



EVEREST EDUCATIONAL SOCIETY'S
Dr. Zakir Hussain College of Education

Mhaismal Road, Khulda, Dist - Aurangabad, (M.S)
(Affiliated to Dr. Babasaheb Ambedkar Marathwada University, Aurangabad.)
College Code - EA340908

Web-<https://drzhedu.in>

NCTE Code-123119

Principal

Dr. Shaikh Firoj
M.A., M.Ed., M.Phil. (Edu),
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Ref. No.:

Date:

Gender Audit

Introduction:

Everest Educational Society is dedicated to promoting gender equity and fostering an inclusive environment for all students and staff. This policy outlines the procedures and measures for conducting a Gender Audit and promoting gender equity across its institutions: Dr. Zakir Hussain College of Education, Khulda, Mohd. Ali Johar Women's College of Education, Aurangabad, Everest Engineering College, Aurangabad, and Everest Group of Schools, Aurangabad.

Objectives

- To assess the gender balance and inclusivity within the institution.
- To identify areas of improvement and implement measures to promote gender equity.
- To create an environment that supports the personal and professional growth of all genders.

Gender Audit Procedure

Formation of Gender Audit Committee:

- A dedicated committee comprising faculty members, administrative staff, and student representatives will be formed.
- The committee will be responsible for planning, conducting, and reviewing the Gender Audit.

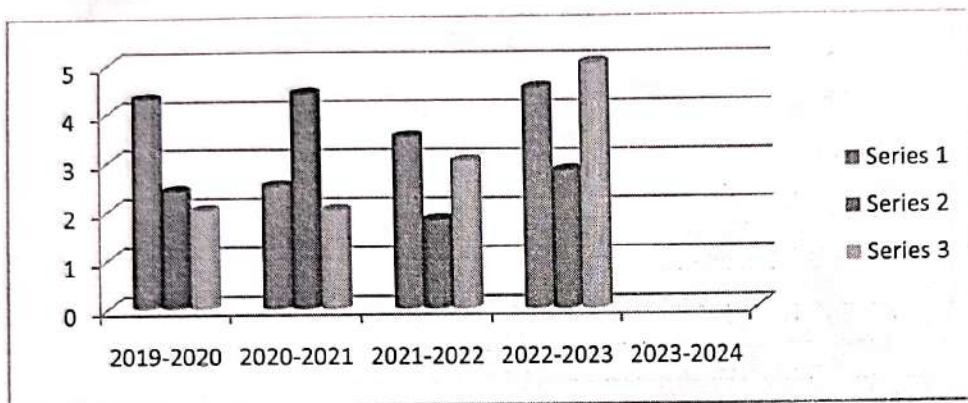
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Data Collection:

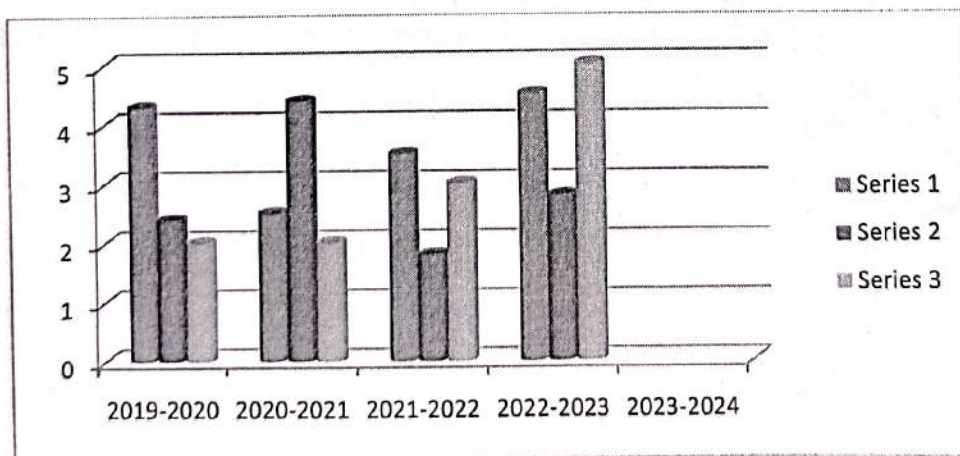
Teaching Staff Male and Female:

Sr. No.	Male	Female	Total	Academic Year
01	09	07	16	2019-2020
02	09	07	16	2020-2021
03	09	07	16	2021-2022
04	09	07	16	2022-2023
05	10	06	16	2023-2024



