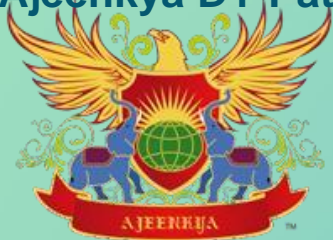


Ajeenkya DY Patil School of Engineering, Lohegaon, Pune.



D J PATIL GROUP

Gender Audit

**Inculcating a Standard Strategy of Course Correction through
Audit Practices**



Vision

Empowerment through quality technical education

Mission

M1: To excel as a center of excellence in technical education

M2: To impart skill based education to meet the needs of industry and Society

M3: To achieve excellence in teaching, learning and research

M4: To inculcate social & ethical values among the students

Quality Policy

We strive to impart the quality technical education through academic excellence and provide best of facilities to satisfy the need & expectations of the students & stakeholders.



A.Y. 2020-21 & A.Y. 2021-22: Academic & Administrative Audit

Basic Information of the College

IQAC CLUSTER INDIA

FOR Dr. DY PATIL SCHOOL OF ENGINEERING COLLEGE

The Gender Audit Committee visited **Dr. DY PATIL SCHOOL OF ENGINEERING** College/ University on:

Day: Wednesday	Date: 17/08/2022	Time: 11:00 AM
----------------	------------------	----------------

The External Peer committee members for Gender Audit appointed by IQAC Cluster India are:

No	Name	Designation	Address	Signature
1.	Dr. Lalita Kangude	Chairman	Sanskar Mandir Sanstha's Arts and Commerce College, Warje, Dist: Pune	<i>Kangude</i> 17/08/22
2.	Prof. Dr. Ayub Shaikh	Member	I.C.S. College of Art's, Commerce and Science, Khed, Dist:- Ratnagiri, Maharashtra.	<i>Ayub Shaikh</i> 17/08/22

Authorities of the organization who interacted with the Gender Audit team are:

No	Name	Designation	Address	Signature
1.	Dr. Kamaljeet Kaur Sidhu	Management representative	D Y Patil Knowledge City, Pune	<i>Kamaljeet Kaur Sidhu</i>
2.	Dr. Farooq Sayyad	Principal	D Y Patil Knowledge City, Pune	<i>Farooq Sayyad</i>
3.	Lt. Col. Sanjay Karodpati	CDC member	D Y Patil Knowledge City, Pune	<i>Sanjay Karodpati</i>
4.	Mr. Riyaj Kazi	IQAC In charge	D Y Patil Knowledge City, Pune	<i>Riyaj Kazi</i>
5.	Mr. Gorakhanath Deshmukh	Registrar or equivalent	D Y Patil Knowledge City, Pune	<i>Gorakhanath Deshmukh</i>
6.	Dr. Pallavi Kharat	Teacher representative	D Y Patil Knowledge City, Pune	<i>Pallavi Kharat</i>

The Gender Audit report has been submitted by IQAC Cluster India on: 17/08/2022

Kangude
17/08/22
Committee Chairman



Farooq Sayyad
Principal
Dr. D. Y. Patil School of Engineering
Lohegaon, Pune.

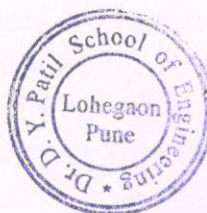
Section I: Basic Details of the Organization:

Lohegaon, Pune.

I	Name of the Trust/ Society Address Phone no: E-mail Year of Establishment:	Dr D Y Patil Educational Enterprises Charitable Trust Dr D Y Patil Knowledge City, Charholi(Bk.)-412105 020-35037922 principal_dypsoe@dypic.in 2005
II	Name of the College/ Institute:	AJEENKYA DY PATIL SCHOOL OF ENGINEERING
	Address:	Dr D Y Patil Knowledge City, Charholi(Bk.)-412105
	Year of Establishment	2010
	Authority Name & phone No.:	Dr. F.B. Sayyad 9422646654
	Coordinators name & Phone no	Dr. Pallavi Kharat 9665071534
	Contact Details: 1. Telephone no with STD code 2. Fax no: 3. Mobile no of the	020-35037922 - 9422646654



