

GENDER AUDIT REPORT

An Initiative by



RAAK ARTS AND SCIENCE COLLEGE



A handwritten signature in green ink, appearing to be 'J. Pr.', located above the principal's name and address.

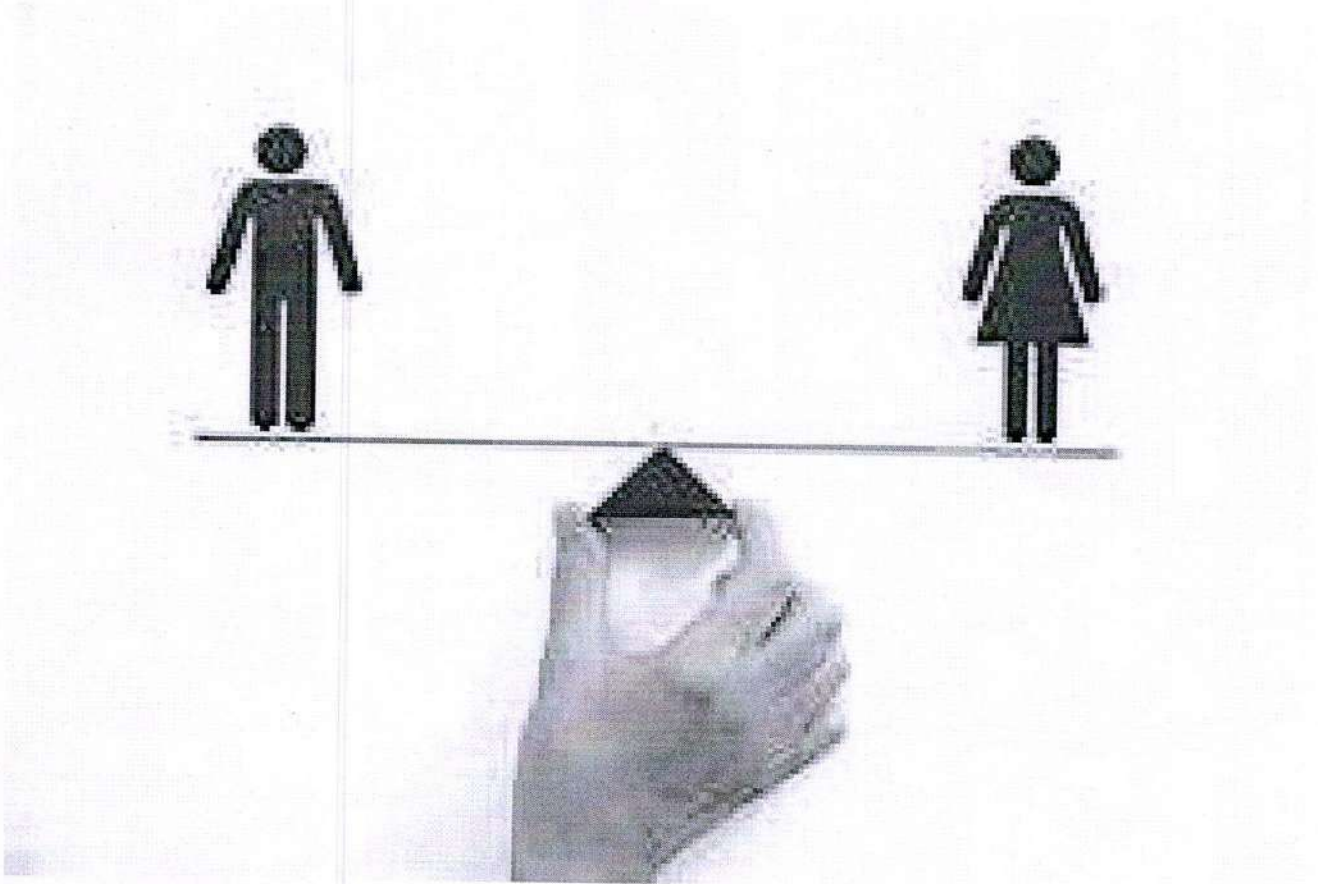
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Gender Audit Report



GENDER AUDIT REPORT

RAAK Arts and Science College

No.1, Basheer Campus, Perambai Road, Perambai,

Vanur (T.K.), Villupuram District - 605 110

Dated: 12th July 2023

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Acknowledgement

We extend our gratitude to Dr. Ramnath, Principal, and Dr. G. Senthilnathan, IQAC Coordinator, for their assistance in providing gender-related data and facilitating the necessary information procurement for our audit.

