

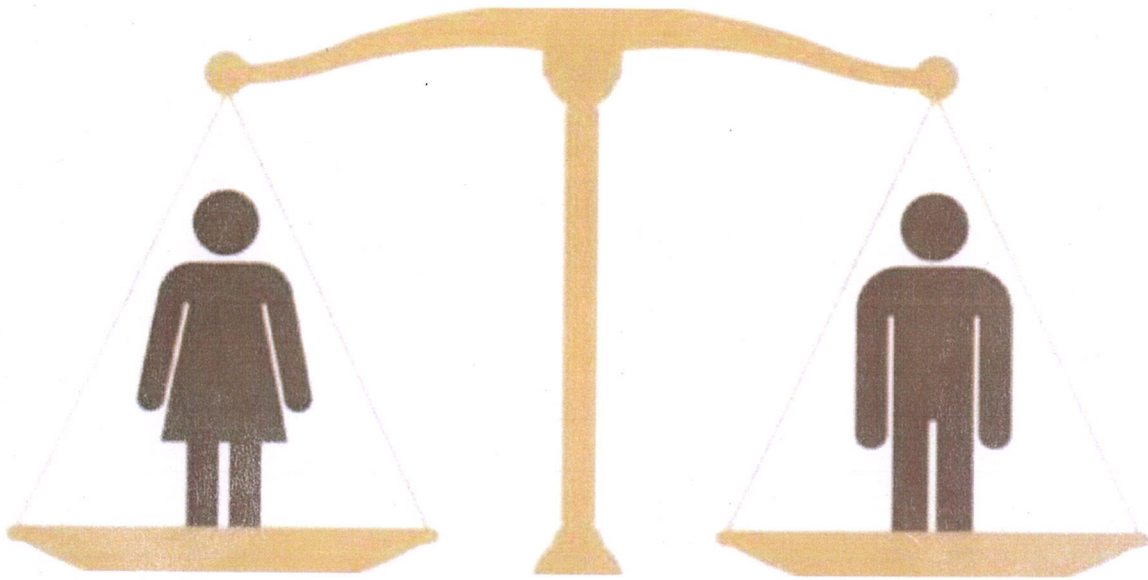


**AJ INSTITUTE OF ENGINEERING & TECHNOLOGY**

A Unit of Laxmi Memorial Education Trust®

(Approved by AICTE, New Delhi, Affiliated to Visvesvaraya Technological University, Belgavi)

**Accredited By NBA (BE : CV, CSE, ECE, ISE & ME)**



# **Gender Audit Report**

**2023-24**

  
Principal  
A.J. Institute of Engineering & Technology  
Mangaluru - 575 006

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### **About A J Institute of Engineering and Technology**

AJ Institute of Engineering & Technology is promoted by Laxmi Memorial Education Trust which was registered in the year 1991 in the memory of Late Laxmi Shetty, mother of Dr. A. J. Shetty, who is the President and Managing Director of the Trust.

Being a pioneer industrialist of South Kanara, Dr. A. J. Shetty started the renowned Star Hotel Moti Mahal, A.J, Hospital & Research Centre (Tertiary Care Super Speciality Hospital), A.J. Institute Of Medical Science, A.J. Institute Of Dental Sciences, A.J. Institute Of Management, A. J. Institute Of Paramedical Sciences, Laxmi Memorial College Of Nursing, Laxmi Memorial Institute Of Nursing, Laxmi Memorial College Of Physiotherapy, Moti Mahal College Of Hotel Management (Attached With 3 Star Training Hotel Moti Mahal), Laxmi Memorial College Of Hotel Management, A. J. Institute Of Hospital Management Laxmi Institute Of Paramedical Sciences



**Fig 1:** Front view of A J Institute of Engineering & Technology

**Vision:**

To produce top-quality engineers who are groomed for attaining excellence in their profession and competitive enough to help in the growth of nation and global society.


**Mission:**

**M1:** To offer affordable high-quality graduate program in engineering with value education and make the students socially responsible

**M2:** To support and enhance the institutional environment to attain research excellence in both faculty and students and to inspire them to push the boundaries of knowledge base.

**M3:** To identify the common areas of interest amongst the individuals for the effective industry- institute partnership in a sustainable way by systematically working together

**M4:** To promote the entrepreneurial attitude and inculcate innovative ideas among the engineering professionals.

  
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### Organization Structure

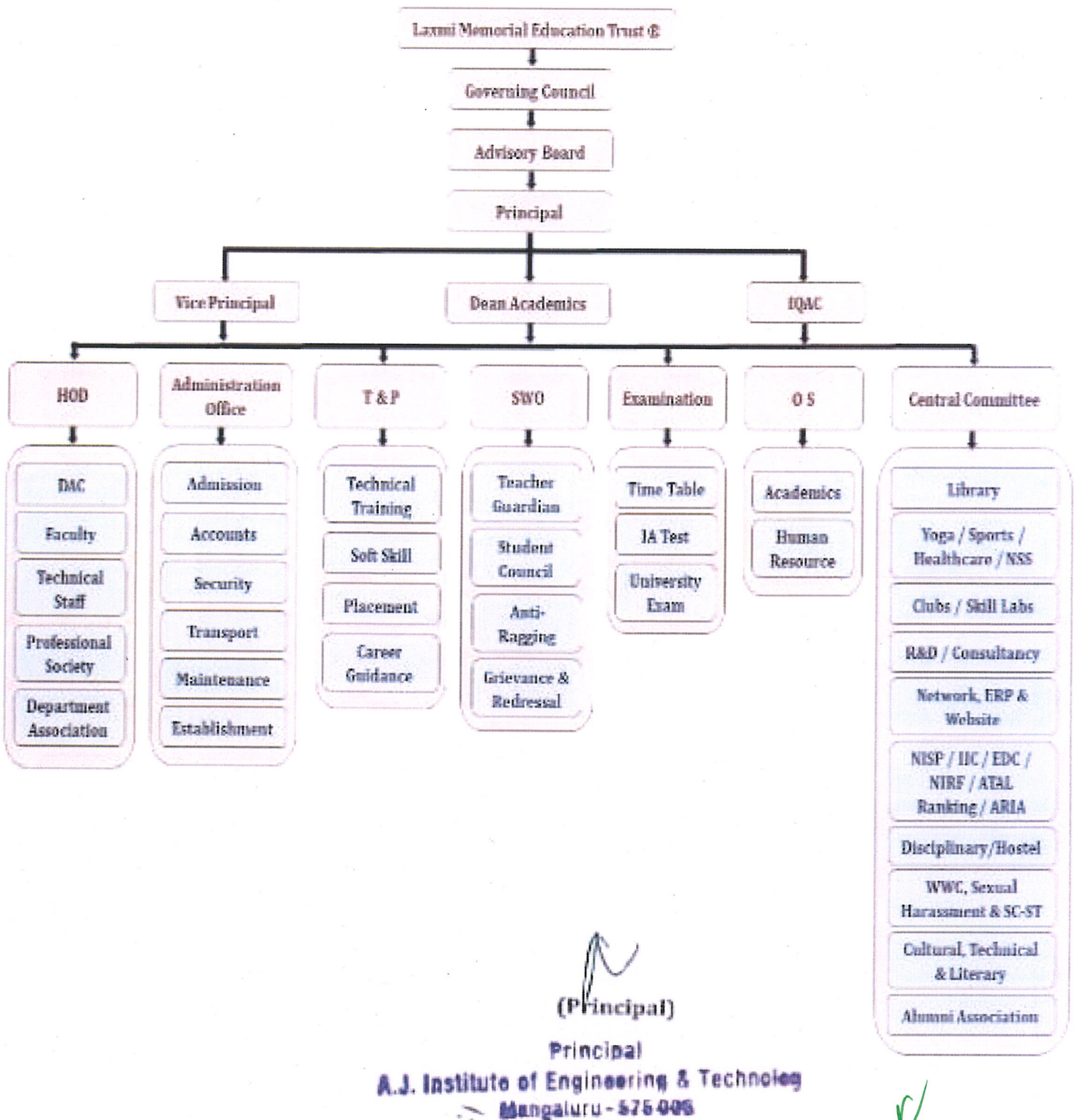


Fig 2: Organization of A J Institute of Engineering & Technology

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## Objectives of Gender Audit

- Assess the distribution of genders among students, faculty, and administrative staff across different academic and administrative levels.
- Examine any differences in academic achievements, career advancement, and leadership opportunities between genders.
- Evaluate the effectiveness of support systems such as mentorship programs, career counseling, and work-life balance initiatives in addressing the needs of all genders.
- Collect feedback from students, faculty, and staff regarding their experiences and perceptions of gender equity within the college.

## Gender Equality Policy

### Policy statement

Gender equality policy ensures equal opportunities for women and men by promising a gender competent administration in every aspect at the institution. Gender equality uphold the principle as mentioned in the Indian Constitution, in its Preamble, Fundamental Rights, Fundamental Duties, respecting the dignity of the human individual and the centrality of the human person in the scheme of things, without any discrimination to any gender, providing equal opportunity to all.

### Scope of the Policy

This Policy sets out the required conditions and standards for mainstreaming gender equality and procedures with a view to promote gender equality.

### Objectives

- To ensure institute provides equal access to the resources, and provisions for both boys and girl students and employees.
- To maintain healthy relationship with the opposite gender among the students and staff too.
- To ensure equal justice of treatment for all.
- To ensure both women and men Staff and Students are considered equal and treated equally in terms of fairness, opportunities, and rights.

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### **Institutional Initiatives for Gender equality**

- AJ Institute of Engineering and Technology provide equal opportunity to all on the campus to represent individually and to avail all facilities that are provided by the Institute. Committees like Women's Welfare Committee (WWC), Grievance Redressal Committee, Students welfare committee, College Internal Complaint Committee (CICC) are formed in the college and implement the policy.
- Institute gives equal opportunity to both boys and girls during the admission process without any gender bias or gender discrimination.
- The management and Head of the Institute make sure female staff members are identified and given equal opportunities in various functioning systems related to administration, committees, Heading the departments etc.
- Institute support the welfare of physically challenged individuals, by providing required facilities like Ramp accessibility, Wheelchair facility, Accessible rest rooms.
- Institute shows gender sensitivity through various initiatives by organizing various guest talks through the central committees on awareness programs, legal awareness, self-defence programs and various value-added activities such as welfare related talk, health, and hygiene sessions to ensure all the students are educated in all aspects and given awareness with respect to gender.
- Institute provides security amenities to all the students and employees especially for girls within the premises, through well managed security team, well-maintained 24-hour CCTV surveillance system.
- College discipline committee ensures proper rules and regulations are followed to avoid any behavioural complaints.
- The institute keeps visitors log register to record the details of any person entering the college premise to avoid any kind of risk.
- Safety is ensured to inmates of girl's hostel and is located within the campus boundary. Residential wardens are appointed to ensure safety for hostel inmates.

