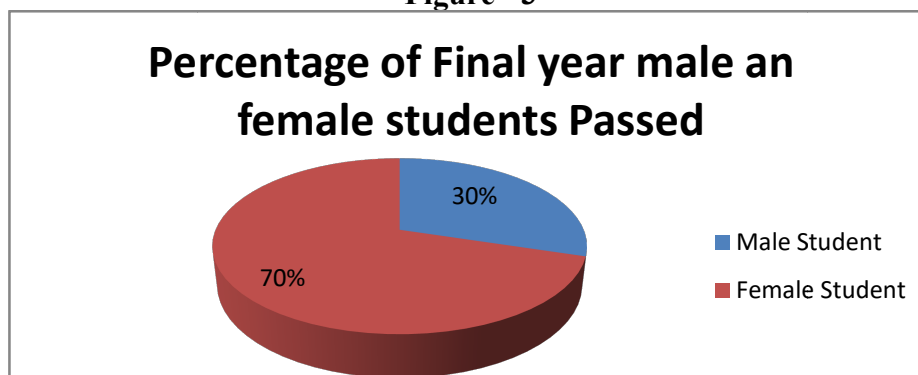


Interpretation: The graphical representation of Figure – 2 shows that the percentage distribution of Total admitted male & female Students. The graphical representation of Figure – 2 also shows that the percentage score of admitted female students is higher than the percentage score of male students.

3. Total Number of Final year students Passed

Year	Total Student	Male Student	Female Student	Male Student %	Female Student %
2022-23	61	14	33	30	70

Figure - 3

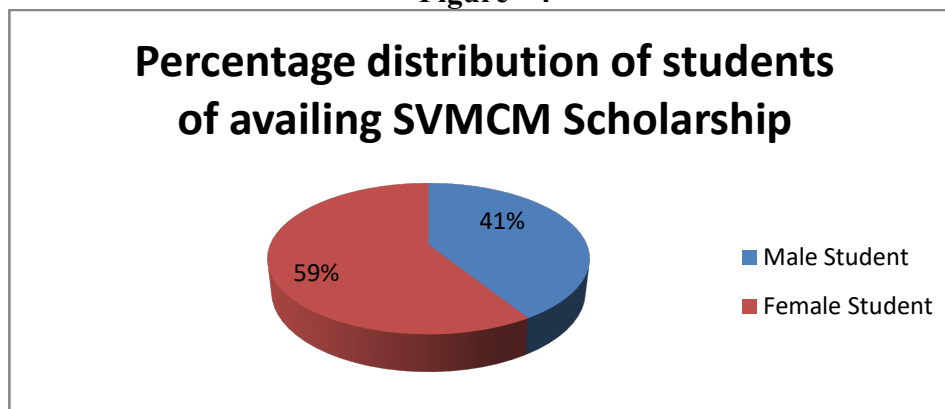


Interpretation: The graphical representation of Figure – 3 shows that the percentage distribution of Total male & female passed Students. The graphical representation of Figure – 3 also shows that the percentage score of female passed students is higher than the percentage score of male passed students.

4. Percentage distribution of students of availing SVMCM Scholarship

Year	Total Student	Male Student	Female Student	Male Student %	Female Student %
2022-23	146	60	86	41	58.9

Figure - 4

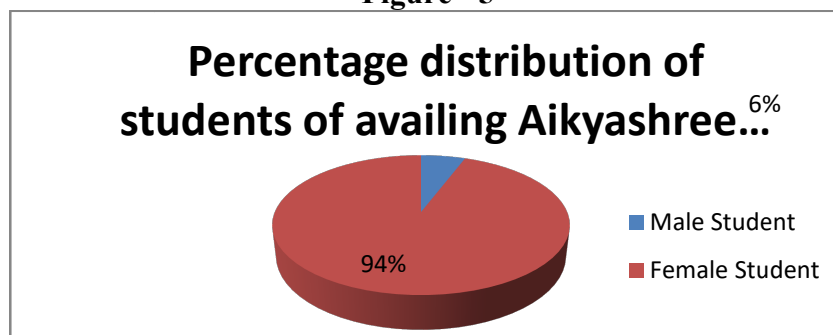


Interpretation: The graphical representation of Figure – 4 shows that the percentage distribution of Total male & female Students availing SVMCM Scholarship. The graphical representation of Figure – 4 also shows that the percentage score of female students availing SVMCM Scholarship is higher than the percentage score of male students.

5. Percentage distribution of students of availing Aikyashree Scholarship

Year	Total Student	Male Student	Female Student	Male Student %	Female Student %
2022-23	52	03	49	5.8	94.2

Figure - 5

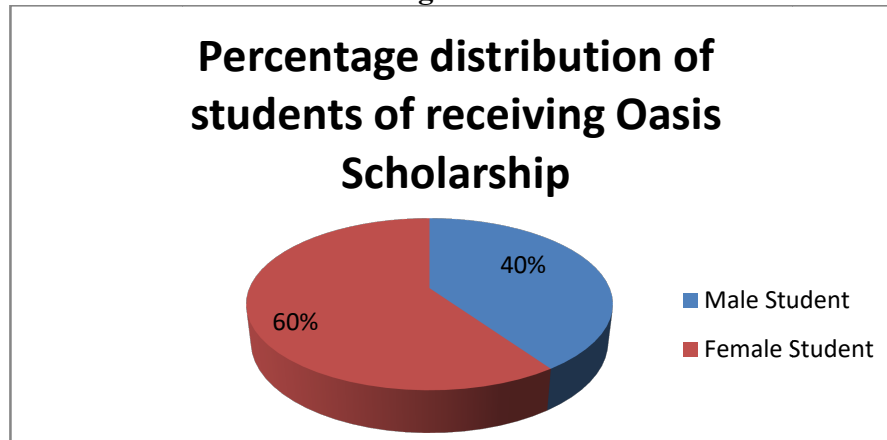


Interpretation: The graphical representation of Figure – 5 shows that the percentage distribution of male & female Students availing Aikyashree Scholarship. The graphical representation of Figure – 5 also shows that the percentage score of female students availing Aikyashree Scholarship is higher than the percentage score of male students.

6. Percentage distribution of students of receiving Oasis Scholarship

Year	Total Student	Male Student	Female Student	Male Student %	Female Student %
2022-23	57	23	34	40.3	59.6

Figure - 6

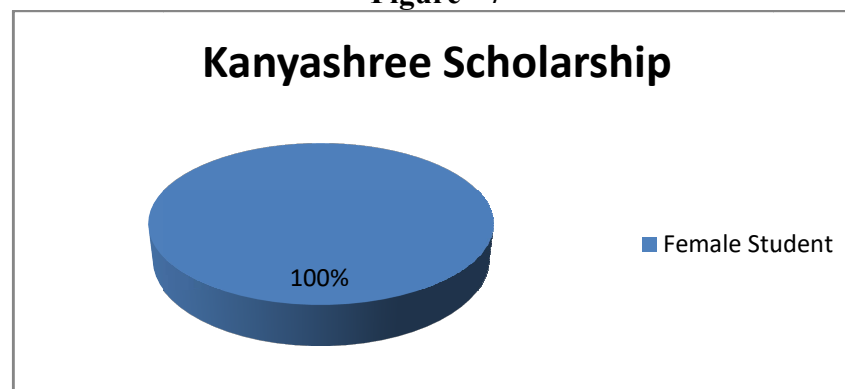


Interpretation: The graphical representation of Figure – 6 shows that the percentage distribution of Total male & female Students receiving Oasis Scholarship. The graphical representation of Figure – 6 also shows that the percentage score of female students receiving Oasis Scholarship is higher than the percentage score of male students.

7. Kanyashree Scholarship

Year	Total Female Student	Female Student	Female Student %
2022-23	03	03	100

Figure - 7

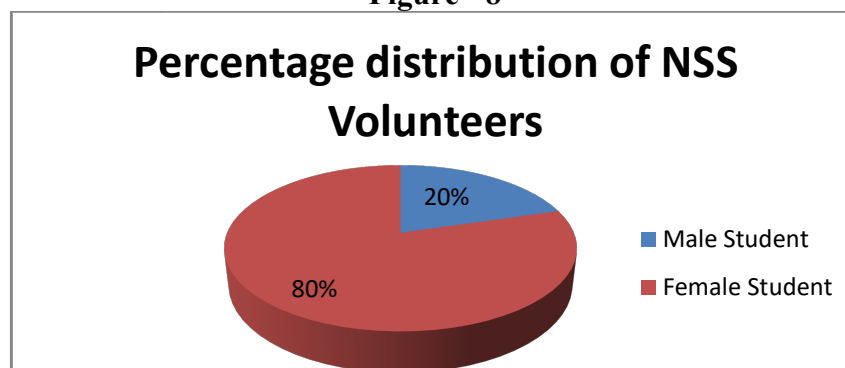


Interpretation: The graphical representation of Figure – 7 shows that only female Students percentage of Kanyashree Scholarship because the scholarship is only provided for female students.

8. Percentage distribution of NSS Volunteers

Year	Total Student	Male Student	Female Student	Male Student %	Female Student %
2022-23	98	20	78	20.4	79.6

Figure - 8

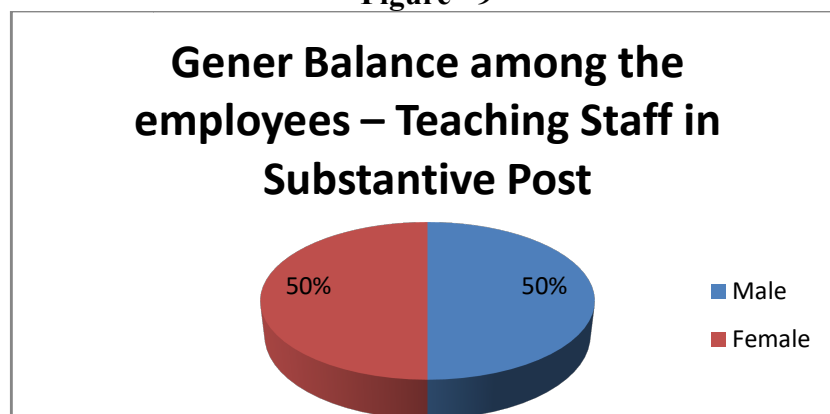


Interpretation: The graphical representation of Figure – 8 shows that the percentage distribution of NSS male & female Student Volunteers. The graphical representation of Figure – 8 also shows that the percentage score of NSS female student Volunteers is higher than the percentage score of NSS male student Volunteers.