	<p>organization</p> <p>4. Organizational email:</p> <p>5. Website address:</p>	<p>principal_dypsoe@dypic.in</p> <p>www.adypsoe.in</p>
III.	Institutional Status	<p>1. Affiliating University: one year</p> <p>2. Affiliation Status: 2f & 12B , only 2f only 12b Date :</p> <p>3. UGC Approval Aided : NO</p> <p>4. Financial Status:</p> <ul style="list-style-type: none"> • Self-financing only
IV.	Type of College:	<p>a) Affiliated</p> <p>b) Co-ed College.</p> <p>c) Urban</p>
V.	Type of Faculty/Programme	Single Faculty Engineering
VI.	Special status conferred	UGC/CSIR/DST/DBT/ICMR etc (give details) : No
	UGC-Special Assistance Programme	DST Star Scheme:No
		UGC-CPE:No
		Any other (<i>Specify</i>):No





Gender Audit Format for College



Part I

Organization Information on gender Aspects

(Brief precise information needed. Please use charts/ bullet points/ in shorts for description.)

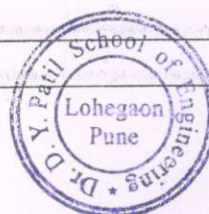
Governance Bodies, Key Actors & Decision makers:

1. Gender Ratio & category wise data of students, teaching, nonteaching faculty. (Data of at least last three years).

	Teaching	Non-teaching	students	Total
2019 - 2020				
Male	69	19	178	266
Female	25	8	58	91
Others				
2020 - 2021				
Male	57	30	285	372
Female	25	9	96	130
Others				
2021 - 2022				
Male	56	31	201	288
Female	34	7	79	120
Others				

2. Whether banners about respect of all genders is showcased on campus on website and in prospectus?

Location of the banners/ boards	Main gate/ entrance/ prime location/ notice board/ library/ canteen/ departments/ washrooms/ website/ prospectus/ any other.	
Viewership of the banners/ boards (possible % viewership each day)	No of banners with prime location (viewership 100%):	Yes, 2
	No of Banners at other locations (viewership: 60 to 80%	: 5 Yes
Year of posting the	2019-2020	



banners/ boards.	
Banner link on college website	In process

3. Gender ratio of management staff (Principal/ Vice Principal/ In charges/ office in-charge and governing body).

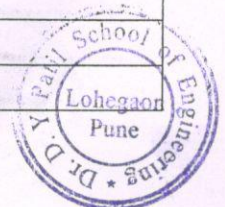
	Governing / Apex body	Principal/ Vice Principals/ In charges/ Heads of Department/ IQAC incharge	Office/ Admin incharge/ Accounts head/ other office authority	Total
2019 - 2020				
Male	5	6	2	8
Female	1			
Others				
2020 - 2021				
Male	5	6	2	8
Female	1			
Others				
2021 - 2022				
Male	5	6	2	10
Female	1	2		
Others				

4. Student council representation Gender wise:

Year			
2019-20	- Pandemic		
2020 -21	24	9	33
2021-22	24	9	33

5. No of single parent children and their genders (details of the year of auditing to be given).

No of students with mother as single parent	31
No of students with father as single parent	10
No of students with neither parent	1
Students who have lost their one/ both	8



parents in Covid.	
Total number of such students	50

6. Gender Policy on website.

Gender Policy Link:	Yes
---------------------	-----

7. Internal Complaints Committee & Vishakha committee (objectives and composition, meeting minutes).

- Number and nature of cases received (brief description) (names not expected)

File name, file no and ownership of file:	Yes, Dr. Saniya Ansari
Link of the committee details on website:	https://adypsoe.in/governance/ICC.pdf

8. Sexual harassment act 2013 copy and UGC regulations for sexual harassment are available with the college for reference.

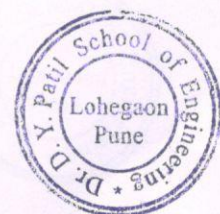
File name, file no and ownership of file:	Yes, Dr. Saniya Ansari
Link of the committee details on website:	https://adypsoe.in/governance/WGC.pdf

9. The grievance redressal cell has a time bound action program displayed on the website. **(Data of three years needed)**

- File with details of authority name, position, phone numbers, grievance policy (Yes), minutes of the meetings.)
- Link of above details on the website.
- Grievance redressal policy on the website.

Part A: Standard grievances:

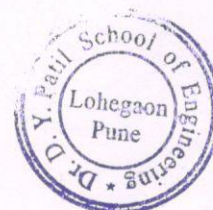
No.	Type of grievance	Duration of redressal	Authority of responsibility for the grievance.
	As per Policy	15 Days	Mr. Amol Gaikwad



Part B: Specific grievances and action taken (not to be showcased on the website).