With all the above-mentioned initiatives institute balances the gender equality with well managed gender sensitivity actions and equal opportunities.

**The management of A J Institute of Engineering & Technology reserves the right to**

**amend the policy issued as and when it is required**

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## On going Committee for Gender Awareness

### 1) Women's Welfare/ Sexual Harassment Eradication Committee

Women are considered to be the strength of the family and the nation, and we are greatly concerned about their growth and contribution. So we must recognize the enormous potential of half of the world's population – women. To enable them to reach their full potential, women must be free from discrimination, including the gender-based violence. In accordance with the guidelines issued by Supreme Court, UGC and as per the provisions of the Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013, it is necessary that the University/Institute/College must have a separate committee to deal with issues of gender based violence and gender sensitization programs. Women's Welfare Committee (WWC) of our college is established to enhance understanding of academic/non-academic issues related to women and to make the college campus a safe place for women students and staff.

### Objectives

- To create a healthy environment in the campus where every women feels safe and self-confident without any problems related to gender discrimination and sexual harassment.
- To promote awareness about sexual harassment through educational initiatives that encourages and fosters a respectful learning and working environment.
- To create a conducive counselling environment and encourage girl students to discuss their problems with teachers without any hesitation.
- To promote a culture of respect and equality for female gender.
- To address the informal and formal complaints of any female employee or student and provide them with necessary guidance and support and to ensure the fair and timely resolution of the complaints.

### Outcomes

- Every women in the campus feels safe and self-confident without any problems related to gender discrimination and sexual harassment.
- Awareness about sexual harassment is created through educational initiatives.
- A conducive counselling environment is created for girl students to discuss their problems with teachers without any hesitation.
- No informal or formal complaints are received by any member of the committee.

**Table 1:** List of activity conducted to women's welfare and active participate

Sl. No	Activity	Date
1	Womens Welfare Address for first year girls, by Dr. Shantha Kumari K	30/09/2023
2	Collage competition themed "Women in Leadership"	07/03/2024
3	Essay contest on the topic "Empowering Gender Equality: Challenges and Opportunities"	07/03/2024
4	Mehendi Design Competition	09/03/2024
5	International Women's Day Chief Guest : Dr.Ushaprabha Nayak, Chairperson of the Expert Group of Institutions, Mangaluru	11/03/2024

## 2) Student Welfare / Grievance Re-Addressal Committee

The roots of education is bitter but the fruit is sweet - Aristotle. Welcome to all the students joining AJIET. Education is not just a process of giving knowledge for future job but a lifelong process which creates an understanding of moral and ethical values to guide one's life and make responsible citizen of the country. The Student Welfare Committee is dedicate towards indicating not only a healthy relationship between the students and the faculty / staff of AJIET but also nurturing the students so that they develop an all round personality. Creating the right ambition on campus for a vibrant knowledge culture and intellectual system is one of our top priorities.

### Objectives

- To focus on all relevant student issues determined by current events and/or by suggestions of committee members.
- To recommend on the enhancement of student facilities, students' life and experience during their time at AJIET Mangaluru.
- To bring a harmonious atmosphere in campus.
- To review orientation processes and practices of each constituent in order to ensure these programmes meet the needs of all students.
- Upholding the dignity of the Institution by ensuring strife free atmosphere in the Institute through promoting cordial student-student relationship and student teacher relationship etc.

- Advising the students to respect the right of dignity of one another and show restraint and patience whenever any occasion arises
- Advising the students to refrain from inciting students against other students or teachers and institute Administration.
- To encourage students to express their grievances by providing them a platform to express their problems.
- To ensure effective solution to the student's grievances with an impartial and fair approach.

### **Details of Monitoring System**

The smooth functioning of the mentoring system, the head of institute will assign a mentor through Student welfare officer (SWO) and the head of department for each student to support guide and advise their needs. A faculty member, who will be the mentor, has to continuously monitor the performance of assigned students and counsel them for further improvement wherever required. The guidelines of the mentoring system at AJIET will be instructed to the mentors and their students at the beginning of each academic year.

### **3.Grievance and Redressal Cell**

The Grievance Redressal Cell (GRC) at AJIET is committed to promptly addressing and resolving concerns, grievances, and complaints raised by both students and staff. This includes matters related to both academic and non-academic aspects within the institution

#### **Committee Composition**

The Grievance Redressal Committee comprises the Principal, faculty members, and student representatives. The committee is coordinated by a faculty member appointed by the institute administration.

#### **Objectives**

The primary objectives of the Grievance Redressal Committee are as follows:

- To provide a fair and impartial platform for addressing grievances related to academic and non-academic matters.
- To ensure prompt and effective resolution of grievances to maintain a harmonious learning and working environment.
- To uphold transparency and accountability in the grievance redressal process.
- To safeguard the rights and interests of students and staff members.

  
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**Functions:**


The Grievance Redressal Committee commits to the following functions:

- Receiving and registering grievances from students and staff members.
- Conducting thorough investigations into the grievances received, ensuring confidentiality and impartiality throughout the process.
- Providing opportunities for complainants and respondents to present their respective cases and evidence.
- Providing mediation and counseling services to facilitate cooperative resolutions whenever feasible.
- Recommending appropriate actions or solutions to address the grievances, including disciplinary measures if necessary.
- Maintaining records of grievances received, actions taken, and outcomes achieved for future reference and analysis.

**Scope**


The Committee addresses grievances received in writing from students concerning the following matters:

- Academic Matters: This includes issues related to the timely issuance of duplicate mark sheets, transfer certificates, conduct certificates, or any other examination-related matters.
- Financial Matters: This includes concerns regarding dues and payments for various items such as library fees, hostel fees, etc.
- Other Matters: This category covers grievances related to conditions of sanitation, food preparation, availability of transportation, and any other general concerns students may have.

  
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**Table 2:** List of Grievance from student/Staff collected

SL. No	Date	Name of the student/Staff with Date of Grievance	Details of Grievance
1	24-01-2024	All members of Canteen Committee	Complaint on Canteen cleanliness, food quality and price - complaints about food quality, hygiene, and cost hikes. About students sharing images and videos of the unhygienic food on social media.
2	05-06-2024	Shreenikethan Bhat 4JK21IS042	Requested to grant the permission to check the CCTV footage as he lost his keys inside the Classroom.
3	13-12-2023	From a group of 25 students of first year ISE	Requesting the permission to practice for group dance and to provide the attendance
4	30-05-2023	Sidharth K P 4JK22IS055	Requested to return his phone which is Caught by Faculty while using in the CAED Lab with apology letter
5	23-06-2023	From a group of 10 students	Different complaints/Feedback on Canteen food
6	21-01-2023	From Akash Chandran First year student	Non-functioning of bulb in the classroom
7	09-06-2023	Dr Sangeetha Department of Civil Engineering	Complaint regarding the non veg item mixed in the veg Noodles

  
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#### 4) Internal Complaints Committee

##### Objectives

- To create a healthy environment in the campus where every women feels safe and self-confident without any problems related to gender discrimination and sexual harassment.
- To promote awareness about sexual harassment through educational initiatives that encourages and fosters a respectful learning and working environment.
- To create a conducive counselling environment and encourage girl students to discuss their problems with teachers without any hesitation.
- To promote a culture of respect and equality for female gender.
- To address the informal and formal complaints of any female employee or student and provide them with necessary guidance and support and to ensure the fair and timely resolution of the complaints.

##### Gender wise Details of Total Students in the College

The phrase "gender-wise details among total number of students in college" refers to a breakdown of the number of students in a college by their gender. This typically includes:

1. Total number of male students
2. Total number of female students
3. Total number of students (male + female)
4. Percentage of male students
5. Percentage of female students

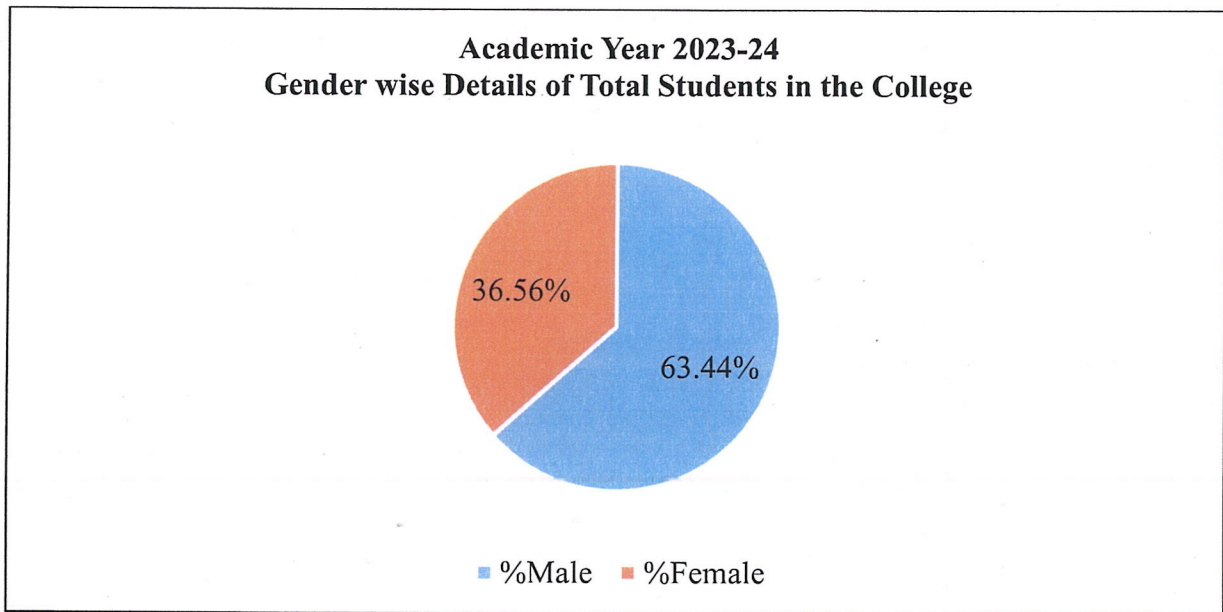
For example the table 3 and Fig 3, List and Representation of gender wise details among total number of students in college as follows:

- Total students: 1250
- Male: 793 (60.44%)
- Female: 457 (36.56%)

**Table 3:** List of gender wise details among total number of students in college

Year	Total	Male	Female	%Male	%Female
2023-24	1250	793	457	63.44	36.56

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**Fig 3:** Representation of gender wise details among total number of students in college

The phrase "Representation of gender distribution details among First, Second , Third and Fourth year students" refers to a visual or numerical display of the gender breakdown among first-year students in a college or university. This typically includes:

1. Number of male All-year students from different branch
2. Number of female All-year students from different branch
3. Total number of All-year students from different branch (male + female)
4. Percentage of All-year students from different branch
5. Percentage of All-year students from different branch

This information can be represented in formats of Bar charts Fig 4, Fig5, Fig 6 and Fig 7, visualize the gender distribution of First, Second , Third and Fourth year students of all branch respectively, show the numbers and percentages

This information helps to understand the gender diversity among new students and can be used for various purposes, such as:

- Monitoring gender balance and inclusivity
- Planning targeted support services or programs
- Analyzing trends and changes in gender distribution over time

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### Department Wise Student List 2023-24 ,I YEAR

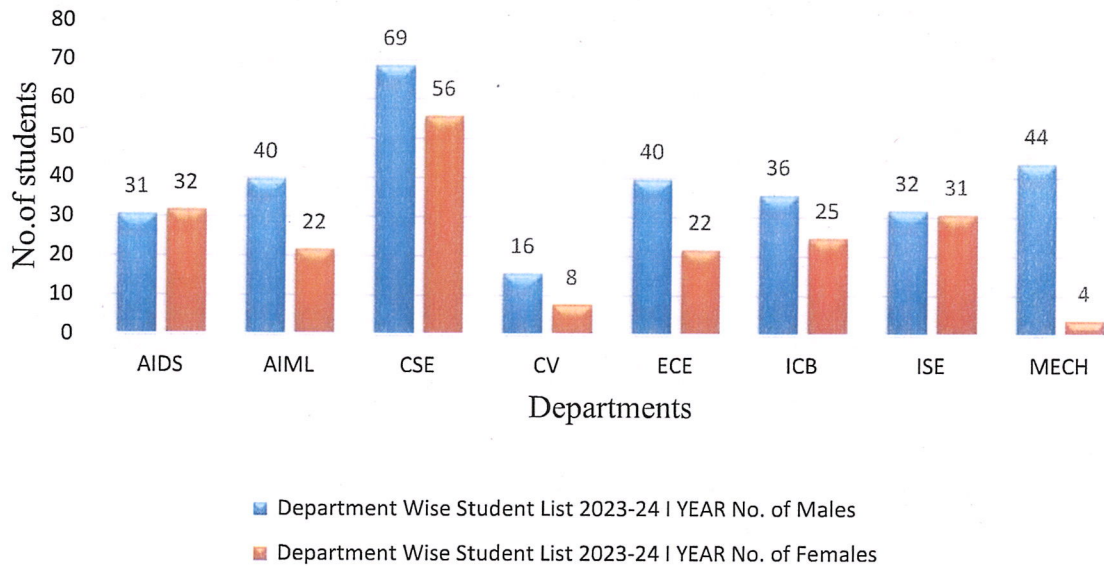


Fig 4: Representation of gender distribution details among First year students

### Department Wise Student List 2023-24,II year

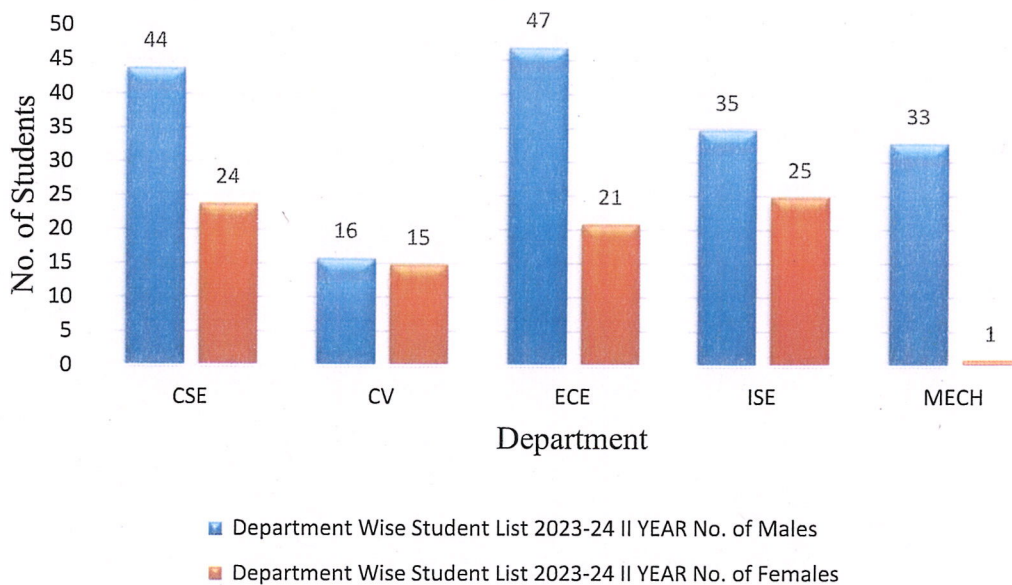
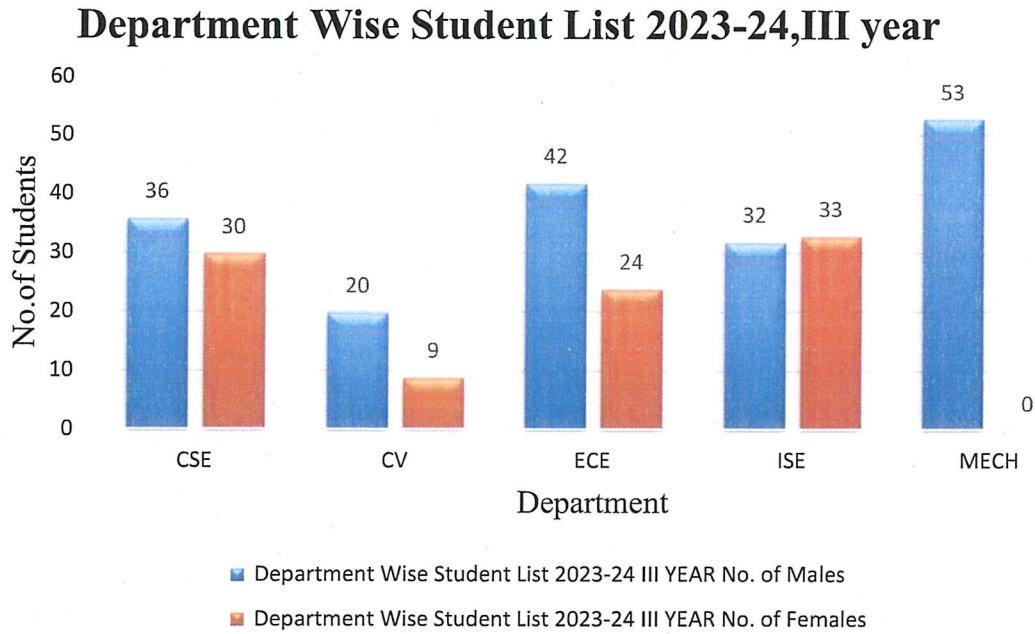
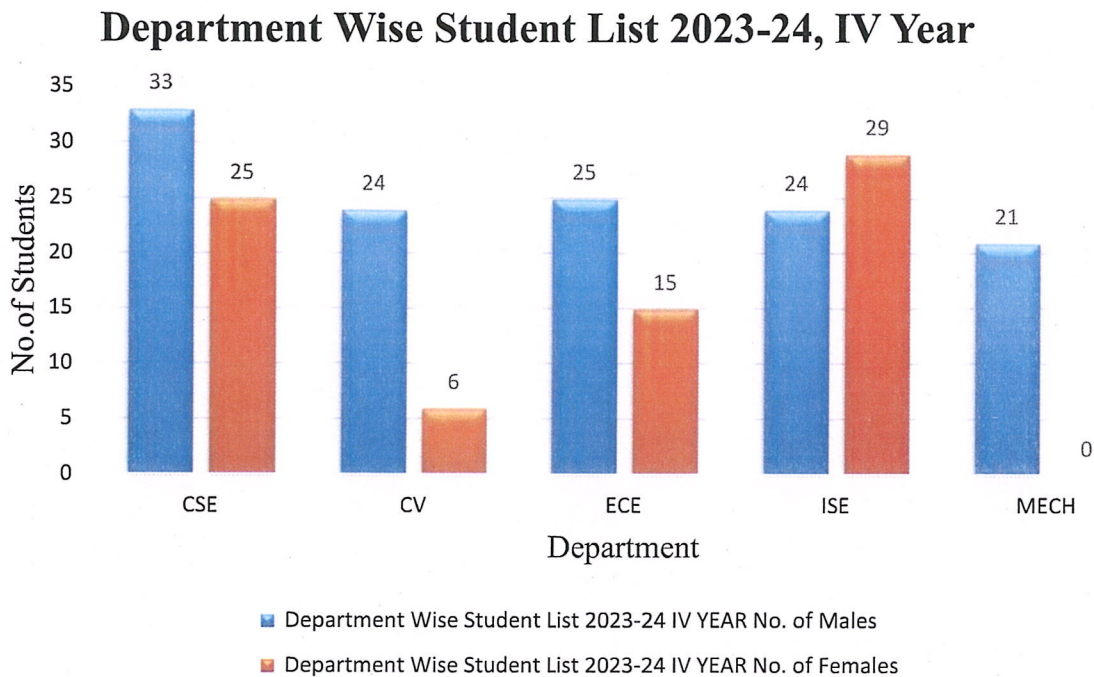


Fig 5: Representation of gender distribution details among Second year students


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**Fig 6:** Representation of gender distribution details among Third year students