9. Gender Balance among the employees – Teaching Staff in Substantive Post

Year	Total	Male	Female	Male %	Female %
2022-23	08	04	04	50	50

Figure - 9

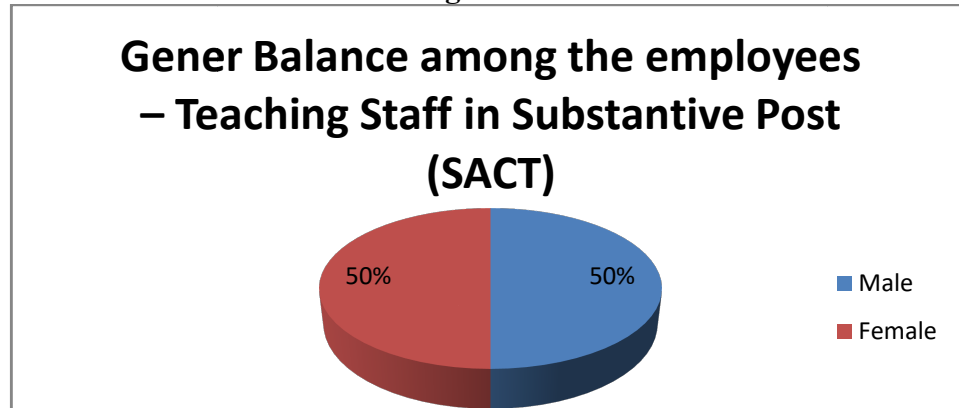


Interpretation: The graphical representation of Figure – 9 shows that the percentage distribution of Total male & female employees (Teaching Staff). The graphical representation of Figure – 9 also shows that the percentage score of male employees and the percentage score of female employees (Teaching Staff) are equal.

10. Gender Balance among the employees – Teaching Staffin Substantive Post (SACT)

Year	Total	Male	Female	Male %	Female %
2022-23	10	05	05	50	50

Figure - 10

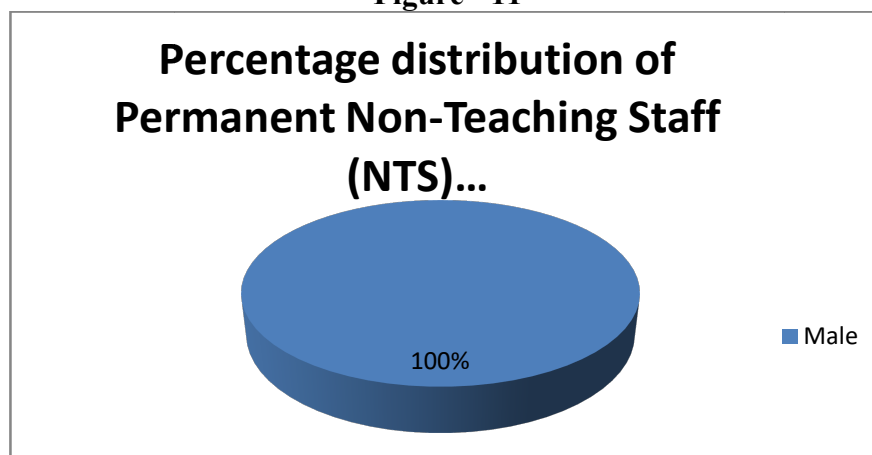


Interpretation: The graphical representation of Figure – 10 shows that the percentage distribution of Total male & female Teaching Staff in Substantive Post (SACT). The graphical representation of Figure – 10 also shows that the percentage score of male student Volunteers and the percentage score of female Teaching Staff in Substantive Post (SACT) are equal.

11. Percentage distribution of Permanent Non-Teaching Staff (NTS)

Year	Total	Male	Female	Male %	Female %
2022-23	01	01	00	100	00

Figure - 11

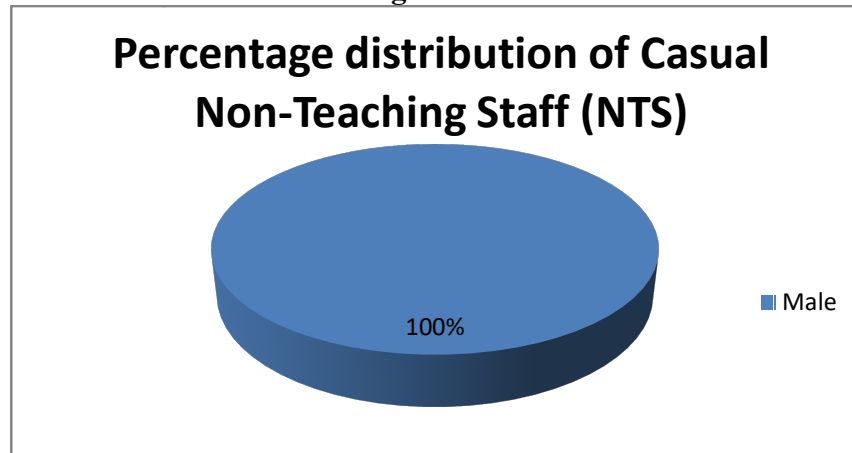


Interpretation: The graphical representation of Figure – 11 shows that only male Permanent Non-Teaching Staff (NTS) percentage because college has only male post.

12. Percentage distribution of Casual Non-Teaching Staff (NTS)

Year	Total	Male	Female	Male %	Female %
2022-23	03	03	00	100	00

Figure - 12

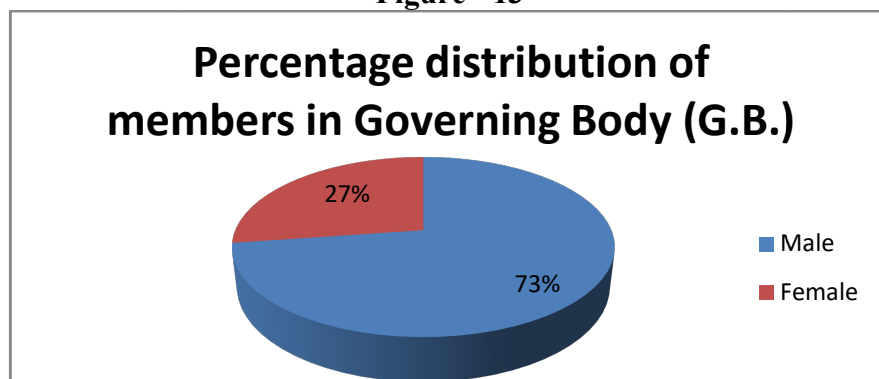


Interpretation: The graphical representation of Figure – 12 shows that three male Casual Non-Teaching Staff (NTS) and here is no any female staff.

13. Percentage distribution of members in Governing Body (G.B.)

Year	Total	Male	Female	Male %	Female %
2022-23	11	08	03	72.7	27.3

Figure - 13

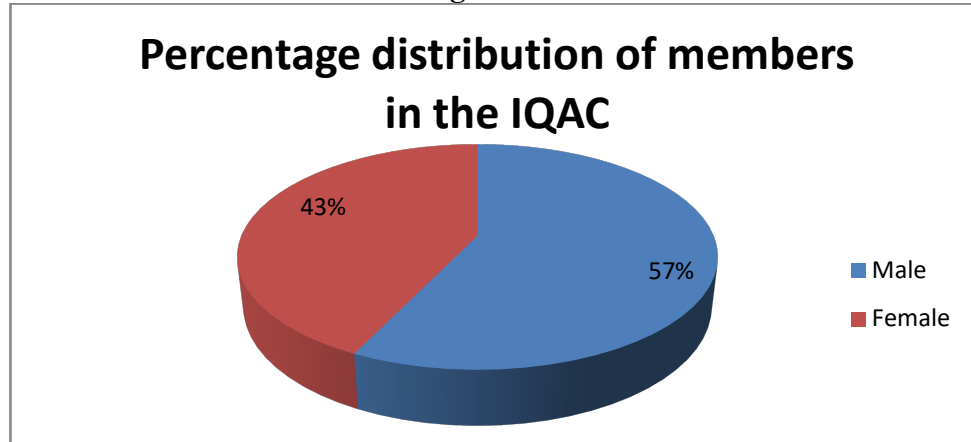


Interpretation: The graphical representation of Figure – 13 shows that the percentage distribution of Total male & female in Governing Body (G.B.) The graphical representation of Figure – 13 also shows that the percentage score of male Teaching staff is higher than the percentage score of female Teaching staff in Governing Body (G.B.).

14. Percentage distribution of members in the IQAC

Year	Total	Male	Female	Male %	Female %
2022-23	14	08	06	57.1	42.9

Figure - 14

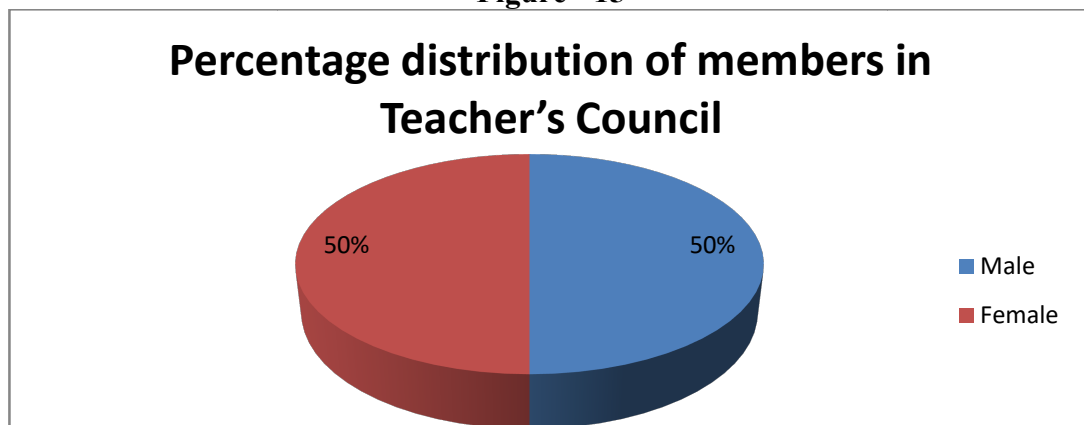


Interpretation: The graphical representation of Figure – 14 shows that the percentage distribution of Total male & female members in the IQAC. The graphical representation of Figure – 14 also shows that the percentage score of male member is higher than the percentage score of female members in the IQAC.