10. Gender sensitization plan and nature of activities included as per the plan (three-year work to be showcased year wise).

N o.		Name of Activity	Nature of the activity	Date, day & duration	Number of participants	Link of the report and photos
1	2019 - 2020	Gender equity promotion		23/09/2019	62	https://dypsoe.in/iqac/713%20Geotagged%19photo.pdf
1	2020 - 2021	Gender Bias in the society and Its Remedies	Guest lecture	6/5/2021	82	https://dypsoe.in/iqac/713%20Geotagged%20photo.pdf https://dypsoe.in/iqac/713%20Geotagged%20photo.pdf
2		Gender Equality	Awareness program	12/4/2021	70	https://dypsoe.in/iqac/713%20Geotagged%20photo.pdf
1	2021 - 2022	Right to Information (RTI) Act	Awareness program	15-4-2022		https://dypsoe.in/iqac/713%20Geotagged%21photo.pdf
2		Gender Equity & Women's Right	Guest lecture	17-8-2021	63	
3		Managing Professional and Personal Roles	Webinar	24-11-2021	71	
4		Rights and responsibilities of citizen	Webinar	26-11-2021	114	
5		Women rights and laws for teaching and non-teaching staff	Training program	12-04-2022	20	
6		Women health Campaign	Awareness program	16-2-2022	20	



11. Facilities provided to genders: (at least 4)

- Rest rooms.
- Medical facilities.
- Gender counseling.
- Separate washrooms.
 - Women's washrooms with sanitary pad dispensers and sanitary pad incinerators
- Separate dining spaces for women in canteen.

12. Safety features provided for genders.

- Male and female guards at gate
- CCTV cameras
- Any other.

13. Gender based participation in NSS/ Sports/ performing arts, etc.

No	Activity	Male participants	Female participants
	NSS	29	21
	Sports	Yes	Yes
	Performing arts	Yes	Yes

(Though only numbers has been mentioned here the file must showcase the details of students during the visit/ showcase it on the website. A three-year data for average necessary.)

14. Initiatives taken for genders (make a list):

Male: Yes

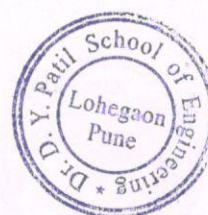
Female: Yes

Others:

The duties of the employer are available with the organization as per the UGC act 2013. - **In Staff Policy**

15. Any other features to be added.

Though the report will be prepared for one year the data of at least three years is necessary for averages.





Part II

Gender Recruitment, Career Progression and Retention:

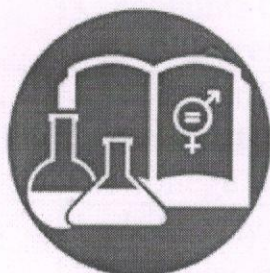
Total recruitments done in last three years (2018-19):

Year	Existing number	Teaching	Administration	Non-teaching	total
2019 – 2020	123	94	13	50	157
2020 - 2021	84	74	12	40	126

(Details to be available in the file)

Student recruitments (gender wise in last three years): In Progress

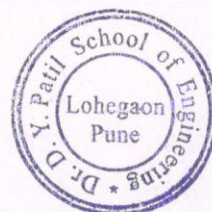
Career progressions gender wise: In Progress



Part III: How is the Gender dimension in curriculum?

(A statement needed from the Principal/ Director in 500 words)

Curriculum resides in relationship with the concept of gender in complex and multifaceted ways. Such a relationship acknowledges also the interconnectedness of curriculum, with assessment and pedagogy as well as with gender and demands that we look beyond gender as 'sex-group differences' to a deeper understanding of this notion as a cultural artifact, with more nuanced and complex understandings of boys and of girls and how gender affects young people's identities as learners, as consumers of knowledge and skills, as well as differentially mediating their learning and ultimately their attainment.