RAAK Arts and Science College, situated at No.1, Basheer Campus, Perambai Road, Perambai, Vanur (T.K.), Villupuram District – 605 110, is part of the Farouk Educational Trust established by Mr. B. Mohamed Farouk. Known for its commitment to quality education, the institution has global business connections that enhance its educational offerings.



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1. Foreword

1.1 About the Higher Education Institute (HEI)

RAAK Arts and Science College (RASC), Perambai, Tamil Nadu is currently affiliated to Annamalai University, Annamalai Nagar, Chidambaram, Tamil Nadu, India. The college was established in the year 2009 under Farouk Educational Trust. Till 2020, it was affiliated to Thiruvalluvar University, Vellore, Tamil Nadu, India. It started with five Under Graduate degree Programs and 180 students. The college currently offers seven postgraduate programs and twelve undergraduate programs. Graduates in the fields of the arts, sciences, commerce, business administration, social work, information technology, and computer science have all been supported by the college. As a result, there is an interdisciplinary environment that encourages students to learn across disciplines and conduct research. RASC is located in a green campus with all the amenities that are required, such as labs, ICT classrooms, transportation options, etc.

RAAK Arts and Science College (RASC) boasts an excellent infrastructure and convenient college hours, operating from 9:45 AM to 3:30 PM. The college is staffed by well-experienced and highly qualified faculty members. It features a modern computer lab equipped with high-speed internet, well-ventilated chemistry and physics labs with modern equipment, and a digital library stocked with a vast collection of reference books, journals, and magazines. The campus includes a well-maintained playfield with separate courts for volleyball, kabaddi, Kho-Kho, badminton, and cricket. Additional amenities include a hygienic canteen, hostel, and transport facilities, 24x7 medical care support, a secure campus monitored by CCTV surveillance, and pure drinking water facilities provided by RO plant.

1.2 Objectives of the Audit Report

Gender Equality is of utmost importance as it prohibits discrimination on the basis of gender and promotes gender neutrality in education. A non-discriminatory educational



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environment is essential for effective knowledge dissemination and learning. The Constitution of India upholds gender parity through its Preamble, Fundamental Rights, Fundamental Duties, and Directive Principles. Article 14 ensures "equality before law," guaranteeing universal rights regardless of birth, ethnicity, gender, or race. Article 15(1) prohibits the state from discriminating on grounds of sex, race, nationality, caste, or ethnicity. Article 15(3) mandates special provisions to benefit women, supported by laws such as the Domestic Violence Act, Workplace Harassment Law, Sexual Abuse Legislation, and amendments like the Hindu Succession Act.

Similarly, Article 16 mandates equal opportunities, while Article 39(a) directs policies towards ensuring a decent standard of living for women and men. Article 39(d) advocates for "equal wages for equal work," and Article 42 mandates fair working conditions and maternity benefits. Article 243(D) and (T) reserve one-third of seats for women in Panchayats and Municipalities, further reducing gender inequality. Indian Constitution provisions, particularly Article 15(1), are crucial in higher education institutes, where students' maturity fosters greater outreach through the promotion, implementation, and monitoring of gender equality policies.

Societies valuing gender equality are safer and healthier, fostering equitable societies where all can achieve their full potential regardless of gender identity. Upholding dignity and ensuring proper treatment, workplace guidelines like the Vishaka Guidelines and the Sexual Harassment at Workplace Act, 2013 protect college employees. Recognizing constitutional principles, the UGC's Saksham guidelines since 2014 mandate gender sensitization, institutional redress mechanisms, specific facilities on campuses, and support for women students and staff. RAAK College of Engineering and Technology envisions a society with equal opportunities and has requested a Gender Audit to ensure gender equality on campus. This audit aims to report findings and recommendations in line with the institute's objectives, as per the management's work order.




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2. Methodology

As part of the Audit, a questionnaire was specially designed for the Higher Education Authorities to procure gender segregated data on the curriculum, male –female composition across various departments as well as listing of program /workshops /Seminars conducted on Gender related issues.

