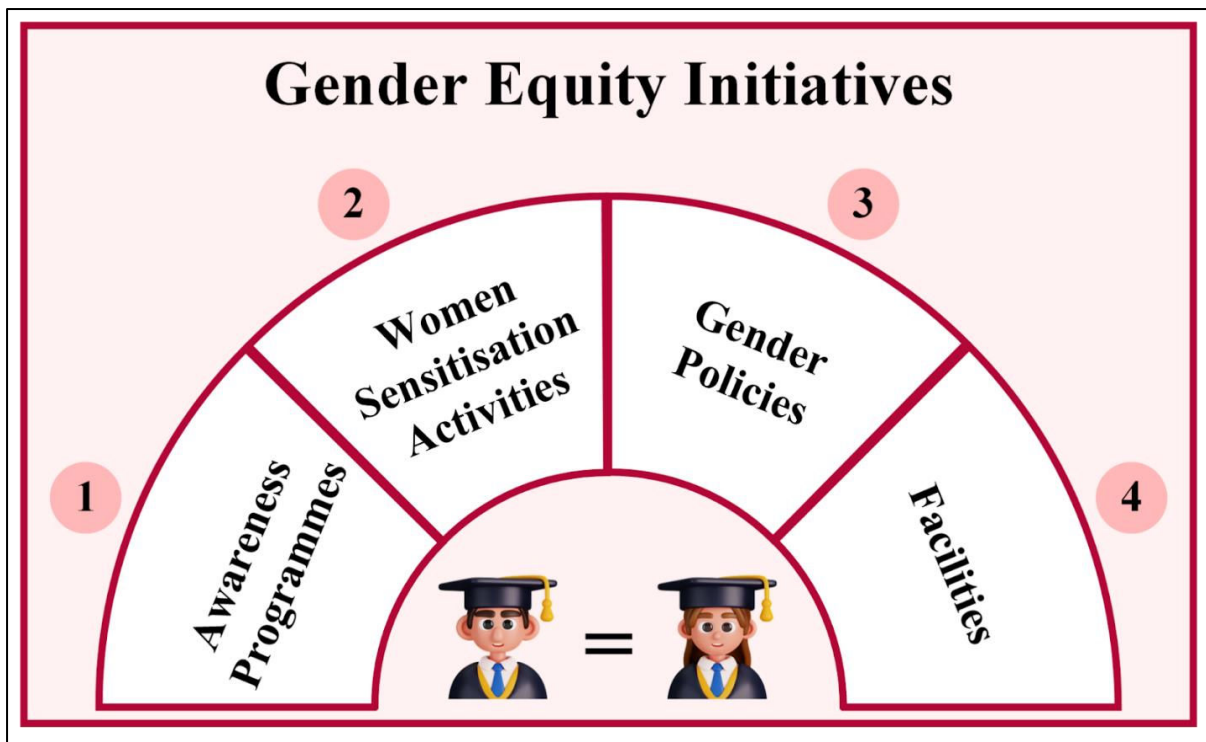


7.1.1 Institution has initiated the Gender Audit and measures for the promotion of gender equity during the last five years.