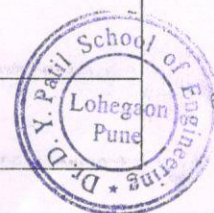


Part IV

Survey (Gender Equality & Gender Perspective)

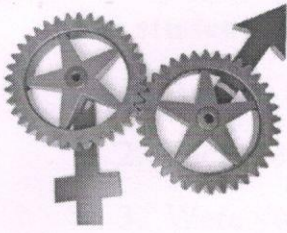
(Student/ Teacher/ Administrative staff/ non-teaching)

No	Question	Agree	Disagree
1.	The institution has a gender policy and is clearly visible on the website and at important places.	Y	
2.	The admission form clearly asks about the gender of the prospective student.	Y	
3.	The college conducts gender sensitization programs as a part of its curriculum.	Y	
4.	The college conducts gender awareness program each year.	Y	
5.	You are aware of the Internal Complaints Committee and Vishakha Samiti is present in the college.	Y	
6.	The women empowerment committee is setup in the college and displayed on the college website.	Y	
7.	Lady faculty members are appointed in the women empowerment committee	Y	
8.	The organization takes initiatives to work out on gender related issues proactively.	Y	
9.	The organization has a sexual harassment cell.	Y	
10.	The organization has a grievance redressal cell. Its working is time bound.	Y	
11.	The college has adequate security personnel and technological support/ surveillance.	Y	
12.	Safety guards employed on the gate also have women guards	Y	
13.	The remote areas on the campus are well protected and safe.	Y	



14.	There is a mechanism to assess the entry of strangers on the campus.	Y	
15.	There are adequate number of toilets on the campus for men and women.	Y	
16.	The toilets are hygienic, clean, and well maintained.	Y	
17.	The women's toilets have sanitary pad vending machines at convenient places.	Y	
18.	Sanitary incinerating machinery is available in the women's washrooms. .	Y	
19.	The classrooms / Library offers equal opportunities to all genders.	Y	
20.	Common rooms are available to boys and girls.	Y	
21.	Healthcare section of the organization takes special care in gender related illnesses.	Y	
22.	The University/ College has an insurance for the students in case of death/ emergency?	Y	
23.	Gender related counselling facility exists in the organization.	Y	
24.	Transportation by the organization is safe and efficient	N	Govt. Transportation facilities provided (PMT)
25.	Three suggestions by students on gender related issues of the campus: 1. Increase the number of Transportation vehicles. 2. Self-defense training should be provided to all genders		





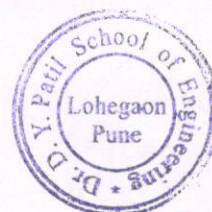
Part V: Actual one to interaction with cross section of stakeholders.

For Authorities?

1. Facilities specific for genders. (Health, counseling, career, training, jobs)
2. Is there a counseling center in the college?
3. What are the mechanisms of Prevention of physical/ psychological/ Sexual Abuse?
4. Complaint mechanisms existing within and outside the organization?
5. Methods to improvise the working conditions of the employees in the organization
6. Workplace level policies to curb violence and exploitation?
7. Methods to protect students from outside sources
8. Methods to protect students from the people working within the organization.

For employees:

1. Is there any physical violence?
2. Psychological?
3. Sexual violence experienced?
4. How?
5. Was it complained?
6. Was any action taken?
7. Do you think it is related to gender discrimination?
8. Leave for pregnancy is available?
9. Facilities available with the organization.
10. Is counselling available?

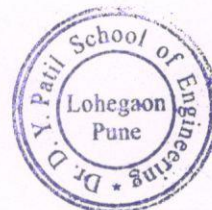


For students?

1. Are the opportunities equal for you as a boy/ girl on the campus?
2. Facilities and freedom on the campus? (In case of hostel also on hostel)
3. Were you threatened physically on the campus?
4. Is there ragging on the campus?
5. Are your complaints taken seriously by the authorities?
6. Have you availed the facility of the counseling centre in the organization
7. Gender related awareness programs are conducted by the organization?
8. Any other?

Recommendations:

- 1] More CCTV Cameras should be installed at the places such as parking area, hostel etc.
- 2] Lady guards at the ladies hostel as well as college campus.
- 3] Faculty members need to be advised to attend various training programs, FDPs, STCs based on gender issues.
- 4] Display Boards showcasing gender equity thoughts should be written in Marathi wherever possible.
- 5] Special Campaign to attract more female students can be thought of .
- 6] Awareness sessions as well as drives should be organized to create awareness regarding various gender issues amongst the students.
- 7] Couselling and mentoring process that will involve more female students should be strengthened.
- 8] Involvement of women employees in various administrative and policy making level should be increased.



9] Special Scholarship or schemes for the benefit of female students should be started.

10] Facilities such as bed, chair, sofa etc. should be increased in girls common room.

Kangudee.S.
17/09/22

Dr. Lalita Kangude

Chairperson

Gender Audit

Ayub Shaikh
12/08/2022

Prof. Dr. Ayub Shaikh

IQAC Cluster