The statistical data provided for 2022-2023 together with the finding of the online meeting has been analyzed. The broad gender sensitive indicators which have been studied in detail include the following:

- Gender balance in Students, Teaching & Non-Teaching Staff – male and female
- Student Support and Progression
- Gender Sensitization Policy and Practices
- Gender Issues - Mechanisms and Methods

3. Findings & Observations

After a thorough analysis of the facts provided by RAAK Arts and Science College it is observed that the College institutionalizes gender equality through various means and mechanisms. There is significant representation of female staff in the total strength of the employees. The Gender Policy and Internal Complaints Committee (Anti - Sexual Harassment) is in place. The grievances are resolved in a confidential and timely manner. Gender equality is given prime importance and equal opportunities are provided in terms of sports, cultural, curricular and co-curricular events organized in and outside the




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campus. The College has been regularly organizing special sessions/workshops/webinars and Gender sensitization programs with women related themes to foster gender equality in the mindsets of the students and community at large. College maintained gender segregated data on most of the issues. The College has Students' Council for gender sensitization which is working on all related issues.

Women Empowerment Cell is highly active and work whole year for students and staff. The College has supported and strengthened the faculty in organizing seminar, workshops, lectures etc. on women issues. Faculty is easily approachable not only during the classes but on call too for students in case of exigencies. The College has regularly supported for the welfare of women staff in terms of maternity leave or child care leave. The Institute has an active Internal Complaints Committee which resorts to complaints received pertaining to gender sensitive issues. It can be concluded that the environment of the college is extremely gender friendly.

Gender segregated data on students and faculty in various departments at UG/PG level.

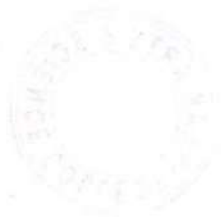
Total number of students

Academic Year	2022-2023
Number	912
Boys	661
Girls	251




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Gender Profile of the Academic Staff 2022-2023

Academic Year	Female	Male	Total
2022-2023	49	44	93

Gender balance among the Employees (Non-Academic)

This standard aims to eliminate bias and promote parity through recommending that organizations have a balanced mix of men and women in governing structures and management, ensure both sexes are treated equally when it comes to recruitment, career opportunities and pay, and make sure the needs of men and women are given equal consideration in the institution's decisions and activities.

Academic Year	Female	Male	Total
2022-2023	8	7	15

Gender balance in committees (2022-2023)

Name of the Committee	Female (Members)	Male (Members)
Students Counselling Cell	02	06
Scholarship Cell	04	04
Training and Placement Cell	02	03




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Anti-Ragging Cell	03	03
SC/ST Cell	04	04
Grievance Redressal Committee	02	03
Internal Complaints Committee	03	02
IQAC	05	12
Women Empowerment Cell	10	00

Student Support and Progression

There are numerous ways in which the vision for gender sensitivity is being fostered in the college. This unique position allows us to focus on diverse spaces of empowerment. We believe we are able to engage with issues that impact the lives of women. With a high number of female faculty members, staff members and indeed with students, RAAK Arts and Science College reflects the progress of the country at large. However, "Empowerment" is a comprehensive term.

Students benefitted by various Scholarship for 2022-2023

Academic Year	Name of the Scheme	Number of the girl student benefitted by the scheme
2022-2023	Pudhumai Penn	14
2022-2023	Merit	12
2022-2023	Single Parent	9
2022-2023	Sports	13
2022-2023	EWS	207



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Availability of women counselors, Anti-sexual harassment cell

In the year 2018, the Anti-Sexual Harassment cell was renamed as The Internal Complaints Committee

- ✚ Doctor is available thrice a week in Medical Room inside the campus while nurse is available throughout the week during college hours. In case of emergency, students are escorted to nearby hospital.
- ✚ Counsellor is available on alternate days
- ✚ Wheelchair is available for differently abled students at entrance gate of the college

Healthy Practices

- a. Number of gender sensitization programmes conducted. Number of women- related themes and topics taken up for discussion and debates.
- c. Number of leadership camps organized for the personality development of women students.