**Fig 7:** Representation of gender distribution details among Fourth year students

  
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The phrase "Representation of gender distribution details among Teaching Faculty" refers to a visual or numerical display of the gender breakdown among the teaching faculty members in a college or university. This typically includes:

1. Number of male faculty members
2. Number of female faculty members
3. Total number of faculty members (male + female)
4. Percentage of male faculty members
5. Percentage of female faculty members

This information can be further broken down by:

- Department or discipline (e.g., Engineering, Arts, Sciences)
- Rank or position (e.g., Professor, Associate Professor, Assistant Professor)
- Full-time vs. part-time faculty

This data can be represented in various formats of pie charts Fig 8 and 9 to visualize the gender distribution of Teaching and Non-Teaching Respectively,

For example:

Teaching Faculty (2024-2025)

- Male: 42 (46.66%)
- Female: 48 (53.33%)
- Total: 100

Non-Teaching Faculty (2024-2025)

- Male: 22 (42.30%)
- Female: 30 (57.69%)
- Total: 100

This information helps to:

- Monitor gender balance and diversity among faculty
- Identify areas for improvement in faculty recruitment and retention
- Analyze the impact of gender distribution on academic programs and student outcomes

  
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Gender Distribution : Teaching Faculty

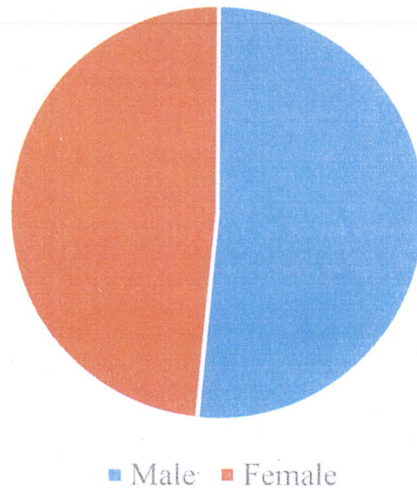


Fig 8: Representation of gender distribution details among Teaching Faculty

Gender Distribution : Non-Teaching Staff

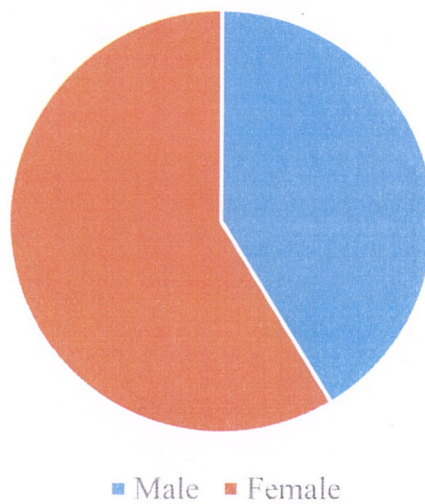


Fig 9: Representation of gender distribution details among Teaching

  
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## GENDER AUDIT SURVEY AND ANALYSIS

### 1. The college conducts gender sensitization program?

Conducting a gender sensitization program means organizing and implementing a training or awareness initiative aimed at promoting gender equality, challenging stereotypes, and addressing gender-based discrimination. The program seeks to:

1. Raise awareness about gender issues and concerns
2. Educate participants about gender equality and its importance
3. Encourage empathy and understanding of diverse gender perspectives
4. Address and challenge gender biases, stereotypes, and prejudices
5. Foster an inclusive and respectful environment

Gender sensitization programs may include:

1. Workshops, seminars, and lectures
2. Interactive sessions, group discussions, and role-plays
3. Case studies, scenarios, and real-life examples
4. Expert talks, panel discussions, and guest lectures
5. Training modules, quizzes, and assessments

These programs are often conducted for:

1. Students,
2. Faculty members
3. Staff
4. Administrators and
5. Community members

The goals of gender sensitization programs include:

1. Creating a gender-inclusive culture
2. Promoting diversity and equity
3. Preventing gender-based violence and discrimination
4. Supporting gender equality and empowerment
5. Encouraging active bystander intervention and ladyship

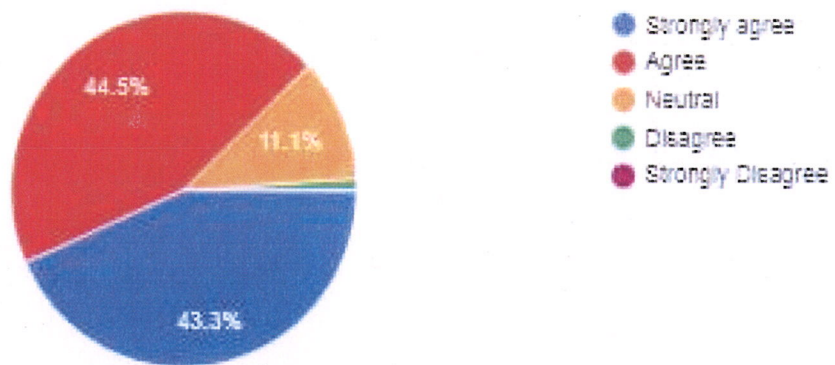
By conducting gender sensitization programs, institutions can promote a culture of respect, empathy, and inclusivity, ultimately contributing to a more equitable and just society Table 4 and Fig 10 Collection of response and Representation of feedback about gender sensitization program.

**Table 4:** List of gender sensitization program

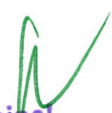
Particular		Male	Female
Students	Strongly agree	163	128
	Agree	164	139
	Neutral	53	24
	Disagree	06	01
	Strongly Disagree	01	0
<b>Total</b>		<b>387</b>	<b>292</b>

1. The college conducts Gender sensitization program.

695 responses



**Fig 10:** Representation of feedback about gender sensitization program

  
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**2.The curriculum designed in different courses includes gender related issues?**

A curriculum that includes gender-related issues in different courses means that the educational program has been designed to:

1. Integrate gender perspectives and topics into various subjects and disciplines
2. Address gender-based issues, challenges, and concerns in different fields of study
3. Promote gender awareness, sensitivity, and inclusivity throughout the curriculum

This approach ensures that students gain a deeper understanding of how gender intersects with different aspects of life, such as:

1. Social justice and human rights
2. Health and wellness
3. Economics and development
4. Literature and media representation
5. Science, technology, engineering, and mathematics (STEM)
6. Business and leadership
7. Environmental sustainability
8. Cultural studies and diversity

By incorporating gender-related issues into the curriculum, educational institutions can:

1. Foster critical thinking and analysis of gender-based inequalities
2. Encourage empathy and understanding of diverse gender experiences
3. Prepare students to address and challenge gender-based discrimination
4. Develop inclusive and equitable solutions to real-world problems
5. Cultivate a culture of respect, empathy, and social responsibility

Examples of gender-related issues that might be integrated into different courses include:

1. Gender and intersectionality in sociology
2. Gender-based violence in psychology
3. Women's representation in literature
4. Gender and leadership in management
5. Gender and technology in computer science

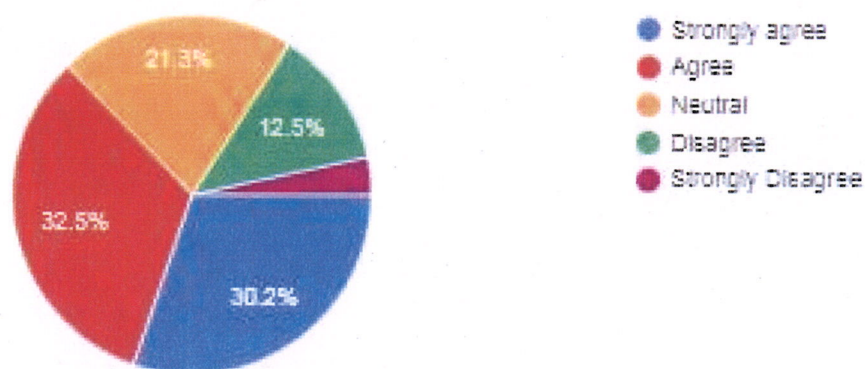
By doing so, the curriculum becomes more comprehensive, inclusive, and relevant to the needs of a diverse student population, Table 5 and Fig 11 Collection of response and Representation of feedback about curriculum designed in different courses related to gender issue

**Table 5:** Collection of response on curriculum designed in different courses related to gender issue

Particular		Male	Female
Students	Strongly agree	115	87
	Agree	116	106
	Neutral	107	40
	Disagree	35	49
	Strongly Disagree	14	10
<b>Total</b>		<b>387</b>	<b>292</b>

2. The curriculum designed in different courses includes gender related issues.

695 responses



**Fig 11:** Representation of feedback about curriculum designed in different courses related to gender issue

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### 3.The college prepares an annual gender sensitization action plan ?

A college preparing an annual gender sensitization action plan means that the institution:

1. Develops a strategic document outlining specific goals, objectives, and activities to promote gender equality and sensitivity
2. Identifies areas for improvement in gender-related issues, such as gender-based violence, discrimination, and inequality
3. Sets measurable targets and outcomes to address these issues
4. Allocates resources and responsibilities to implement the plan
5. Monitors and evaluates progress throughout the year

The action plan might include:

1. Workshops, training programs, and awareness campaigns
2. Policy revisions and implementation
3. Support services for victims of gender-based violence
4. Inclusive curriculum development
5. Gender-sensitive infrastructure and facilities
6. Community engagement and outreach programs
7. Research and data collection on gender-related issues

The purpose of the annual gender sensitization action plan is to:

1. Promote a culture of inclusivity and respect
2. Address gender-based discrimination and violence
3. Empower students, faculty, and staff from diverse gender backgrounds
4. Foster a safe and supportive learning environment
5. Meet legal and regulatory requirements
6. Enhance the institution's reputation and social responsibility

By preparing and implementing an annual gender sensitization action plan, the college demonstrates its commitment to gender equality and takes proactive steps towards creating a more inclusive and equitable community. The Table 6 and Fig12 Collection of response and Representation of feedback about annual gender sensitization action plan conducted in the college.