15. Percentage distribution of members in Teacher's Council

Year	Total	Male	Female	Male %	Female %
2022-23	18	09	09	50	50

Figure - 15

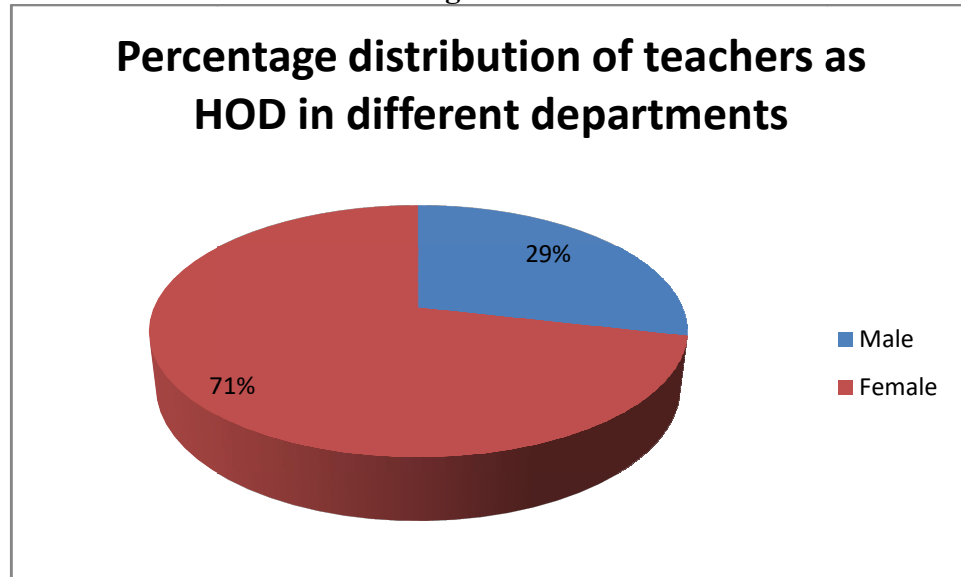


Interpretation: The graphical representation of Figure – 15 shows that the percentage distribution of Total male & female members in Teacher's Council. The graphical representation of Figure – 15 also shows that the percentage score of male Teaching staff and the percentage score of female Teaching staff in Teacher's Council are equal.

16. Percentage distribution of teachers as HOD in different departments.

Year	Total	Male	Female	Male %	Female %
2022-23	07	02	05	28.5	71.5

Figure - 16



Interpretation: The graphical representation of Figure – 16 shows that the percentage distribution of Total male & female teachers as HOD. The graphical representation of Figure – 16 also shows that the percentage score of female teachers as HOD is higher than the percentage score of male teachers as HOD.

Graphical representation in the basis of student's answers from questionnaire

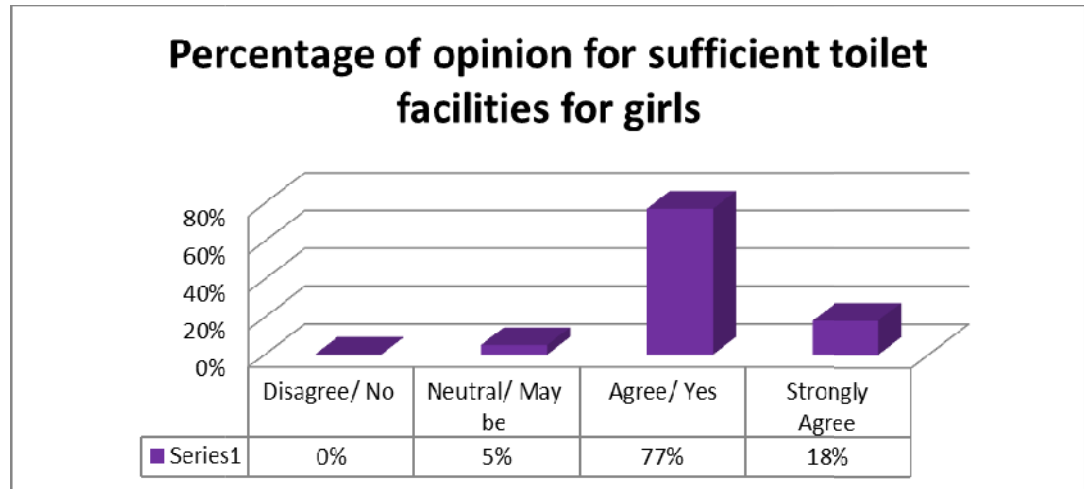
The questionnaire was distributed among the college students to collect proper answers. Approx 202 college students express their views about college through the questionnaire. The evaluation of their answers shown below by graphical representation.

QUESTIONNAIRE FOR STUDENTS (শিক্ষার্থীদের জন্য প্রশ্নাবলী)

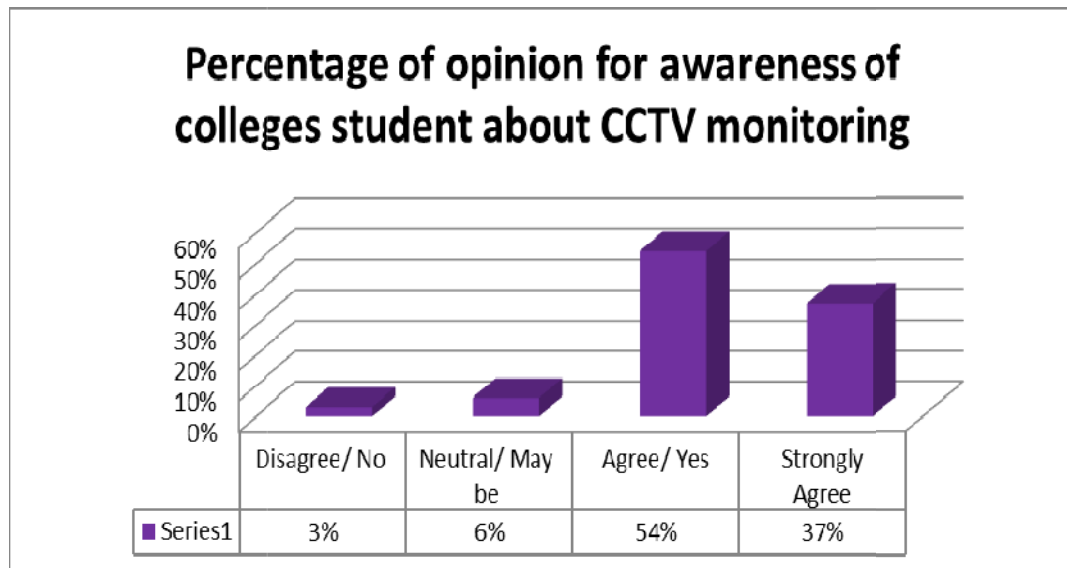
Sl. No.ক্রমনা.	Questions (প্রশ্ন)	Options			
		Disagree/ No (একমত /না)	Neutral/ May be (নিরপেক্ষ/ হতেপারে)	Agree/ Yes (একমত/ হ্যাঁ)	Strongly Agree (দৃঢ়ভাবে একমত)
01	Are there sufficient toilet facilities for girls to use on campus? (ক্যাম্পাসে মেয়েদের ব্যবহারের জন্য পর্যাপ্ত টয়লেট সুবিধা আছে কি?)				
02	Are you aware that colleges are monitored by CCTV? (আপনি কি জানেন যে কলেজ সিসিটিভি দ্বারা পর্যবেক্ষণ করা হয়?)				
03	Has gender discrimination ever been an issue for you at college? (কলেজে লিঙ্গবৈষম্য কি কখনও আপনার জন্য একটি সমস্যা হয়েছে?)				
04	Are there sufficient trash bins in the lavatory? (শৌচাগারে কি পর্যাপ্ত ট্র্যাশবিন আছে?)				
05	Do all genders have equal opportunities for fair and unrestricted expressing of ideas? (সবলিঙ্গেরই কি সুষ্ঠু ও সীমাহীন মত প্রকাশের সমান সুযোগ আছে?)				
06	Are you aware that the college has grievance redressal, anti-sexual harassment, and women's cells? (আপনি কি জানেন যে কলেজে অভিযোগ নিষ্পত্তি, যৌন হয়রানি বিরোধী এবং মহিলাদের সেল রয়েছে?)				

07	Does the classroom provide all genders with equal opportunities? (শ্রেণীকক্ষ কি সব লিঙ্গকে সমান সুযোগ প্রদান করে?)				
08	Have enough security measures been put in place for daytime use on campus and in common areas? (ক্যাম্পাস এবং সাধারণ এলাকায় দিনের ব্যবহারের জন্য যথেষ্ট নিরাপত্তা ব্যবস্থা রাখা হয়েছে?)				
09	Does your college run a programme on gender awareness? (আপনার কলেজ কি লিঙ্গ-সচেতনতার উপর একটি প্রোগ্রাম চালায়?)				
10	Is there enough light available inside the campus at night, for example, in the common spaces, restrooms, classrooms, and corridors? (রাতে কি ক্যাম্পাসের ভিতরে পর্যাপ্ত আলো পাওয়া যায়, উদাহরণ স্বরূপ, সাধারণ স্থান, বিশ্রামাগার, শ্রেণীকক্ষ এবং করিডোরে?)				
11	Are female students fairly represented in the College's events? (কলেজের ইভেন্ট গুলিতে মহিলা ছাত্রীরা কি যথাযথ ভাবে প্রতিনিধিত্ব করে?)				
12	Which of the following five years' worth of improvements at the college do you think have happened most favourably? (কলেজে নিম্নলিখিত পাঁচ বছরের উন্নতির মধ্যে কোনটি সবচেয়ে অনুকূল ভাবে ঘটেছে বলে আপনি মনে করেন?)				
Remarks (মন্তব্য):					
<i>Bi-lingual Questionnaire - Developed by Dr. Pritam Das, IQAC Coordinator, Tehatta Sadananda Mahavidyalaya</i>					

1. Are there sufficient toilet facilities for girls to use on campus? (ক্যাম্পাসে মেয়েদের ব্যবহারের জন্য পর্যাপ্ত টয়লেট সুবিধা আছে কি?)