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GENDER SENSITIZATION ACTIVITIES

S.NO	Schedule	Activity	Objectives	Students & Dept	Date of Action Taken
1.	2022-2023	International Women's Day Events	IWD provides an opportunity to raise awareness about women's history, achievements, and challenges. By focusing on a specific day, we can collectively learn more about bias, discrimination, and inequity, leading to actionable steps for positive change	All Girl students	08.03.2023

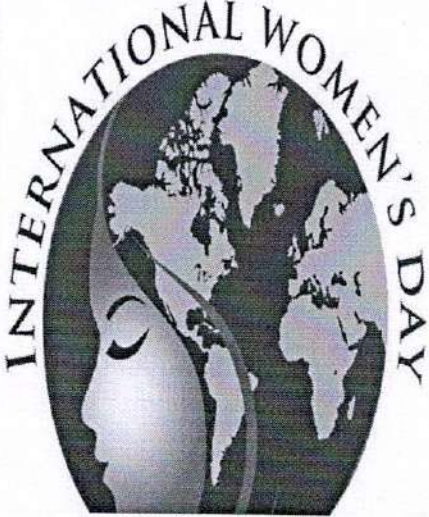
<p>About The College</p> <p>RAAK Arts And Science College Was Established In The Year 2009; It Was Affiliated To Thiruvalluvar University, Vellore, And Tamil Nadu, India. It Started With Five Under Graduate Degree Programs And 180 Students. Today, The College Is Offering More Than Eleven Under Graduate Degree Programs, seven Post Graduate Degree Programs. The College Has Been Fostering Graduates In Arts, Sciences, Commerce, Business Administration, Social Work, Information Technology And Computer Science. This Has Resulted In Interdisciplinary Environment That Promotes Cross Disciplinary Learning And Research Environment To The Students. RASC Is Located In A Green Campus That Has The</p>	<p style="text-align: center;"><u>AGENDA</u></p> <ol style="list-style-type: none"> 1. Registration and Welcome address 2. Opening Ceremony 3. Empowering Women: Keynote 4. Break 5. Women's Voices: 6. Interactive Workshop 7. Celebrating Women: Awards and Recognitions 8. Creative Expression: 9. Community Engagement: Networking and Resource 10. Closing Remarks and Future 	<p style="text-align: center;">RAAK ARTS AND SCIENCE COLLEGE</p> <p>Recognized under 2(f) of UGC Act - 1956 (Affiliated to Thiruvalluvar University ISO 9001: 2015 Certified Institution) Perambai – 605110, Villupuram dt, Tamilnadu (A Unit of Farouk Educational Trust)</p> <p style="text-align: center;">WOMEN EMPOWERMENT CELL</p> <p style="text-align: center;">INTERNATIONAL WOMENS DAY CELEBRATION</p> <p style="text-align: center;">08/03/2023</p>
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<p>Entire Necessary Infrastructure Including Laboratories, Ict Classrooms, and Transport Facilities Etc.</p> <p>About The Women Empowerment Cell</p> <p>A Women Empowerment Cell Provides Tools, Mentorship, And Support For Both Professional And Personal Development In An Effort To Advance Gender Equality And Women's Rights. It Strives To Remove Obstacles, Promotes A Safe And Welcoming Atmosphere, And Gives Women The Voice And Opportunities They Need To Succeed In A Variety Of Spheres Of Life..</p>	<p>Actions</p>	
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Women's Day Celebration 08/03/2023

INTERNAL COMPLAINT COMMITTEE COMPOSITION

S.NO	NAME OF THE FACULTY	DESIGNATION	POSITION
1.	Dr.K.Vidhya	Prindpal	Chairperson
2.	Dr.Soumya Devasia	HOD-M.S.W	Member Secretary
3.	Dr. S.Sathish	HOD-Tamil	Member
4.	Mr.M.RamPrasath	Assistant Professor	Member
5.	Ms.K.Preethi	Office Staff	Data Entry Operator
6.	Ms.M.Malini	Final Year Student	Student Representative
7.	Ms.S.Nisha	Final Year Student	
8.	Ms.A.Savithri	Final Year Student	




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ANTI-RAGGING COMMITTEE COMPOSITION

S.NO	NAME OF THE FACULTY	DESIGNATION	POSITION
1.	Dr.K.Vidhya	Principal	Convener
2.	Dr.G.SenthilNathan	HOD-Chemistry	Member
3.	Mr.R.Pradap	HOD-BBA	Member
4.	Mrs.R.Devaki	HOD-Commerce	Member
5.	Dr.P.Bharathi	Assistant Professor	Member
6.	Mr.R.Veerappan	PED	Member
7.	Mr.Krishnaswamy	Police Inspector-Auroville PS	Vice Chairman
8.	Ms.M.Lavanya	Final Year Student	Student Representative