Non-Teaching Staff Male and Female:

Sr. No.	Male	Female	Total	Academic Year
01	09	No	09	2019-2020
02	09	No	09	2020-2021
03	09	No	09	2021-2022
04	09	No	09	2022-2023
05	09	01	10	2023-2024



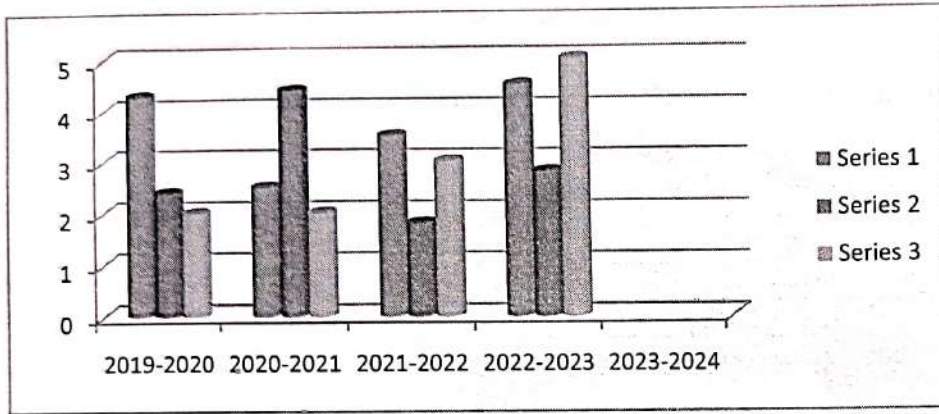
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Students Male and Female:

Sr. No.	Male	Female	Total	Academic Year
01	130	70	200	2019-2020
02	125	75	200	2020-2021
03	157	43	200	2021-2022
04	138	62	200	2022-2023
05	140	60	200	2023-2024



Assessment Areas:

- Enrollment and retention rates by gender.
- Participation in curricular and co-curricular activities.
- Representation in leadership roles and decision-making bodies.
- Availability and accessibility of gender-sensitive facilities.

Reporting and Recommendations:

Prepare a comprehensive report highlighting the findings of the Gender Audit.

Identify gaps and areas for improvement.

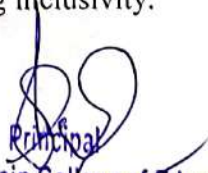
Recommend specific measures to promote gender equity.

Promotion of Gender Equity

Curricular and Co-Curricular Activities

Gender Sensitization Workshops:

- Regular workshops and seminars on gender sensitization for students, faculty, and staff.
- Topics include gender equality, preventing discrimination, and promoting inclusivity.


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Inclusive Curriculum:

- Ensure the curriculum includes topics related to gender studies, women's rights, and gender equity.
- Encourage discussions and projects that promote understanding and respect for all genders.

Student Clubs and Organizations:

- Support the formation of student clubs and organizations that focus on gender issues and equity.
- Provide platforms for students to express their views and participate in gender-related activities.

Facilities for Women on Campus

Girls' Common Room:

- A dedicated space for female students to relax, study, and engage in recreational activities.
- Equipped with comfortable seating, reading materials, and necessary amenities.

Safety and Security:

- Ensure the campus is safe and secure for all students, particularly women.
- Install CCTV cameras, adequate lighting, and security personnel to monitor the campus.

Sanitary Facilities:

- Provide clean and hygienic sanitary facilities for women, including sanitary napkin dispensers and disposal units.
- Regular maintenance and cleanliness checks to ensure high standards of hygiene.

Grievance Redressal:

- Establish a grievance redressal cell specifically for addressing issues related to gender discrimination and harassment.
- Ensure a confidential and supportive process for reporting and resolving grievances.



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Leadership and Representation

Equal Opportunities:

- Promote equal opportunities for all genders in leadership roles and decision-making bodies.
- Encourage female students and staff to take on leadership positions and participate in governance.

Mentorship Programs:

- Implement mentorship programs to support the personal and professional development of female students and staff.
- Connect mentees with experienced mentors who can provide guidance and support.

Conclusion:

Everest Educational Society is committed to fostering an inclusive and equitable environment for all students and staff. The Gender Audit and measures outlined in this audit aim to promote gender equity and ensure that all individuals have the opportunity to thrive. This audit will be reviewed and updated regularly to reflect the evolving needs and priorities of the institution.

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