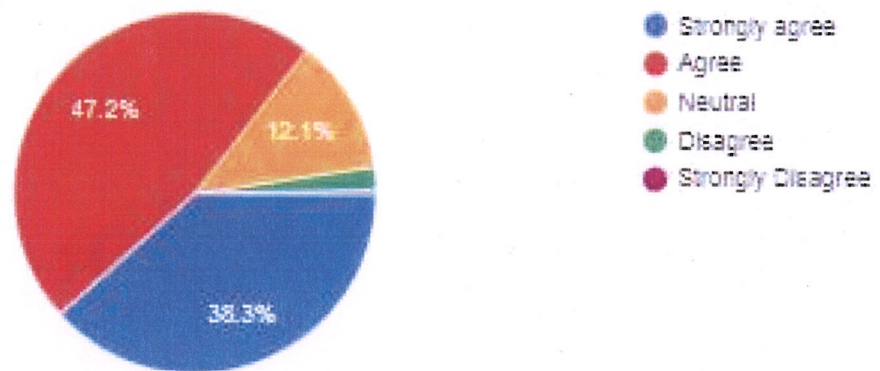
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**Table 6:** Collection of response on annual gender sensitization action plan

Particular		Male	Female
Student	Strongly agree	148	109
	Agree	172	150
	Neutral	55	28
	Disagree	09	05
	Strongly Disagree	03	0
<b>Total</b>		<b>387</b>	<b>292</b>

3. The college prepare annual gender sensitization action plan.

695 responses



**Fig 12:** Representation of feedback about annual gender sensitization action plan

  
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**4. Availability of specific facilities provided for women in terms of safety and security, counselling, common rooms ?**

The availability of specific facilities for women in terms of safety and security, counselling, and common rooms refers to the provision of dedicated resources and spaces to support the well-being, comfort, and empowerment of women on campus.

These facilities may include:

Safety and Security:

- Women's safety cells or committees
- Emergency response systems (e.g., panic buttons, helplines)
- Secure and well-lit parking areas
- Women's-only transportation services
- CCTV cameras in public areas

Counselling:

- Women's counselling centre's or services
- Trained counsellors or therapists for women's issues
- Confidential advice and support for gender-based violence, harassment, or discrimination

Common Rooms:

- Women's lounges or common rooms for relaxation and socialization
- Lactation rooms or breastfeeding facilities
- Women's-only prayer rooms or meditation spaces
- Women's gyms or fitness centre's

Additional facilities might include:

- Sanitary napkin vending machines
- Women's empowerment programs (e.g., leadership development, skill-building)

These facilities aim to:

- Create a safe and supportive environment for women
- Address specific needs and concerns of women students, faculty, and staff
- Foster a sense of community and belonging among women
- Promote gender equality and empowerment
- Enhance the overall campus experience for women



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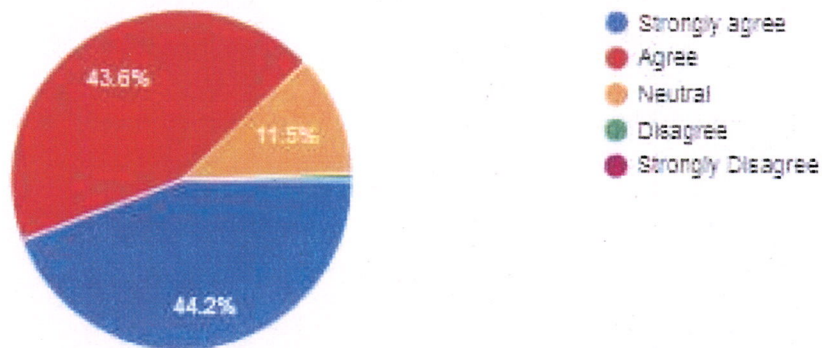
By providing these facilities, the institution demonstrates its commitment to supporting women's well-being, safety, and success. The Table 7 and Fig13 Collection of response and Representation of feedback about availability of specific facilities provided for women in terms of safety and security, counselling, common rooms

**Table 7:** Collection of response on availability of specific facilities provided for women in terms of safety and security, counselling, common rooms

Particular		Male	Female
Students	Strongly agree	168	128
	Agree	164	136
	Neutral	52	26
	Disagree	03	02
	Strongly Disagree	0	0
<b>Total</b>		<b>387</b>	<b>292</b>

4. Availability of specific facilities provided for women in terms of safety and security, counselling, common rooms.

695 responses



**Fig 13:** Representation of feedback about availability of specific facilities provided for women in terms of safety and security, counselling, common rooms

**5. Availability of adequate number of toilets for girls and boys in the campus ?**

The availability of an adequate number of toilets for girls and boys on campus refers to the provision of sufficient, clean, and well-maintained sanitation facilities for all students.

This includes:

1. Separate toilets for girls and boys
2. Adequate number of toilets based on student enrollment
3. Cleanliness and maintenance of toilets
4. Access to toilets with proper lighting, ventilation, and water supply
5. Sanitary napkin dispensers and incinerators (for girls' toilets)
6. Handwashing facilities with water
7. Accessibility for students with disabilities


Having an adequate number of toilets on campus is essential for:

1. Maintaining personal hygiene and health
2. Preventing urinary tract infections and other health issues
3. Reducing anxiety and stress related to accessing toilets
4. Promoting gender equality and inclusivity
5. Supporting students with disabilities
6. Enhancing overall campus experience and well-being

Inadequate toilet facilities can lead to:

1. Health problems
2. Decreased attendance and engagement
3. Increased stress and anxiety
4. Negative impact on academic performance
5. Discrimination against students with disabilities

By ensuring an adequate number of toilets for girls and boys, the institution demonstrates its commitment to providing a safe, healthy, and inclusive learning environment. The Table 7 and Fig14 Collection of response and Representation of feedback about availability of adequate number of toilets for girls and boys in the campus.

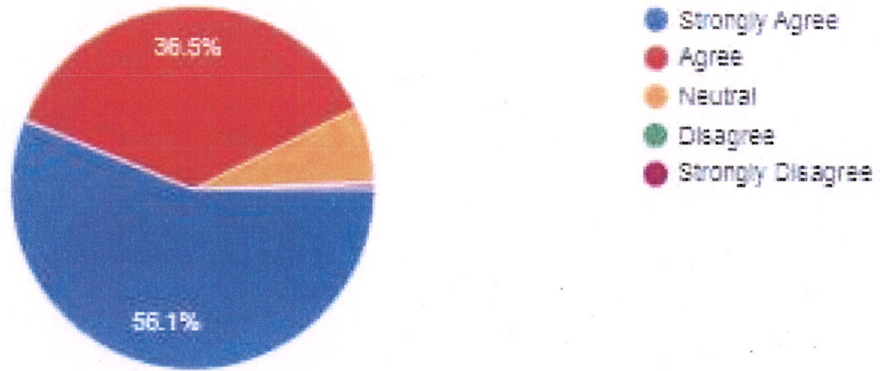
  
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Mangaluru - 575 006

**Table 7:** Collection of response on availability of adequate number of toilets for girls and boys in the campus

Particular		Male	Female
Students	Strongly agree	231	147
	Agree	134	117
	Neutral	21	24
	Disagree	01	0
	Strongly Disagree	0	04
<b>Total</b>		<b>387</b>	<b>292</b>

5. Availability of adequate number of toilets for girls and boys in the campus.

695 responses



**Fig 14:** Representation of feedback about availability of adequate number of toilets for girls and boys in the campus

  
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## 6. Availability of girl's common room?

The availability of a girl's common room refers to a designated space on campus where female students can:

1. Relax and socialize
2. Take breaks from classes
3. Study and work on projects
4. Access amenities like refrigerators, microwaves, and tea/coffee machines
5. Engage in extracurricular activities and discussions
6. Seek support and guidance from peers and mentors
7. Enjoy privacy and comfort in a gender-specific space

A girl's common room typically provides:

1. Comfortable seating and furniture
2. Cleanliness and maintenance
3. Safety and security measures (e.g., CCTV cameras, secure entry)
4. Access to restrooms and washing facilities
5. Snack and beverage facilities
6. Notice boards for information and announcements

Having a girl's common room on campus is important for:

1. Providing a sense of community and belonging among female students
2. Supporting their emotional and mental well-being
3. Offering a safe space for discussions and support
4. Promoting gender equality and inclusivity
5. Enhancing overall campus experience and satisfaction
6. Encouraging participation in extracurricular activities
7. Fostering leadership and empowerment among female students

By providing a girl's common room, the institution demonstrates its commitment to supporting the unique needs and experiences of female students. The Table 8 and Fig15 Collection of response and Representation of feedback about availability of girl's common room in the college.

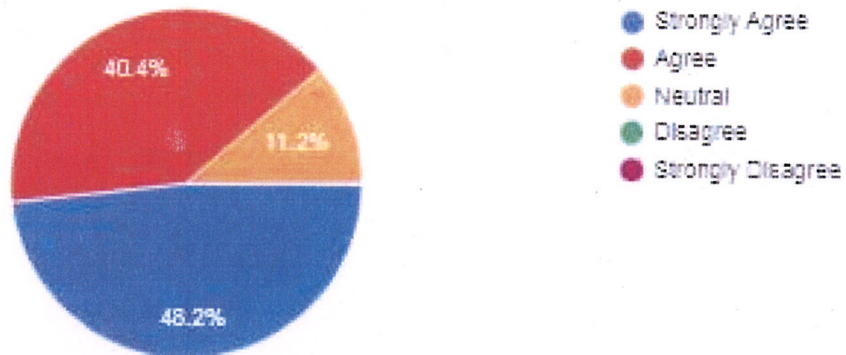
  
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**Table 8:** Collection of response on availability of girl’s common room

Particular		Male	Female
Students	Strongly agree	163	161
	Agree	169	109
	Neutral	54	22
	Disagree	01	0
	Strongly Disagree	0	0
<b>Total</b>		<b>387</b>	<b>292</b>

6. Availability of girl's common room.

695 responses



**Fig 15:** Representation of feedback about availability of girl’s common room

  
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### 7. Availability of adequate lighting in the campus during night?