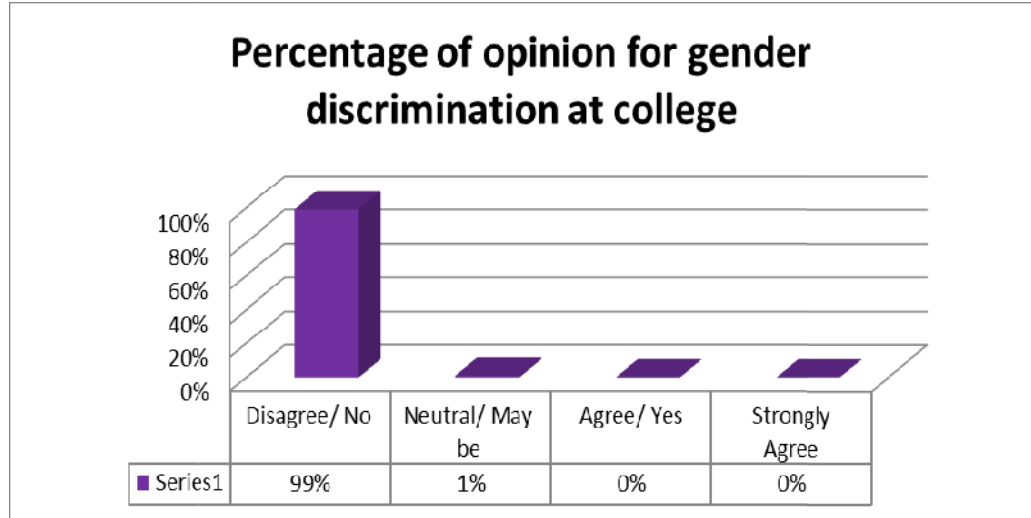


2. Are you aware that colleges are monitored by CCTV? (আপনি কি জানেন যে কলেজ সিসিটিভি দ্বারা পর্যবেক্ষণ করা হয়?)

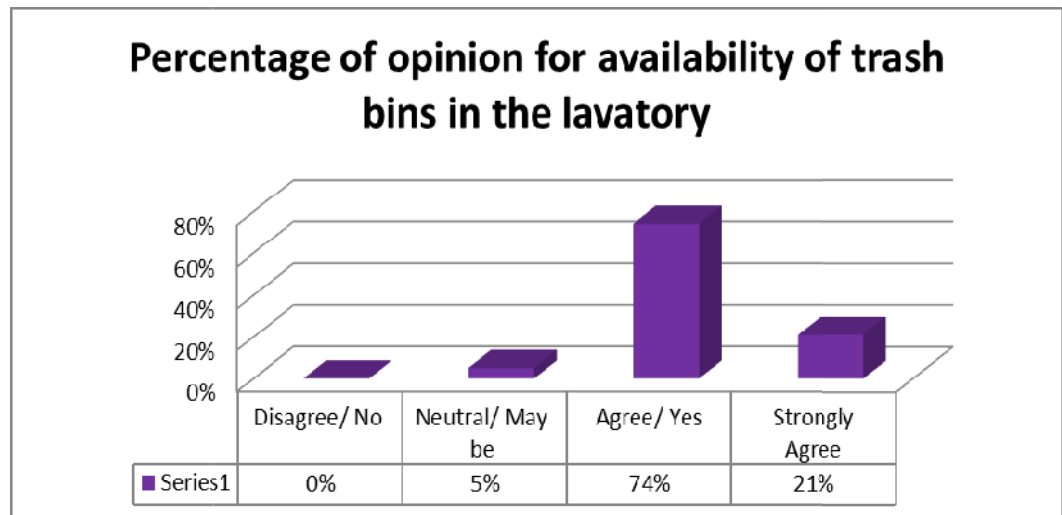


3. **Has gender discrimination ever been an issue for you at college?** (কলেজে লিঙ্গ বৈষম্য কি কখনও আপনার জন্য একটি সমস্যা হয়েছে?)

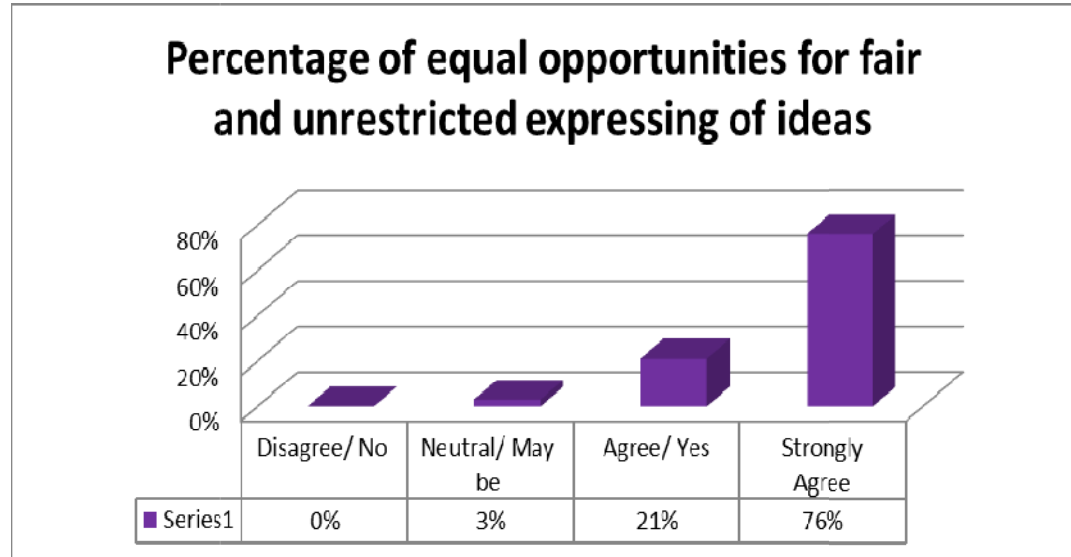
4.



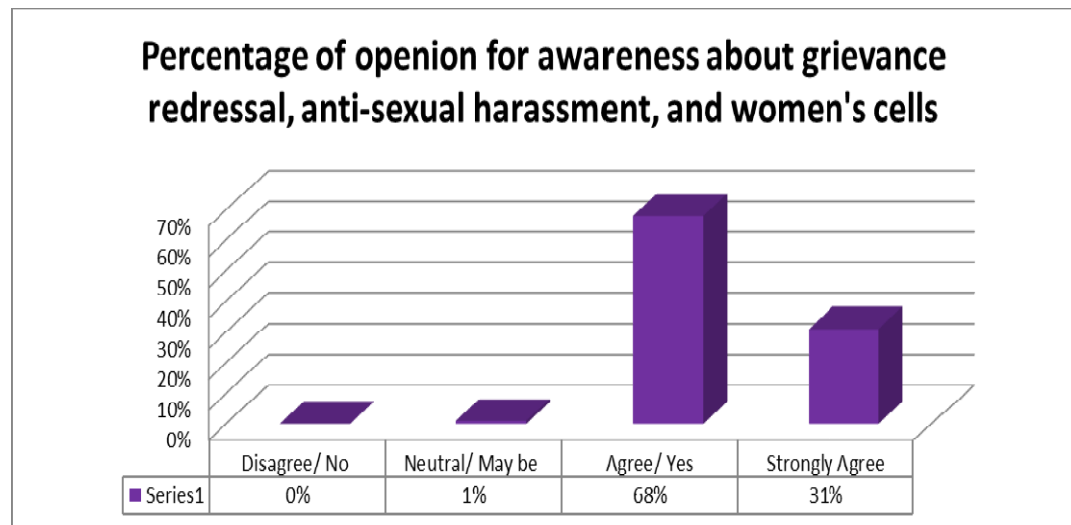
5. **Are there sufficient trash bins in the lavatory?** (শৌচাগারে কি পর্যাপ্ত ট্র্যাশবিন আছে?)



6. Do all genders have equal opportunities for fair and unrestricted expressing of ideas?
(সব লিঙ্গেরই কি সুষ্ঠু ও সীমাহীন মত প্রকাশের সমান সুযোগ আছে?)

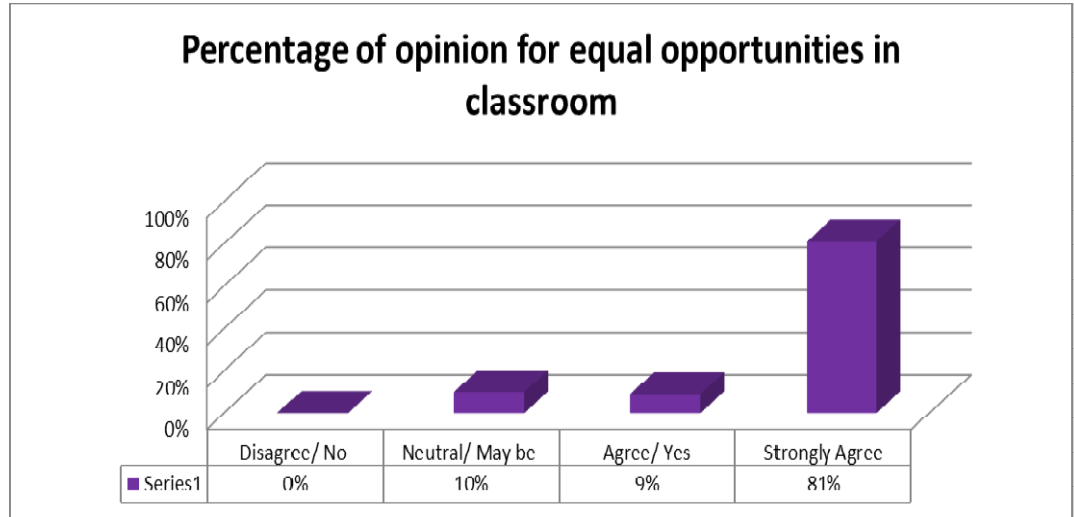


7. Are you aware that the college has grievance redressal, anti-sexual harassment, and women's cells?
(আপনি কি জানেন যে কলেজে অভিযোগ নিষ্পত্তি, যৌন হয়রানি বিরোধী এবং মহিলাদের সেল রয়েছে?)