Grievance Redressal Committee Composition

S.NO	NAME OF THE FACULTY	DESIGNATION	POSITION
1	Dr.K.Vidhya	Principal	Chairperson
2	Dr.G.SenthilNathan	HOD-Chemistry	Member
3	Mr.R.Pradap	HOD-BBA	Member
4	Mr.A.K.Gowthemraj	HOD-English	Member
	Mrs.R.Devaki	Assistant Professor	
5	Ms.S.Najummunisa	Students	Student's Representatives
	Ms.M.Lavanya		
	Ms.S.Valarmathi		

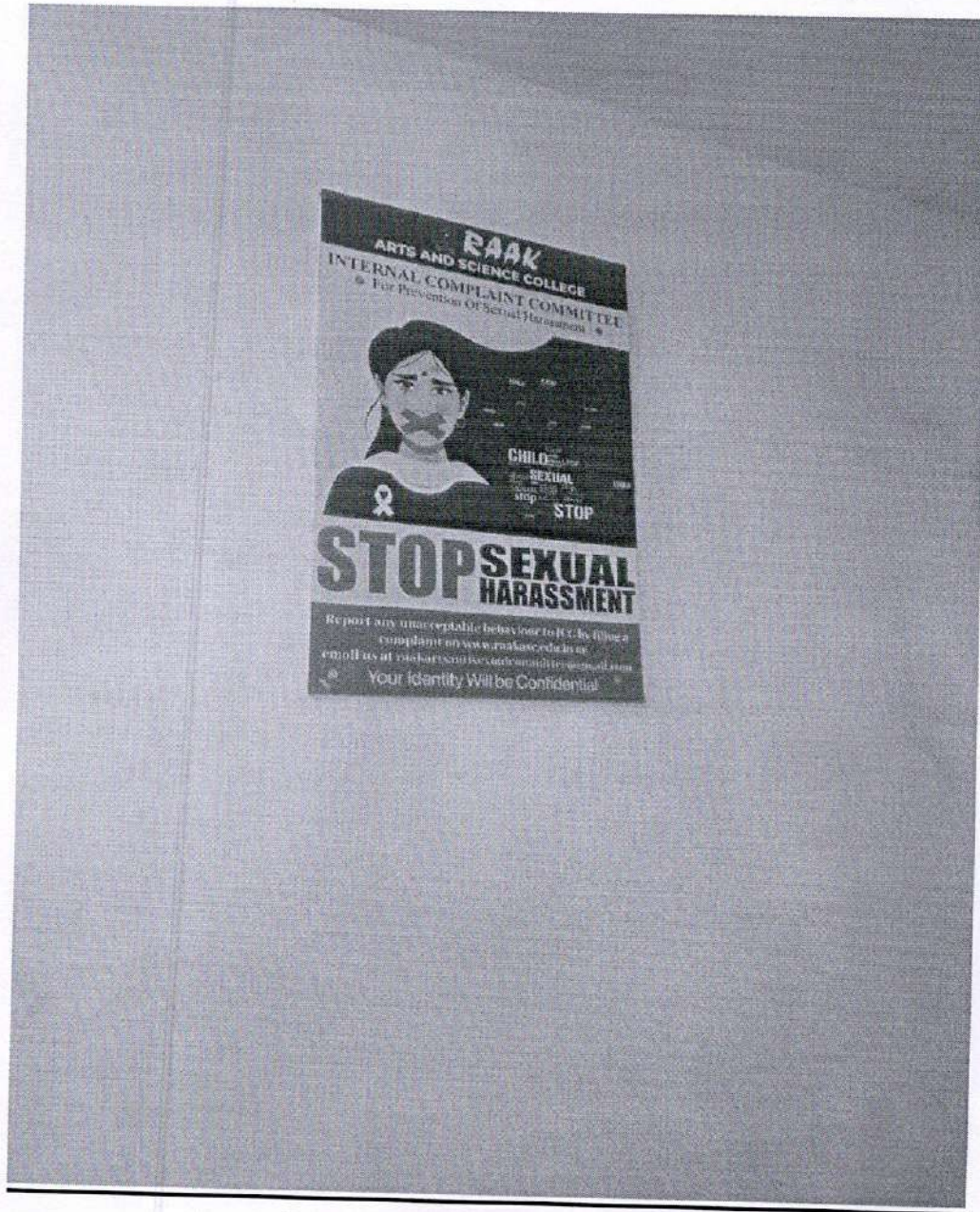
Website Screenshots



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Anti-sexual harassment awareness posters in college campus