Response

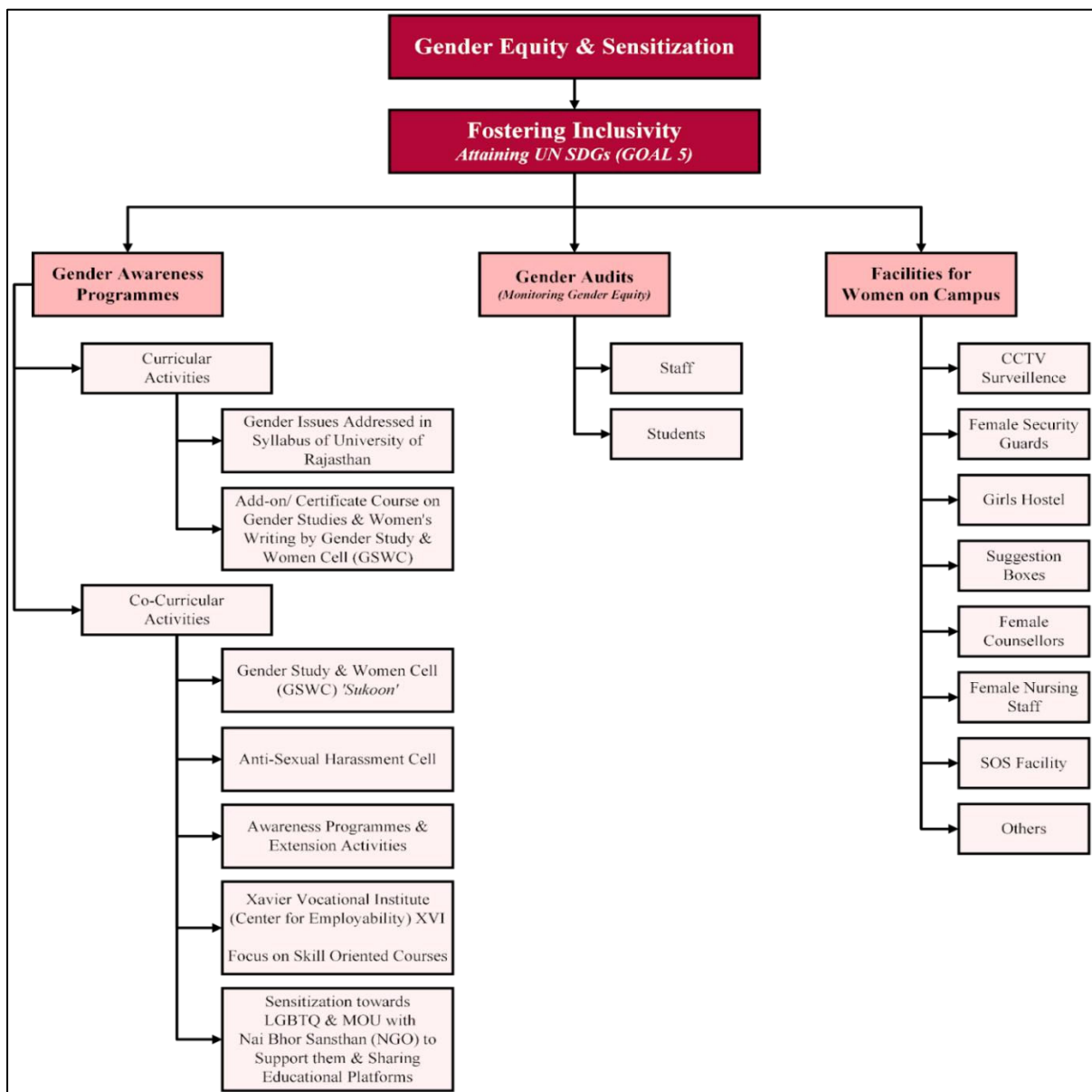
Gender Equity

St. Xavier's College Jaipur employs a multifaceted approach to raise awareness about gender equity among students and the local community through curricular, co-curricular and extension activities. The college is committed to promoting gender equity and inclusion aligned with the mission of the college: *“To foster a culture of tolerance where students are sensitized towards gender, the marginalized, the excluded and the differently-abled (Divyangjan)”*



Gender equity and sensitization are crucial for fostering inclusivity and equity in society, in consonance with UNSDGs, especially *Goal 5: Achieve gender equality and empower all women and girls.*

St. Xavier's College Jaipur
NAAC First Cycle (2018-19 to 2022-23)



I. Gender Awareness Programmes

i. Curricular

- The University curriculum across different streams covers gender issues like, **Political Ideologies** (BA Political Science), **Feminism**, **Environmentalism**, **Ecocriticism** (MA/BA Hons. English), **Counselling Psychology** (BA Psychology Hons.), **Human Resource Management** (BBA) etc., addresses issues on Women.
- Gender Study and Women Cell regularly organise **certificate course on Gender Study and Women's Writings**.
- **Gender awareness** is fostered through **debates**, **discussions**, and education about movements such as *She Decides, He For She, and Me Too*.

ii. Co-Curricular Activities

- Gender Study and Women Cell (GSWC) **Sukoon** was established in 2018-19.
- **Awareness initiatives** include programmes on **Menstrual Health and Hygiene**, benefits of Yoga, Donation Drives, Expert Lectures etc. Topics such as **Preventing Gender-based Violence, Challenges Faced by Transgenders, Constitutional Safeguards for Women, Human Rights, Legal Protections, and Cyber Security** contribute to promoting gender awareness.
- **Xavier Vocational Institute (Centre for Employability)** takes care of vocational training **managed by women** and focus on skill-oriented courses like **Cutting & Tailoring, Beauty Culture**
- **Extension activities** sensitize the neighbourhood on **gender equity**.
- Students are **sensitised** regarding **sexual harassment** during the Student Induction Programme by **Anti-sexual harassment Cell**.

iii. Facilities for Women on Campus

The campus prioritises the safety and well-being of women through various facilities and support systems.

- **309 CCTV** cameras have been strategically installed across the premises for constant surveillance.
- **Female security guards** are present on campus.
- The **girls' hostel** provides a **secure and comfortable living environment**.
- Suggestions and **complaint boxes** are available for confidential **feedback**.
- Facilities include a **girls' lounge, separate washrooms** with amenities like **sanitary napkin vending machines** and an **incinerator**.
- Counselling Centre with a trained, **full-time female Counsellor**. Two more visiting counsellors offer **personal and group counselling**.
- Female **nursing staff** ensure immediate **medical assistance**.
- Access to an **SOS facility** and proximity to a **women's police station** or **Nirbhaya helpline** for urgent assistance.

Gender Audit

In its commitment to gender equality, the college initiates a **gender audit** to create a more **gender-responsive** and **equitable environment**. Our gender policy acts as a guide for implementing practices that are sensitive to gender, **focusing on inclusivity**. The college monitors progress regularly, and stakeholders are held accountable for achieving our gender equality goals.

All **Heads of the departments are women** which indicates **women-led administrative leadership**. Despite **females** representing 36% of the total student body, they displayed **higher attendance rates** in both academic and non-academic events. Among the college management, teaching, and non-teaching staff, **57% of total are females**, cultivating a gender-equitable environment.