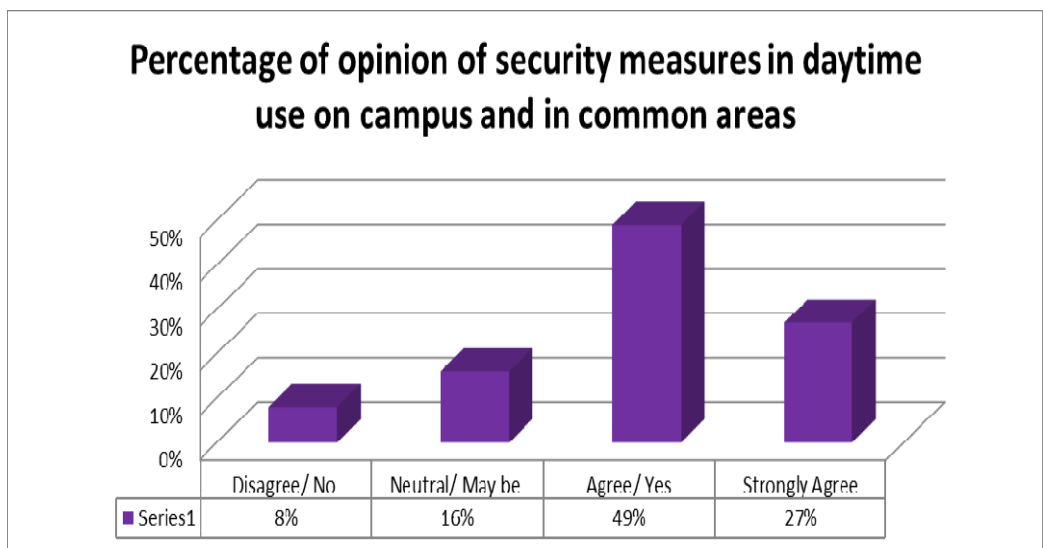


8. Does the classroom provide all genders with equal opportunities? (শ্রেণীকক্ষ কি সব লিঙ্গকে সমান সুযোগ প্রদান করে?)

9.

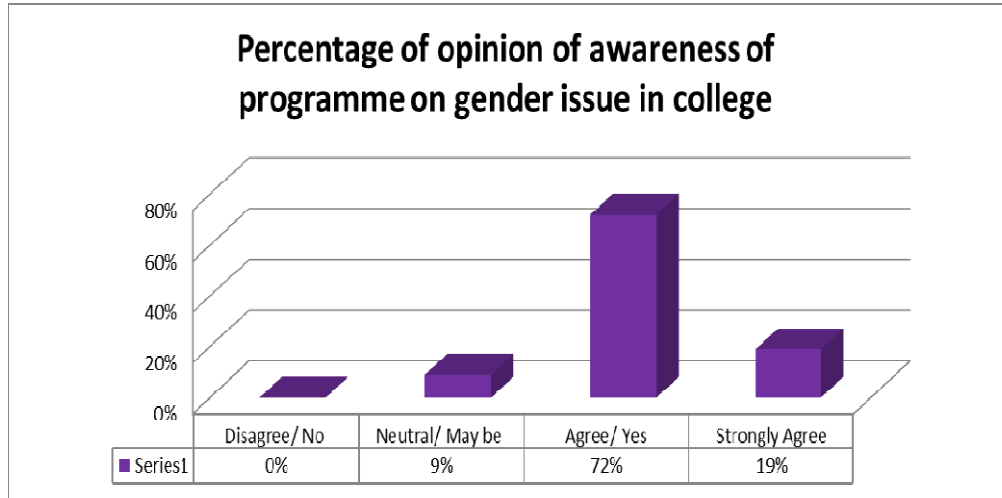


10. Have enough security measures been put in place for daytime use on campus and in common areas? (ক্যাম্পাস এবং সাধারণ এলাকায় দিনের ব্যবহারের জন্য যথেষ্ট নিরাপত্তা ব্যবস্থা রাখা হয়েছে?)

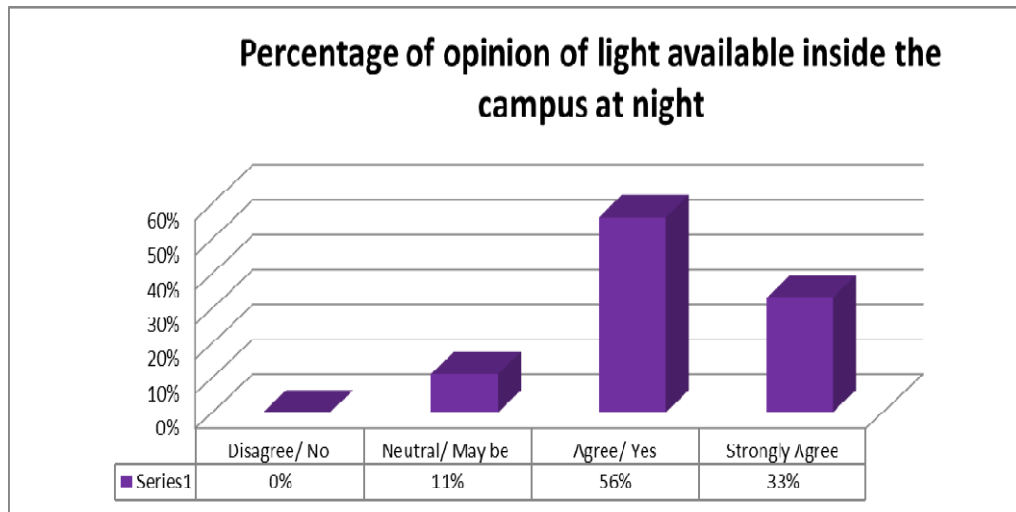


11. Does your college run a programme on gender awareness? (আপনার কলেজ কি লিঙ্গ সচেতনতার উপর একটি প্রোগ্রাম চালায়?)

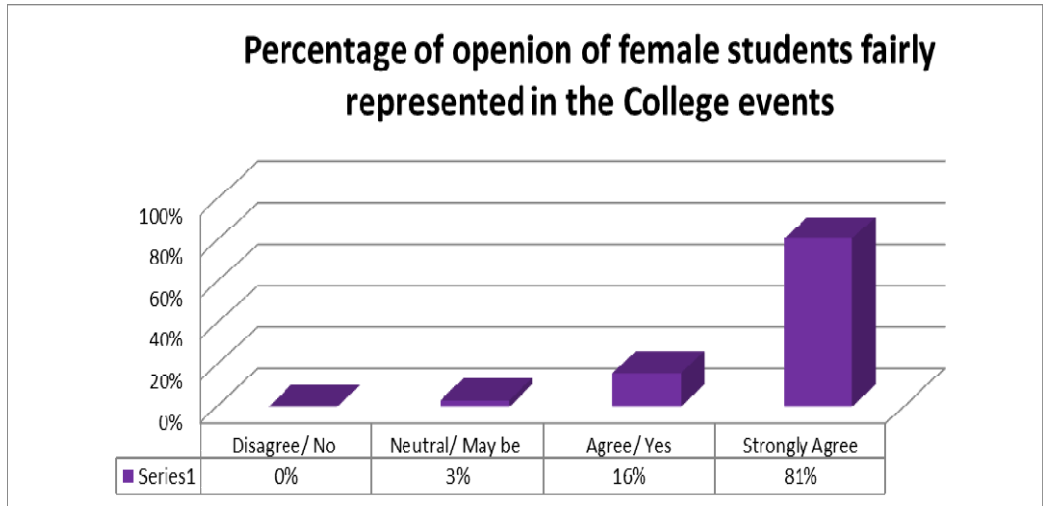
12.



13. Is there enough light available inside the campus at night, for example, in the common spaces, restrooms, classrooms, and corridors? (রাতে কি ক্যাম্পাসের ভিতরে পর্যাপ্ত আলো পাওয়া যায়, উদাহরণ স্বরূপ, সাধারণস্থান, বিশ্রামাগার, শ্রেণীকক্ষ এবং করিডোরে?)



14. Are female students fairly represented in the College's events? (কলেজের ইভেন্ট গুলিতে মহিলা ছাত্ররা কি যথাযথভাবে প্রতিনিধিত্ব করে?)



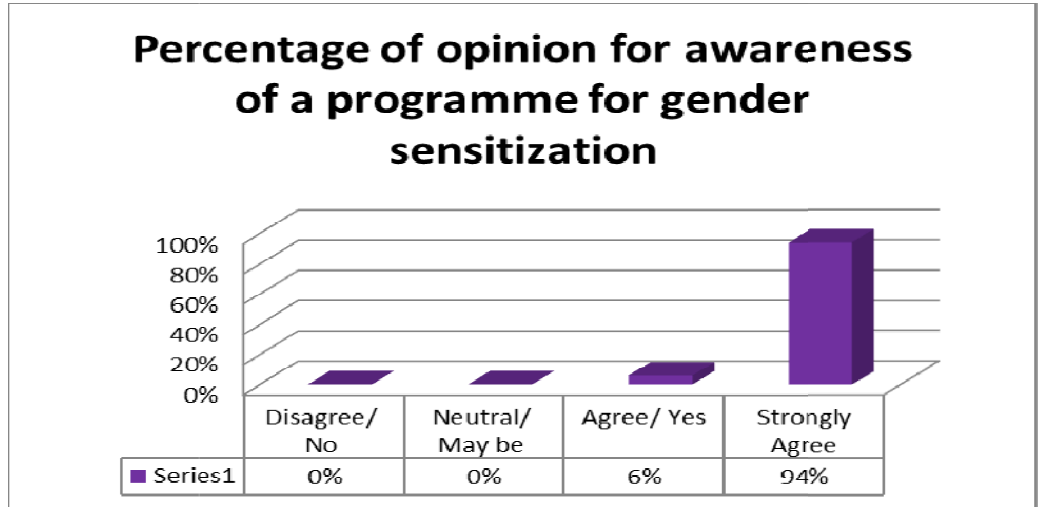
QUESTIONNAIRE FOR TEACHERS (শিক্ষকদের জন্য প্রশ্নাবলী)

Sl . No. ক্র ম না.	Questions (প্রশ্ন)	Options			
		Disagr ee/ No (একমত /না)	Neutr al/ May be (নিরপে ক্ষ/ হতেপা রে)	Agre e/ Yes (একম ত/ হ্যাঁ)	Strongl y Agree (দৃঢ়ভাবে একমত)
01	Does the college have a programme for gender sensitization? (কলেজে কি লিঙ্গ-সংবেদনশীলতার জন্য একটি প্রোগ্রাম আছে?)				
02	Are there enough women in college management positions? (কলেজ ব্যবস্থাপনা পদে কি পর্যাপ্ত মহিলা আছেন?)				
03	Are there enough restrooms available for girls on campus? (ক্যাম্পাসে মেয়েদের জন্য পর্যাপ্ত বিশ্রামাগার আছে কি?)				
04	Have you ever experienced prejudice based on your gender at work? (আপনি কি কখনও কর্মক্ষেত্রে আপনার লিঙ্গের উপর ভিত্তি করে কুসংস্কার অনুভব করেছেন?)				
05	Are parental and child care leaves easily accessible and granted to staff members? (পিতামাতার এবং শিশু যত্নের ছুটি গুলি কি সহজে অ্যাক্সেসযোগ্য এবং কর্মীদের সদস্যদের দেওয়া হয়?)				
06	Does the College provide flexible work schedules and/or locations in the event of an actual emergency? (কলেজ কি একটি বাস্তব জরুরী পরিস্থিতিতে নমনীয় কাজের সময়সূচী এবং / অথবা অবস্থান প্রদান করে?)				
07	Do you know that the college has a Women Cell? (আপনি কি জানেন যে কলেজে একটি মহিলা সেল আছে?)				
08	Does the College have a policy against gender violence, or anything similar, against sexual harassment? (কলেজের কি যৌন-হয়রানির বিরুদ্ধে লিঙ্গ সহিংসতা বা অনুরূপ কোনো নীতি আছে?)				
09	Do all genders have equal opportunities for fair and unrestricted expressing of ideas? (সবলিঙ্গেরই কি সুষ্ঠু ও				