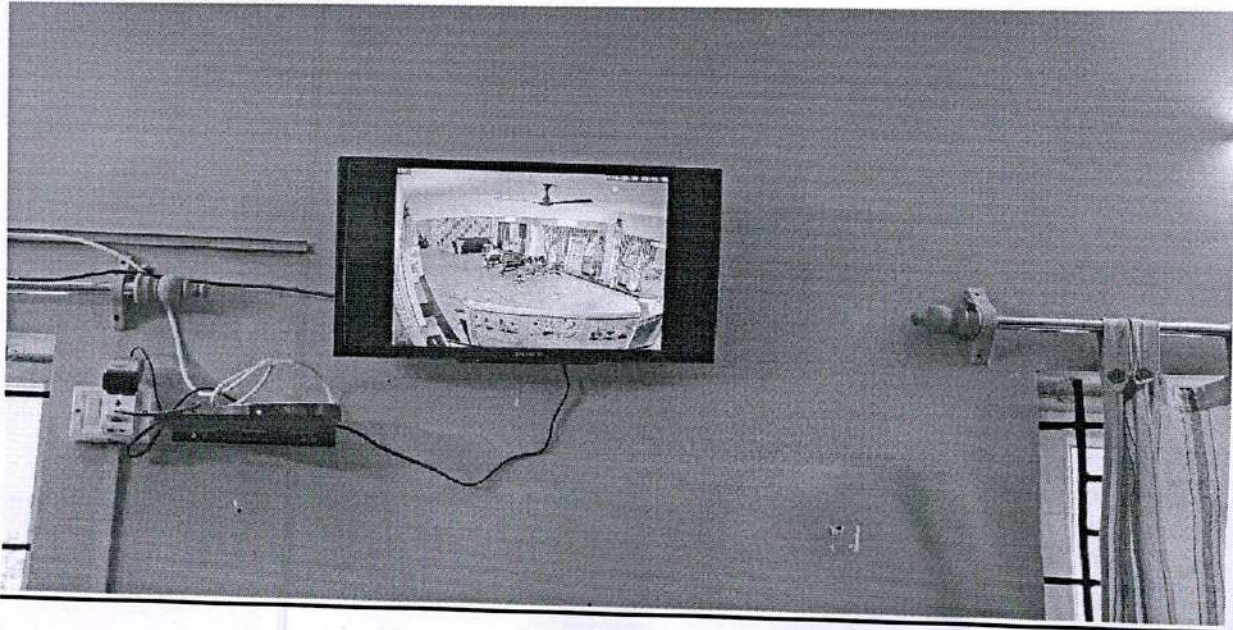
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CCTV MONITORING

4. Recommendations

RAAK Arts and Science College conveys the three virtues of human life: knowledge, modesty and sense of duty. Since its inception, the College has not only made substantial progress in the field of education, but also contributed immensely towards nation building. Many of its students and alumni have reached great heights and achieved national and international recognition. The College aims at being a leader in creating unique and exclusive learning opportunities in all disciplines of study that ultimately lead to the advancement of learning and creation of a sustainable society and environment.

A sustainable society can only be created with the appropriate and equitable representation of both genders. It is observed that the adequacy of facilities, policies as well as handling capabilities of the administration is very high, but at the same time there is scope for enhancing the same to a much higher



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level. This can be attained by dissemination of gender related data at prominent places. It is suggested to sensitize the students and the teaching community through newsletters, regular communication, seminars and self-defense classes. A notable number of respondents have stated that there is lack of awareness on existence of gender-friendly policies and procedures in the College.

It is recommended to conduct frequent awareness drives to cover the existing communication gap. To ensure the safety of the youth, it is proposed to appoint lady guards. As the College is always under CCTV surveillance, it is suggested to make the students aware of this information. The faculty and students may jointly publish research articles pertaining to gender sensitive issues. †

K. Sathyanarayanan

Dr. K. SATHYANARAYANAN

IRCA REGISTERED LEAD AUDITOR

G. Senthilnathan

Dr. G. SENTHILNATHAN

IQAC COORDINATOR



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MRS. J. B. WOODRUFF
SILVER SPRING, MD.
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