The availability of adequate lighting in the campus during night refers to the provision of sufficient and well-maintained lighting facilities to ensure:

1. Safety and security of students, faculty, and staff
2. Visibility and accessibility of campus areas, including:
  - Walkways and pathways
  - Buildings and entrances
  - Parking areas
  - Common spaces and facilities
3. Reduced risk of accidents, injuries, and crimes
4. Enhanced sense of comfort and well-being
5. Ability to navigate campus easily and confidently

Adequate lighting during night may include:

1. Streetlights and lampposts
2. Building-mounted lights and floodlights
3. Pathway and walkway lighting
4. Emergency lighting in case of power outages
5. Motion-sensitive lights in isolated areas
6. Regular maintenance and replacement of light fixtures

Benefits of adequate lighting include:

1. Improved safety and security
2. Reduced fear and anxiety
3. Enhanced campus ambiance and aesthetics
4. Increased visibility and accessibility
5. Support for nighttime events and activities
6. Compliance with safety regulations and standards

Inadequate lighting can lead to:

1. Safety risks and accidents
2. Increased fear and anxiety
3. Difficulty navigating campus
4. Reduced campus usage and engagement
5. Negative impact on student life and experience

  
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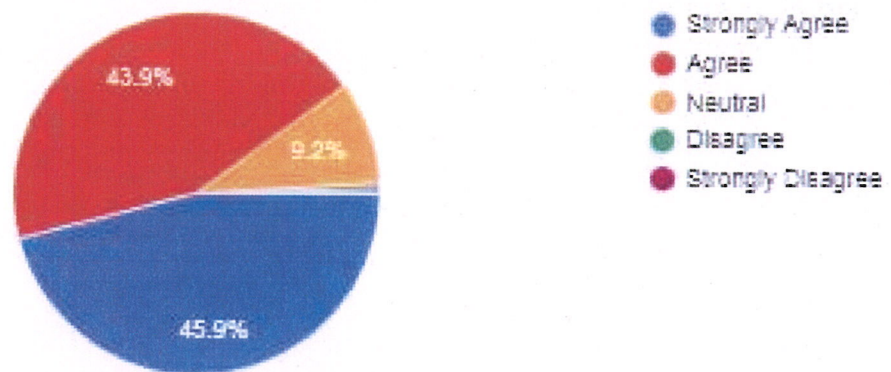
By ensuring adequate lighting, the institution demonstrates its commitment to providing a safe, secure, and supportive environment for its community. The table 9 and Fig16 Collection of response and Representation of feedback about availability of adequate lighting in the campus during night in the college

**Table 9:** Collection of response on availability of adequate lighting in the campus during night

Particular		Male	Female
Students	Strongly agree	166	144
	Agree	165	134
	Neutral	50	13
	Disagree	04	0
	Strongly Disagree	02	01
<b>Total</b>		<b>387</b>	<b>292</b>

7. Availability of adequate lighting in the campus during night.

695 responses



**Fig 16:** Representation of feedback about availability of adequate lighting in the campus during night

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## 8. Availability of CCTV surveillance in the campus?

The availability of CCTV (Closed-Circuit Television) surveillance in the campus refers to the installation and maintenance of security cameras in strategic locations to:

1. Monitor and record activities in public areas
2. Deter and prevent crimes, such as theft, vandalism, and violence
3. Enhance safety and security of students, faculty, and staff
4. Provide evidence in case of incidents or investigations
5. Monitor and manage traffic and parking
6. Support emergency response and crisis management
7. Ensure compliance with security regulations and standards

CCTV surveillance in campus may include:

1. Cameras in:
  - Public areas (e.g., hallways, lobbies, corridors)
  - Parking lots and garages
  - Entrances and exits
  - Perimeter fencing and gates
  - High-risk areas (e.g., labs, equipment rooms)
2. Features like:
  - Motion detection and alert systems
  - Night vision and infrared capabilities
  - Weather-resistant and vandal-proof cameras
  - Remote monitoring and access
  - Data storage and backup systems

Benefits of CCTV surveillance include:

1. Improved safety and security
2. Reduced crime rates and incidents
3. Enhanced sense of security and comfort
4. Quick response to emergencies and incidents
5. Compliance with security regulations and standards

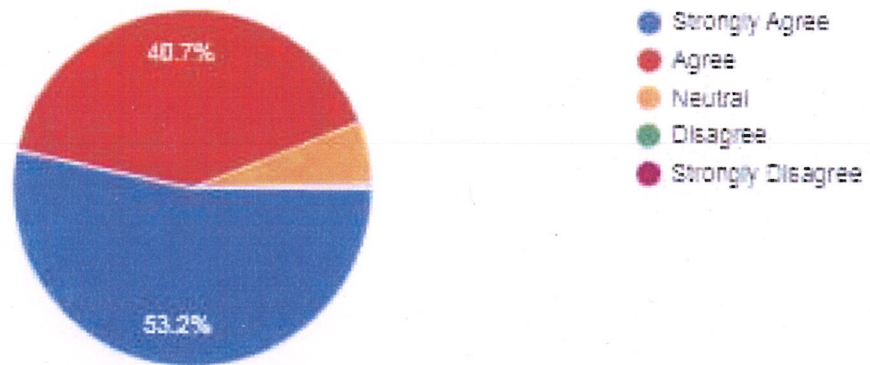
By installing CCTV surveillance, the institution demonstrates its commitment to providing a safe and secure environment for its community. The Table 10 and Fig17 Collection of response and feedback about availability of CCTV surveillance in the campus respectively.

**Table 10:** Collection of response on availability of CCTV surveillance in the campus

Particular		Male	Female
Students	Strongly agree	206	154
	Agree	151	126
	Neutral	27	12
	Disagree	02	0
	Strongly Disagree	01	0
<b>Total</b>		<b>387</b>	<b>292</b>

8. Availability of CCTV surveillance in the campus.

695 responses



**Fig 17:** Representation of feedback about availability of CCTV surveillance in the campus

  
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**9. Availability of the round the clock security guards in the main gate of the campus?**

The availability of round-the-clock security guards at the main gate of the campus means that there are trained and authorized personnel stationed at the entrance of the campus 24 hours a day, 7 days a week, to:

1. Monitor and control access to the campus
2. Screen visitors, students, and staff
3. Prevent unauthorized entry
4. Respond to emergencies and incidents
5. Provide assistance and guidance
6. Maintain a visible security presence
7. Ensure compliance with campus security protocols

Round-the-clock security guards at the main gate provide:

1. Enhanced safety and security
2. Quick response to emergencies
3. Controlled access to the campus
4. Peace of mind for students, faculty, and staff
5. Deterrent effect on potential intruders
6. Support for campus safety initiatives
7. Compliance with security regulations and standards

The security guards may be responsible for:

1. Verifying identities and permissions
2. Issuing visitor passes and tracking access
3. Monitoring CCTV cameras and alarms
4. Patrolling the campus perimeter
5. Responding to distress calls and incidents
6. Collaborating with law enforcement agencies
7. Maintaining a security log and incident reports

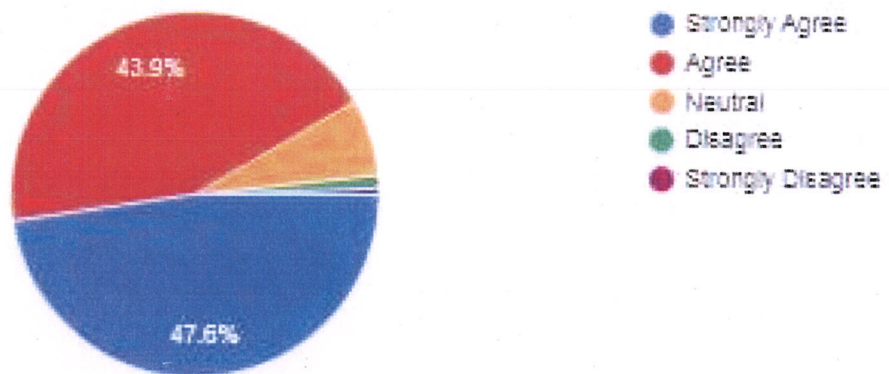
By having round-the-clock security guards at the main gate, the institution demonstrates its commitment to providing a safe and secure environment for its community. The Table 11 and Fig18 Collection of response and Representation of feedback about availability of the round the clock security guards in the main gate of the campus respectively

**Table 11:** Collection of response on availability of the round the clock security guards in the main gate of the campus

Particular		Male	Female
Students	Strongly agree	188	132
	Agree	154	146
	Neutral	36	11
	Disagree	06	2
	Strongly Disagree	03	1
<b>Total</b>		<b>387</b>	<b>292</b>

9. Availability of the round the clock security guards in the main gate of the campus.

695 responses



**Fig 18:** Representation of feedback about availability of the round the clock security guards in the main gate of the campus

  
**Principal**  
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**Mangaluru - 575006**

### 10. Awareness about Internal Compliance Committee (Anti-Sexual, Anti-Harassment Cell)?

Awareness about the Internal Compliance Committee (ICC), also known as the Anti-Sexual Harassment Cell, refers to the knowledge and understanding of the committee's purpose, role, and procedures among students, faculty, and staff. The ICC is responsible for:

1. Preventing and addressing sexual harassment and assault
2. Creating a safe and respectful campus environment
3. Providing support and resources for victims
4. Investigating complaints and taking appropriate action
5. Raising awareness about sexual harassment and its consequences

Awareness about the ICC includes:

1. Knowing the committee's composition and contact information
2. Understanding the definition and forms of sexual harassment
3. Recognizing the procedures for reporting incidents
4. Familiarity with the investigation and redressal process
5. Awareness of the resources and support available for victims
6. Understanding the importance of confidentiality and privacy
7. Knowing the consequences of sexual harassment and the actions taken against perpetrators

The purpose of awareness about the ICC is to:

1. Prevent sexual harassment and assault
2. Encourage reporting of incidents
3. Provide support to victims
4. Create a culture of respect and inclusivity
5. Ensure compliance with legal and regulatory requirements

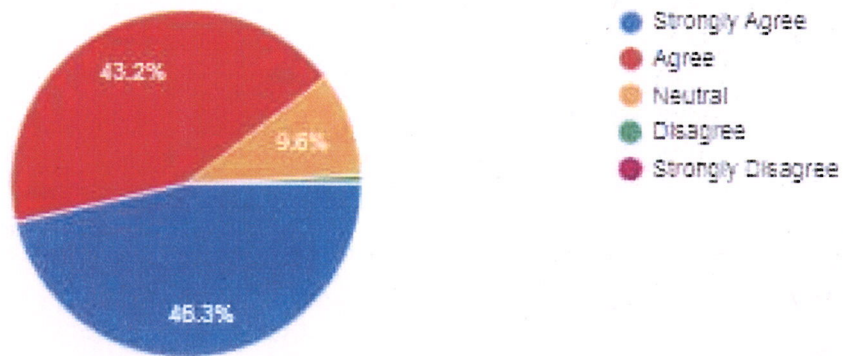
By promoting awareness about the ICC, the institution demonstrates its commitment to providing a safe and respectful environment for all members of the campus community. The Table 12 and Fig19 Collection of response and Representation of feedback about Awareness about Internal compliance committee (Anti-sexual, Anti-Harassment cell).