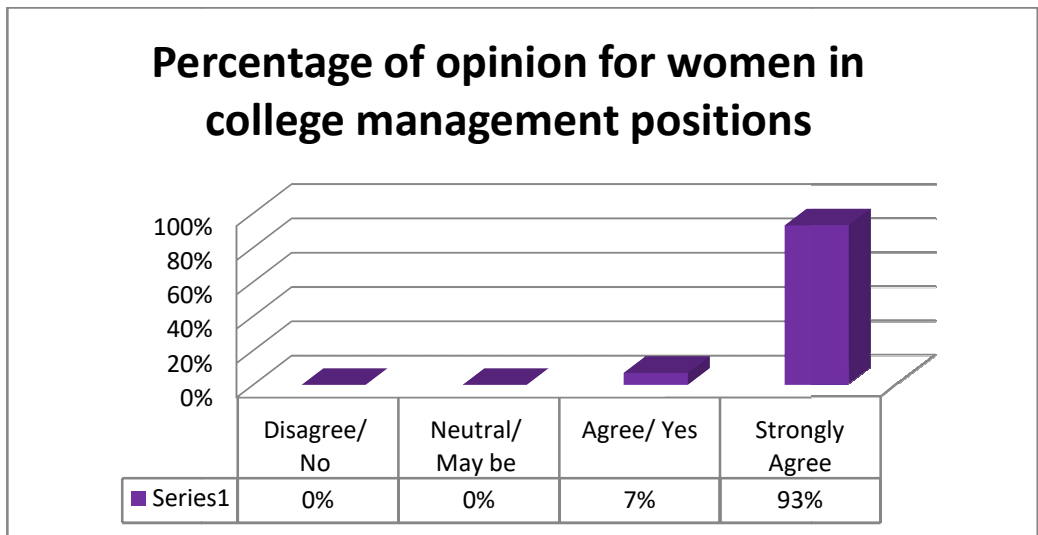
	সীমাহীন মতপ্রকাশের সমান সুযোগ আছে?)				
10	Do all genders have equal opportunity in the classroom? (শ্রেণীকক্ষে কি সব লিঙ্গের সমান সুযোগ আছে?)				
11	Have enough security measures been put in place for the campus and common areas during the day? (দিনের বেলায় ক্যাম্পাস ও সাধারণ এলাকায় কি পর্যাপ্ত নিরাপত্তা ব্যবস্থা রাখা হয়েছে?)				
12	Over the next five years, how do you think the workplace will develop to better accommodate female employees? (আগামী পাঁচ বছরে, মহিলা কর্মচারীদের আরও ভালভাবে মিটমাট করার জন্য কর্মক্ষেত্রটি কীভাবে গড়ে উঠবে বলে আপনি মনে করেন?)	<u>Give Short Answer</u>			
13	Over the next five years, how do you think the workplace will develop to better accommodate female employees? (আগামী পাঁচ বছরে, মহিলা কর্মচারীদের আরও ভালভাবে মিটমাট করার জন্য কর্মক্ষেত্রটি কী ভাবে গড়ে উঠবে বলে আপনি মনে করেন?)	<u>Give Short Answer</u>			
14	Which beneficial changes in the workplace have you observed most recently, over the last five years? (কর্মক্ষেত্রে কোন উপকারী পরিবর্তনগুলি আপনি সাম্প্রতিককালে, গত পাঁচ বছরে লক্ষ্য করেছেন?)	<u>Give Short Answer</u>			
<i>Bi-lingual Questionnaire - Developed by Dr. Pritam Das, IQAC Coordinator, Tehatta Sadananda Mahavidyalaya</i>					

The questionnaire was distributed among the college teachers to collect proper answers. 18 teachers express their views about college through the questionnaire. The evaluation of their answers shown below by graphical representation.

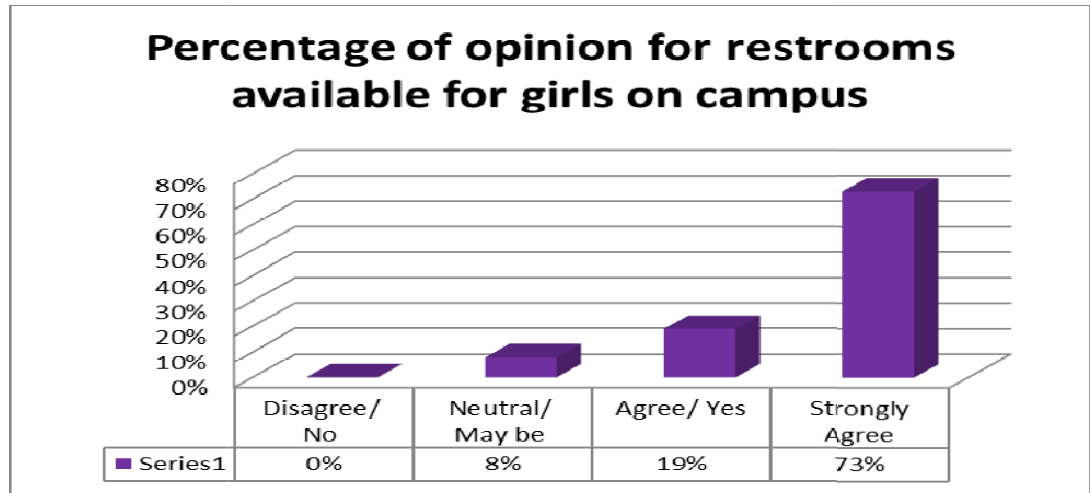
1. **Does the college have a programme for gender sensitization? (কলেজে কি লিঙ্গ-সংবেদনশীলতার জন্য একটি প্রোগ্রাম আছে?)**



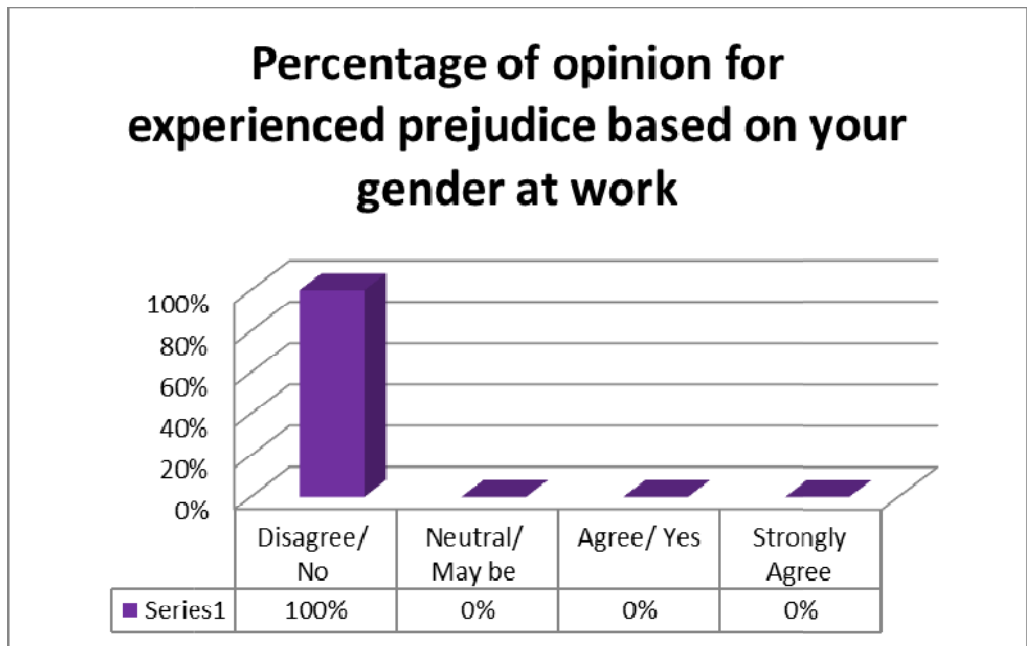
2. **Are there enough women in college management positions? (কলেজ ব্যবস্থাপনা পদে কি পর্যাপ্ত মহিলা আছেন?)**



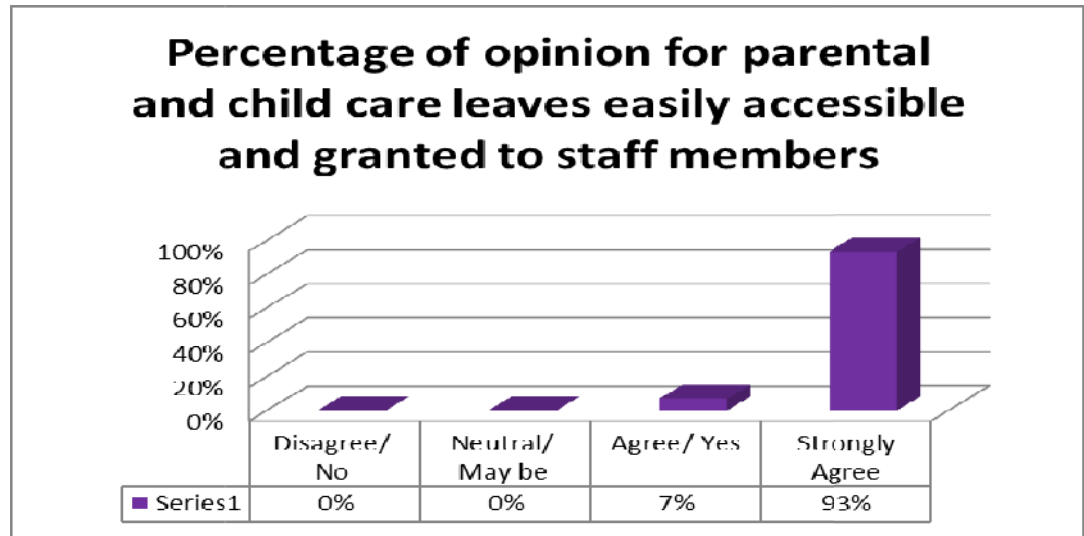
3. Are there enough restrooms available for girls on campus? (ক্যাম্পাসে মেয়েদের জন্য পর্যাপ্ত বিশ্রামাগার আছে কি?)



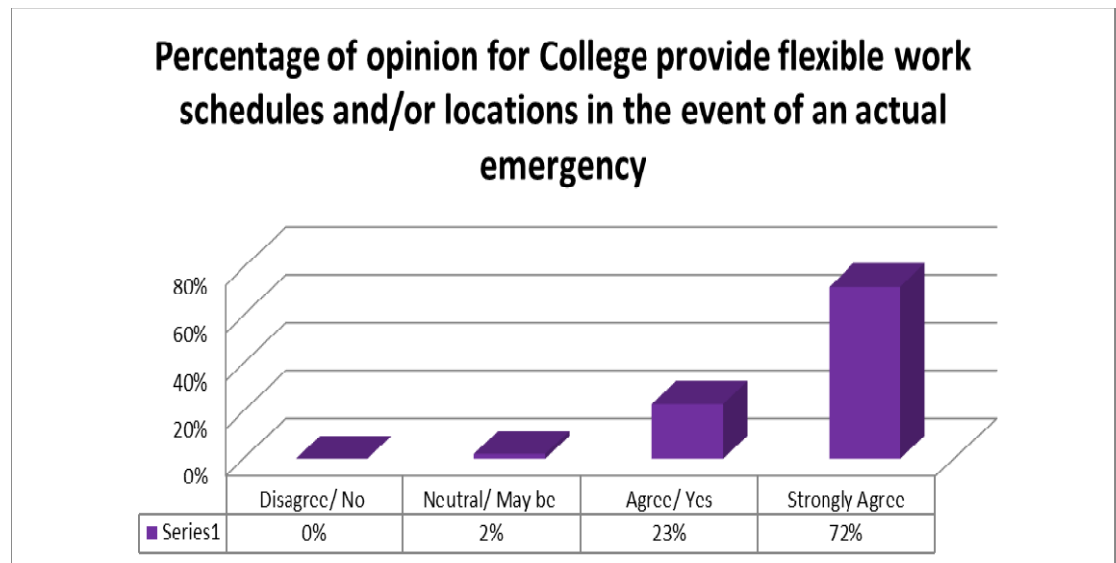
4. Have you ever experienced prejudice based on your gender at work? (আপনি কি কখনও কর্মক্ষেত্রে আপনার লিঙ্গের উপর ভিত্তি করে কুসংস্কার অনুভব করেছেন?)



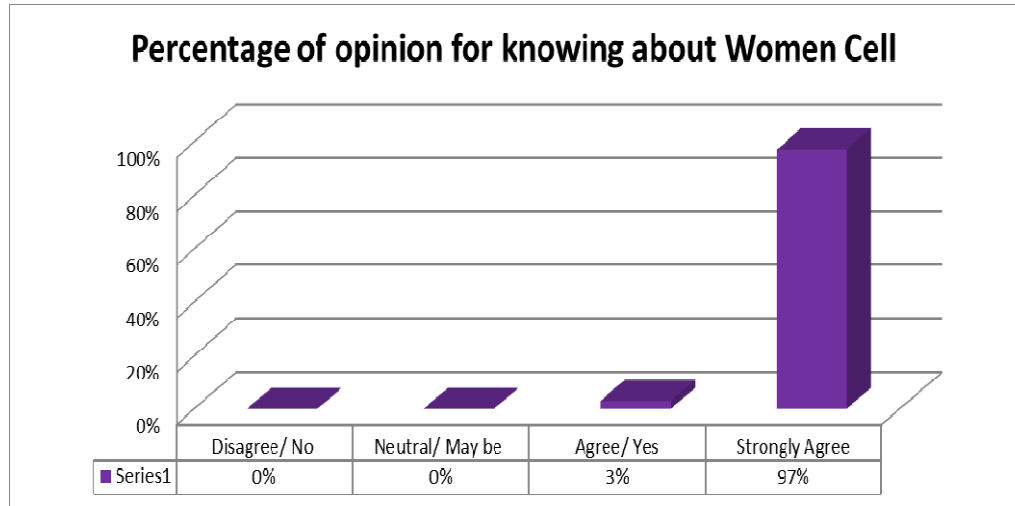
5. Are parental and child care leaves easily accessible and granted to staff members?
(পিতামাতার এবং শিশু যত্নের ছুটি গুলি কি সহজে অ্যাক্সেসযোগ্য এবং কর্মীদের সদস্যদের দেওয়া হয়?)



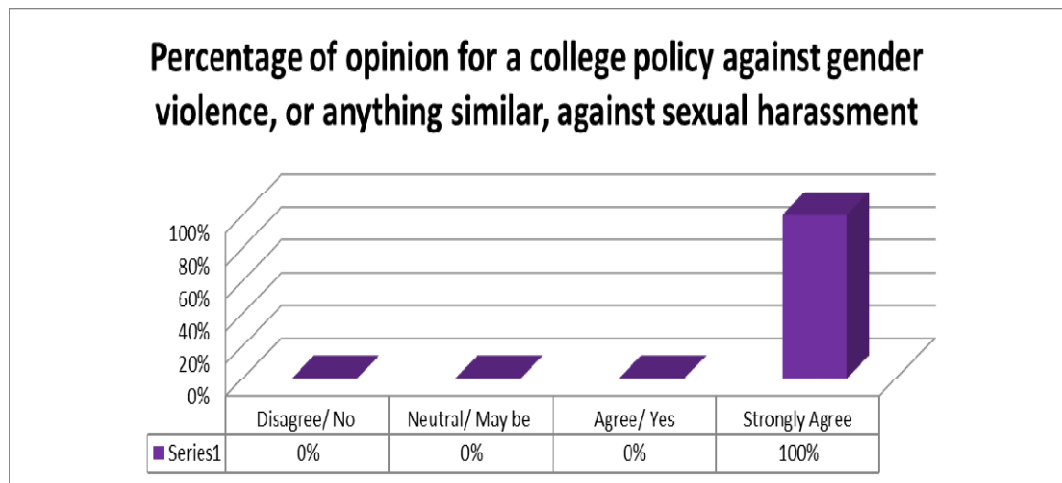
6. Does the College provide flexible work schedules and/or locations in the event of an actual emergency?
(কলেজ কি একটি বাস্তব জরুরী পরিস্থিতিতে নমনীয় কাজের সময়সূচী এবং/ অথবা অবস্থান প্রদান করে?)



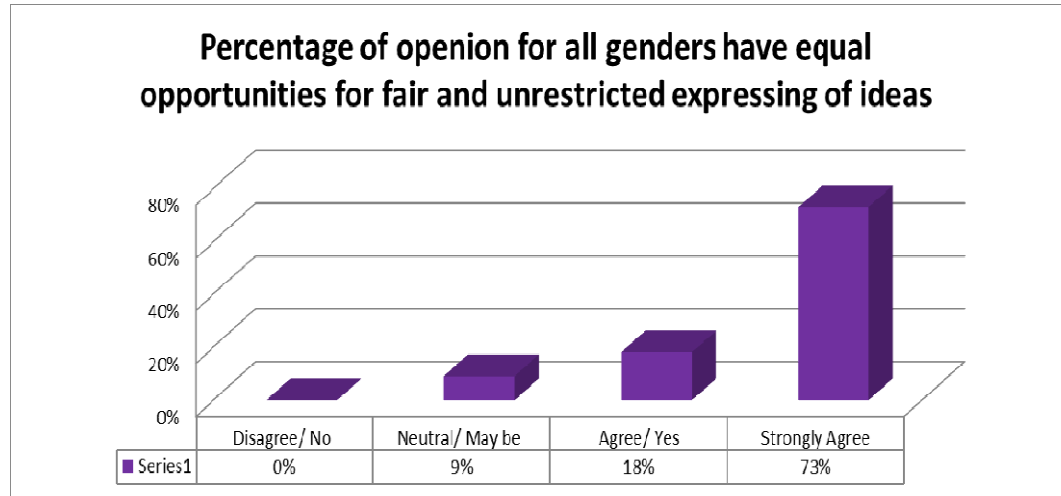
7. Do you know that the college has a Women Cell? (আপনি কি জানেন যে কলেজে একটি মহিলা সেল আছে?)



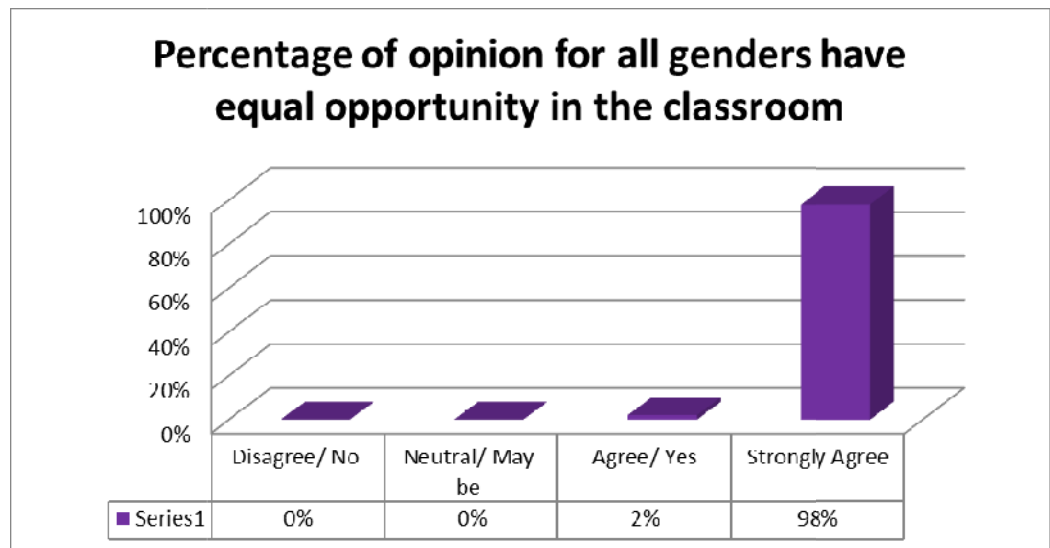
8. Does the College have a policy against gender violence, or anything similar, against sexual harassment? (কলেজের কি যৌন হয়রানির বিরুদ্ধে লিঙ্গ সহিংসতা বা অনুরূপ কোনো নীতি আছে?)