**Table 12:** Collection of response on Awareness about Internal compliance committee(Anti-sexual, Anti-Harassment cell)


Particular		Male	Female
Students	Strongly agree	173	138
	Agree	165	130
	Neutral	44	23
	Disagree	04	01
	Strongly Disagree	01	0
<b>Total</b>		<b>387</b>	<b>292</b>

10. Awareness about Internal Compliance Committee (Anti-Sexual, Anti-Harassment Cell).

695 responses



**Fig 19:** Representation of feedback about Awareness about Internal compliance committee(Anti-sexual, Anti-Harassment cell)

  
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**Mangaluru - 575 006**

### 11.Awareness about Grievance Redressal Cell?

Awareness about the Grievance Redressal Cell refers to the knowledge and understanding of the cell's purpose, role, and procedures among students, faculty, and staff. The Grievance Redressal Cell is responsible for:

1. Addressing and resolving grievances and complaints
2. Providing a platform for students to voice their concerns
3. Investigating and taking action on grievances
4. Ensuring timely and effective redressal of grievances

Awareness about the Grievance Redressal Cell includes:

1. Knowing the cell's composition and contact information
2. Understanding the types of grievances that can be reported
3. Recognizing the procedures for filing a grievance
4. Familiarity with the investigation and redressal process
5. Awareness of the resources and support available for grievance resolution
6. Understanding the importance of confidentiality and anonymity
7. Knowing the timeline for grievance resolution

The purpose of awareness about the Grievance Redressal Cell is to:

1. Encourage students to report grievances and concerns
2. Provide a clear and transparent process for grievance resolution
3. Ensure timely and effective resolution of grievances
4. Improve student satisfaction and well-being
5. Enhance the overall learning experience
6. Foster a culture of openness and transparency
7. Ensure accountability and responsiveness from authorities

By promoting awareness about the Grievance Redressal Cell, the institution demonstrates its commitment to providing a supportive and responsive environment for all members of the campus community. The Table 13 and Fig20 Collection of response and Representation of feedback about Awareness about Grievance Redressal cell.

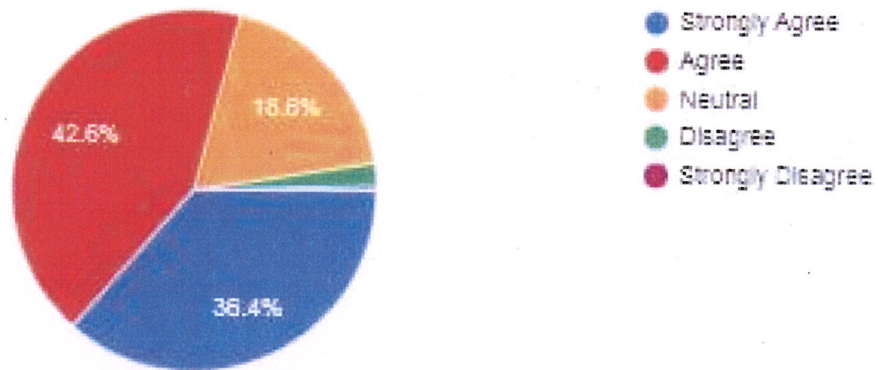
  
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**Table 13:** Collection of response on Awareness about Grievance Redressal cell

Particular		Male	Female
Students	Strongly agree	139	105
	Agree	160	130
	Neutral	81	47
	Disagree	05	09
	Strongly Disagree	02	01
<b>Total</b>		<b>387</b>	<b>292</b>

11. Awareness about Grievance Redressal Cell .

695 responses



**Fig 20:** Representation of feedback about Awareness about Grievance Redressal cell

  
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**Mangaluru - 575 006**

**12.Awareness about NSS and Extension activities cell.?**

Awareness about the National Service Scheme (NSS) and Extension Activities Cell refers to the knowledge and understanding of the cell's purpose, role, and activities among students, faculty, and staff. The NSS and Extension Activities Cell is responsible for:

1. Promoting community service and social responsibility
2. Organizing outreach programs and activities
3. Encouraging volunteerism and student participation
4. Fostering partnerships with local communities and organizations
5. Supporting extension activities and research projects


Awareness about the NSS and Extension Activities Cell includes:

1. Knowing the cell's objectives and mission
2. Understanding the various programs and activities offered
3. Recognizing the benefits of participating in NSS and extension activities
4. Familiarity with the cell's leadership and contact information
5. Awareness of the opportunities for community engagement and service
6. Understanding the role of NSS and extension activities in promoting social responsibility
7. Knowing how to get involved and participate in the cell's activities

The purpose of awareness about the NSS and Extension Activities Cell is to:

1. Encourage student participation and engagement
2. Foster a sense of social responsibility and community service
3. Promote outreach and extension activities
4. Support community development and partnerships
5. Enhance the overall learning experience and student growth
6. Develop skills and values of empathy, compassion, and leadership
7. Build a culture of service and social responsibility within the institution.

The Table14 and Fig 21 Collection of response and Representation of feedback about Awareness about NSS and Extension cell taken while conducting above activity mentioned.

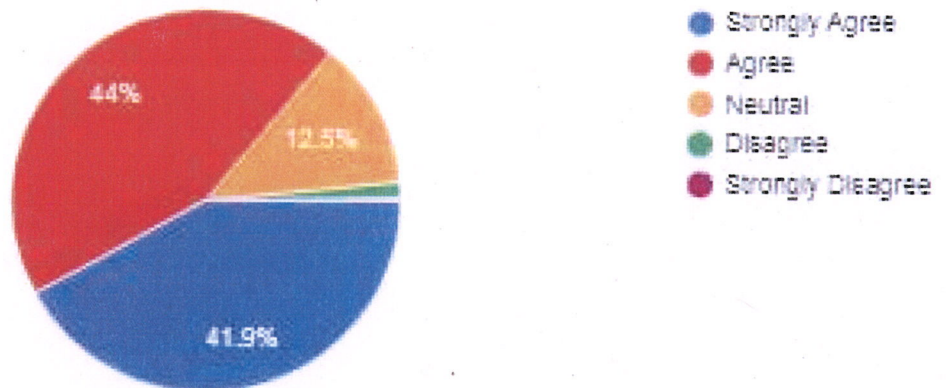
  
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Mangaluru - 575 006

**Table 14:** Collection of response on Awareness about NSS and Extension cell


Particular		Male	Female
Students	Strongly agree	157	125
	Agree	161	140
	Neutral	62	24
	Disagree	05	03
	Strongly Disagree	02	0
<b>Total</b>		<b>387</b>	<b>292</b>

12. Awareness about NSS and Extension activities cell.

695 responses



**Fig 21:** Representation of feedback about Awareness about NSS and Extension cell

  
**Principal**  
**A.J. Institute of Engineering & Technology**  
 Mangaluru

**13 Adequate representation of female is ensuring while constituting various committees and cells?**

Ensuring adequate representation of females while constituting various committees and cells involves:


1. Gender balance: Ensuring an equal or near-equal number of female and male members.
2. Proportional representation: Ensuring female representation is proportional to their presence in the institution.
3. Diversity: Ensuring representation of females from various departments, backgrounds, and levels (students, faculty, and staff).
4. Leadership opportunities: Ensuring females have equal opportunities to take on leadership roles.
5. Inclusive selection process: Avoiding gender bias in selection processes.
6. Monitoring and review: Regularly reviewing committee composition to ensure gender balance.

Benefits:

1. Diverse perspectives and ideas
2. Better decision-making and policy formulation
3. Increased empathy and understanding of gender-related issues
4. Role models and mentors for female students and staff
5. Enhanced credibility and reputation of the institution
6. Compliance with gender equality and diversity regulations
7. Creation of a more inclusive and equitable environment

Committees and cells that require adequate female representation:

1. Academic and administrative committees
2. Student welfare and support committees
3. Extension and outreach committees
4. Discipline and grievance committees
5. Recruitment and selection panels
6. Policy-formulating and decision-making bodies

  
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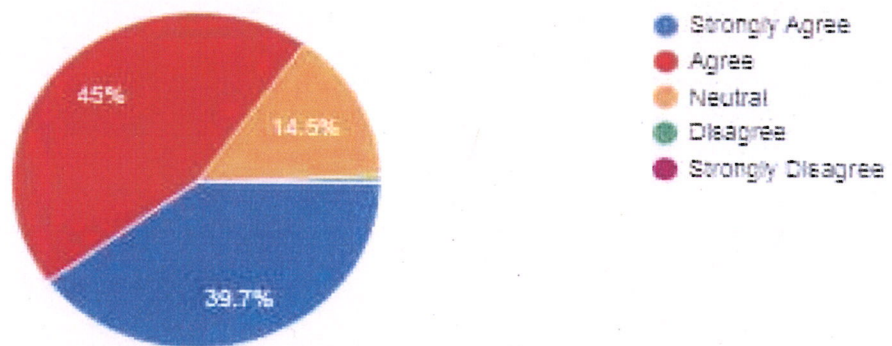
By ensuring adequate female representation, institutions promote gender equality, diversity, and inclusivity, leading to a more equitable and supportive environment. The Table 15 and Fig 22 Collection of response and Representation of feedback about adequate representation of female is ensuring while constituting various committees and cells

**Table 15:** Collection of response on Adequate representation of female is ensuring while constituting various committees and cells


Particular		Male	Female
Students	Strongly agree	146	120
	Agree	165	142
	Neutral	73	28
	Disagree	02	02
	Strongly Disagree	01	0
<b>Total</b>		<b>387</b>	<b>292</b>

13. Adequate representation of female is ensuring while constituting various committees and cells.

695 responses



**Fig 22:** Representation of feedback about Adequate representation of female is ensuring while constituting various committees and cells

  
 Principal  
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 Mangaluru - 575 006

**14.The college provides equal opportunities to all students in the class room ?**

The college provides equal opportunities to all students in the classroom by:

1. Ensuring inclusive teaching methods
2. Encouraging active participation from all students
3. Providing equal access to resources and materials
4. Fostering a supportive and respectful learning environment
5. Avoiding biases and stereotypes
6. Accommodating diverse learning needs and abilities
7. Encouraging open communication and feedback
8. Providing opportunities for growth and development
9. Ensuring equal opportunities for extracurricular activities
10. Monitoring and addressing any discriminatory behavior

This means that:

1. Students from diverse backgrounds, cultures, and identities feel welcome and valued
2. Students with disabilities receive necessary accommodations and support
3. Students from different socio-economic backgrounds have equal access to resources
4. Female students have equal opportunities to participate and lead
5. Students from different racial and ethnic backgrounds are represented and included
6. Students with different learning styles and abilities are catered to
7. Students have equal opportunities to ask questions and seek help

By providing equal opportunities, the college:

1. Promotes academic excellence and success
2. Fosters a sense of belonging and community
3. Encourages diversity and inclusivity
4. Prepares students for a diverse and global workforce
5. Supports social mobility and equality
6. Enhances its reputation and credibility
7. Meets legal and regulatory requirements

  
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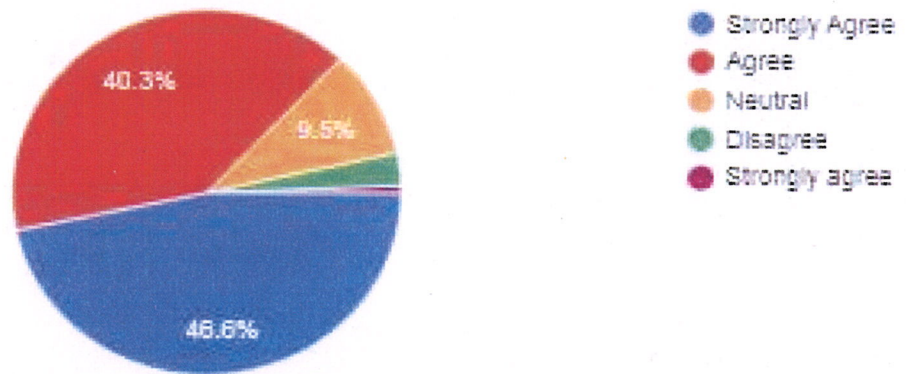
Equal opportunities in the classroom lead to a more inclusive, supportive, and effective learning environment. The Table 16 and Fig23 Collection of response and Representation of feedback about equal opportunities to all student in the class room .

**Table 16:** Collection of response on equal opportunities to all student in the class room

Particular		Male	Female
Students	Strongly agree	177	140
	Agree	152	124
	Neutral	47	19
	Disagree	11	09
	Strongly Disagree	0	0
<b>Total</b>		<b>387</b>	<b>292</b>

14. The college provides equal opportunities to all students in the class room.

695 responses



**Fig 23:** Representation of feedback about equal opportunities to all student in the class room

  
**Principal**  
**A.J. Institute of Engineering & Technology**  
**Mangaluru - 575 006**

**15. The college provides equal opportunities to all the genders to work with various Committee's/Clubs/Cells.?**

Adequate representation of females while constituting various committees and cells means ensuring that women have a fair and equal presence in decision-making bodies, policy-formulating groups, and other important forums within the institution. This includes:

1. Ensuring a minimum percentage of female members in each committee and cell
2. Providing opportunities for women to take on leadership roles
3. Encouraging female participation and engagement
4. Ensuring diverse representation of women from various backgrounds and departments
5. Avoiding gender bias in selection processes
6. Fostering an inclusive environment that values female perspectives and contributions

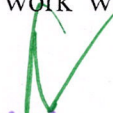
Benefits of adequate female representation include:

1. Diverse perspectives and ideas
2. Better decision-making and policy formulation
3. Increased empathy and understanding of gender-related issues
4. Role models and mentors for female students and staff
5. Enhanced credibility and reputation of the institution
6. Compliance with gender equality and diversity regulations
7. Creation of a more inclusive and equitable environment

Committees and cells that require adequate female representation include:

1. Academic and administrative committees
2. Student welfare and support committees
3. Research and development cells
4. Extension and outreach committees
5. Discipline and grievance committees
6. Recruitment and selection panels
7. Policy-formulating and decision-making bodies

By ensuring adequate female representation, the institution demonstrates its commitment to gender equality, diversity, and inclusivity. The Table 17 and Fig24 Collection of response and Representation of feedback about equal opportunities to all the genders to work with various committees/clubs/cells

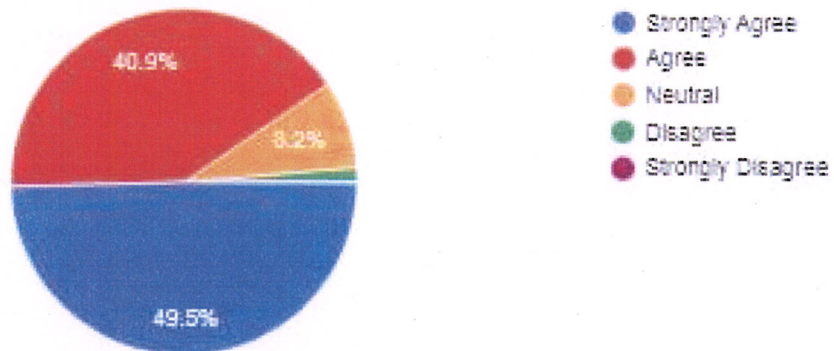
  
 Principal  
 A.J. Institute of Engineering & Technology  
 Mangaluru, 575005

**Table 17:** Collection of response on equal opportunities to all the genders to work with various committees/clubs/cells


Particular		Male	Female
Students	Strongly agree	183	149
	Agree	156	124
	Neutral	40	17
	Disagree	08	01
	Strongly Disagree	0	01
<b>Total</b>		<b>387</b>	<b>292</b>

15. The college provides equal opportunities to all the genders to work with various Committee's/Clubs/Cells.

695 responses



**Fig 24:** Representation of feedback about equal opportunities to all the genders to work with various committees/clubs/cells

  
 Principal  
 A.J. Institute of Engineering & Technology  
 Mangaluru - 575 006

## Findings and Observations

The gender audit at A J Institute of Engineering and Technology highlighted several positive observations. The Institution has made commendable progress in increasing female enrollment in engineering programs, reflecting effective outreach and support initiatives for women in STEM fields. There is also a strong presence of women in student leadership roles and academic committees, indicating an encouraging level of engagement and representation. The implementation of gender-inclusive policies, such as flexible work arrangements and support networks for female staff, has contributed to a more supportive and equitable environment. A Gender Audit Survey and Analysis are conducted to monitor and continually update the organization's feedback system with questionnaires for stakeholders. The responses and representation for corresponding questions are as follows:

The college conducts various initiatives to promote gender equality and sensitization. These include gender sensitization programs, with 387 male and 292 female participants. The curriculum design for different courses also incorporates gender-related issues, with equal participation from both males and females (387 and 292, respectively). Additionally, the college prepares an annual gender sensitization action plan, with input from both genders (387 males and 292 females).

The college also provides specific facilities for women, including safety and security measures, counseling, and common rooms, with 387 male and 292 female students utilizing these facilities. Furthermore, there are adequate toilets for both girls and boys on campus, with equal access for all students (387 males and 292 females). A girl's common room is also available, with 387 male and 292 female students aware of its availability.

Other initiatives include adequate lighting on campus during the night (387 males and 292 females), CCTV surveillance (387 males and 292 females), and round-the-clock security guards at the main gate (387 males and 292 females). The college also promotes awareness about the Internal Compliance Committee (Anti-Sexual, Anti-Harassment Cell), with 387 male and 292 female students aware of its existence. Similarly, there is awareness about the Grievance Redressal Cell (387 males and 292 females), NSS and Extension activities cell (387 males and 292 females), and adequate representation of females in various committees and cells (387 males and 292 females).

Finally, the college strives to provide equal opportunities to all students in the classroom (387 males and 292 females) and ensures equal opportunities for all genders to work with various Committees/Clubs/Cells (387 males and 292 females).

Additionally, the institute's ongoing commitment to promoting gender diversity through targeted workshops and mentorship programs demonstrates a proactive approach to fostering an inclusive academic community.

## **Conclusion**

The Gender Audit at A J Institute of Engineering and Technology has concluded successfully, highlighting the Institution's strong dedication to gender equality and inclusivity. The audit results indicate that the institute has made significant strides in ensuring equal opportunities and a supportive environment for all genders.





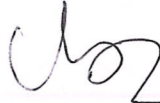
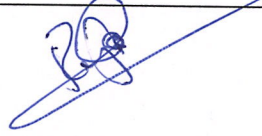

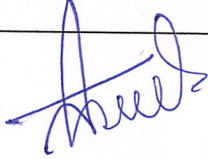

Among the positive outcomes are a well-balanced gender ratio among both students and faculty, effective policies in place to address gender-related concerns, and initiatives that actively promote the involvement of women in engineering and technology. The Institute's commitment to fostering a respectful and equitable atmosphere is evident, demonstrating its leadership in advancing gender parity within the academic community.

Overall, the successful completion of this Gender Audit underscores the Institute's ongoing efforts to create a more inclusive and empowering environment for everyone.

  
Principal  
A.J. Institute of Engineering & Technology  
Mangaluru - 575 006

**DECLARATION**

This is to certify that the Gender audit report prepared by the Institute and the database used in the report is truthful and will be validated by IQAC during the meeting.

Dr Shantha Kumari Coordinator - Women's Welfare Committee	
Dr. M Kishore Shetty Coordinator - Student Welfare Committee	
Dr Shantha Kumari Coordinator - Internal Compliance Committee	
Dr. Rithin Kumar N B Coordinator - Sports Committee	
Dr. Antony P J Discipline Committee/ IQAC coordinator	
Dr Rajesh Rai P. Coordinator - Academic Audit Committee	
Dr. P. Mahabaleswarappa Dean, Academics	
External Member 1 Dr. T. Vasudev Professor - Dept. of ISE Maharaja Institute of Technology Mysuru	
External Member 2 Mrs. Rajeshwari IQAC Parent Member	
Dr. Shantharama Rai C Principal & Chairman of IQAC	