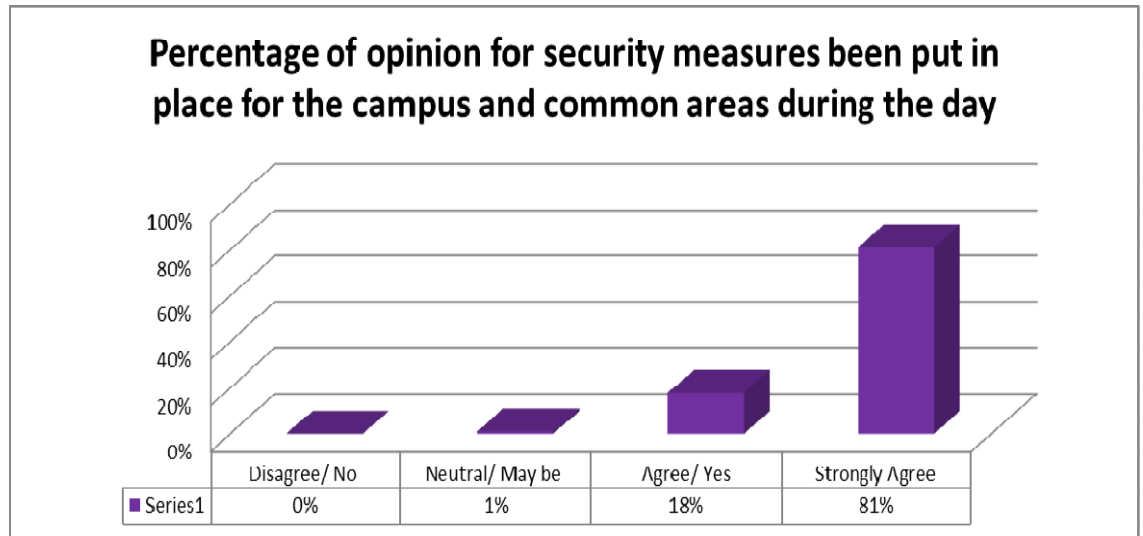
9. Do all genders have equal opportunities for fair and unrestricted expressing of ideas?
(সবলিঙ্গেরই কি সুষ্ঠু ও সীমাহীন মত প্রকাশের সমান সুযোগ আছে?)



10. Do all genders have equal opportunity in the classroom?
(শ্রেণীকক্ষে কি সবলিঙ্গের সমান সুযোগ আছে?)




11. **Have enough security measures been put in place for the campus and common areas during the day?** (দিনের বেলায় ক্যাম্পাস ও সাধারণ এলাকায় কি পর্যাপ্ত নিরাপত্তা ব্যবস্থা রাখা হয়েছে?)



A Report on a Workshop on Anti-Sexual Harassment Awareness Programme

Notice of the Workshop



TEHATTA SADANANDA MAHAVIDYALAYA
 A West Bengal State Govt. Aided Degree College
 AFFILIATED TO UNIVERSITY OF BURDWAN
 — Estd.- 2013 —

P.O.- TEHATTA * DIST.- PURBA BURDWAN * PIN- 713122
 M. :- 9831278235 • E-mail : tehatta.sadananda.mahavidyalaya@gmail.com • Website : www.collegetsm.in

Ref.No. - TSM/Oct22/18/02 Date: 18.10.2022

Notice

All the students, Teaching and Non-Teachings staffs are hereby informed that, a workshop on **Anti Sexual Harassment Awareness Programme** will be held on Friday , 21.10.2022, time 2.30P.M. All the students, Teaching and Non-Teachings staffs are hereby requested to attain this programme in 206 number room Block-A Building.

B. Bag.
Convener of Vishakha Committee

Milaya De
Principal

Tehatta sadananda Mahavidyalaya

Principal
Tehatta Sadananda Mahavidyalaya
Tehatta, Purba Bardhaman

Brochure of the Workshop



ANTI SEXUAL HARASSMENT AWARENESS PROGRAMME

Date – 21/10/2022,
Friday

Time – 2:30pm

Venue: Smart class
room



Chief Patron
Dr. Nilanjan De
Principal
Tehatta Sadananda
Mahavidyalaya

All Students of our college are requested
to be present at the Programme.



Organised By
Vishaka Committee
Convenor – Prof. Basanti Rani Bag
Tehatta Sadananda Mahavidyalaya



Details of the Programme

Date & Time of the workshop	21 st October, 2022, Friday at 2:30pm
Organized by	Vishaka Committee
Venue	Room No.– 06 of block A Building (Smart Classroom)
Convener	Prof. Basanti Rani Bag Assistant Professor & Head of the Department of Philosophy Tehatta Sadananda Mahavidyalaya
Chief Patron	Dr. Nilanjan De Principal Tehatta Sadananda Mahavidyalaya
Brief Description	A programme on Anti-sexual harassment for students was arranged in the smart classroom of main building. Main purpose of the programme was to bring awareness to the students about sexual harassment. The programme was started on 2:30 pm of 21 st day of October, 2022. Forty-one students attended the programme. All the teaching & non-teaching staffs were present in the programme. Welcome speech of the programme was delivered by the principal of our college & the chief patron of the programme Dr. Nilanjan De. The convener of the programme Prof. Basanti Rani Bag discussed in detailed about sexual harassment. The importance of Anti-Sexual harassment was also described by her.

Students who attended the programme

Attendance Sheet

Title of the Seminar/Workshop:- Anti Sexual Harassment Awareness Programme

Date - 21.10.22

Sl.No	Roll No	Name	Semester	Signature
1	77	Sangiti Sankar	3rd	Sangiti Sankar
2	84	Amina Khatun	3rd	Amina Khatun
3	12	Papiya Ghosh	3rd	Papiya Ghosh
4	13	Asmina Khatun	3rd	Asmina Khatun
5	06	Mollak Aming Khatun	3rd	Mollak Aming Khatun
6	37	Sambura Dhara	3rd	Sambura Dhara
7	63	Farhana Khatun	3rd	Farhana Khatun
8	187	Kabir Hassan Sha	2nd	Kabir Hassan Sha
9	48	Tina Ghosh	3rd	Tina Ghosh
10	11	Prokati Ghosh	3rd	Prokati Ghosh
11	34	Papika Khatun	5th	Papika Khatun
12	130	Phalguni Konar	3rd	Phalguni Konar
13	161	Asmatara Khatun	3rd	Asmatara Khatun
14	125	Farha Khatun	3rd	Farha Khatun
15	136	Nishu Khatun	3rd	Nishu Khatun
16	29	Anisha Dhara	3rd	Anisha Dhara
17	89	Sampriya Paul	1st	Sampriya Paul
18	27	Rupa Khatun	1st	Rupa Khatun
19	44	Salma Khatun	1st	Salma Khatun
20	76	Soumita Pan	3rd	Soumita Pan
21	87	Mausa Khatun	3rd	Mausa Khatun
22	195	Hasib Sultana	3rd	Hasib Sultana
23	58	Mousita Pan	1st	Mousita Pan
24	52	Sufiana Haena	1st	Sufiana Haena
25	52	Puja Santra	1st	Puja Santra
26	51	Abina Bag	1st	Abina Bag
27	21	Nayana Khatun	5th	Nayana Khatun
28	60	Sabrina Khatun	1st	Sabrina Khatun
29	32	Rehana Khatun	1st	Rehana Khatun
30	23	Poly Khatun	1st	Poly Khatun
31	122	Arma Khatun	3rd	Arma Khatun
32	114	Maimuna Khatun	3rd	Maimuna Khatun
33	40	Sudipta Sen	5th	Sudipta Sen

Attendance Sheet

Title of the Seminar/Workshop:- Anti Sexual Harassment Awareness Programme

Date - 21.10.22

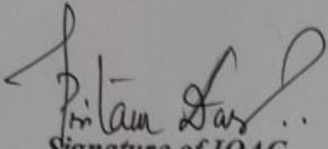
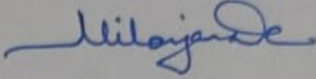
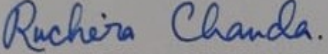
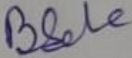
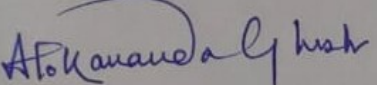
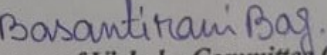
Sl.No	Roll No	Name	Semester	Signature
1	34	Puja Ghosh	5th	Puja Ghosh
2	35	Bidisha De	3rd	Bidisha De
3	26	Sumona Tudu	3rd	Sumona Tudu
4	37	Jannali Ghosh	3rd	Jannali Ghosh
5	38	Riya Das	3rd	Riya Das
6	39	Rajashri Mandi	1st	Rajashri Mandi
7	40	RUPSA DEY	1st	RUPSA DEY
8	41	Souvik Ghatak	3rd	Souvik Ghatak
9	42			
10	43			
11	44			
12	45			
13	46			
14	47			
15	48			
16	49			
17	50			
18	51			
19	52			
20				

Photographs of the programme



Conclusion:

The above study shows that not a striking gender gap exists in the institution at the academic level. Overall, female students outnumbered male students but a bias towards humanities was noticed among female students. The enrolment data showed that strength of female students in the Department of Commerce is significantly less compared to the Arts and Science streams. Every department in the college conducts Internal Assessment on a regular basis as part of the curriculum and it enables the teachers to assess the progress of the learning of the students. The institution had already started the Mentor-Mentee programme which gives a vivid idea about the challenges faced by the students especially the female students in both the classroom and outside the college campus. On a regular basis Parent-Teacher Meetings are also conducted by the departments which give an opportunity to share insights and information about the students to their parents. After examining the data, it was found that the college has adequate facilities for both men and women. The institution is committed in maintaining a gender balanced environment and will strive towards promoting the balance in the imminent years.

<p> Signature of IQAC</p> <p>IQAC Co-ordinator Tehatta Sadananda Mahavidyalaya Purba Bardhaman, W.B.</p>	<p> Signature of Principal</p> <p>Principal Tehatta Sadananda Mahavidyalaya Purba Bardhaman, W.B.</p>
<p> Signature of Women's Cell Convener</p>	<p> Signature of External Expert Principal Purbasthali College Parulia, Purba Bardhaman.</p>
<p> Signature of Grievance Cell Convener</p>	<p> Signature of Vishaka Committee Convener</p>
