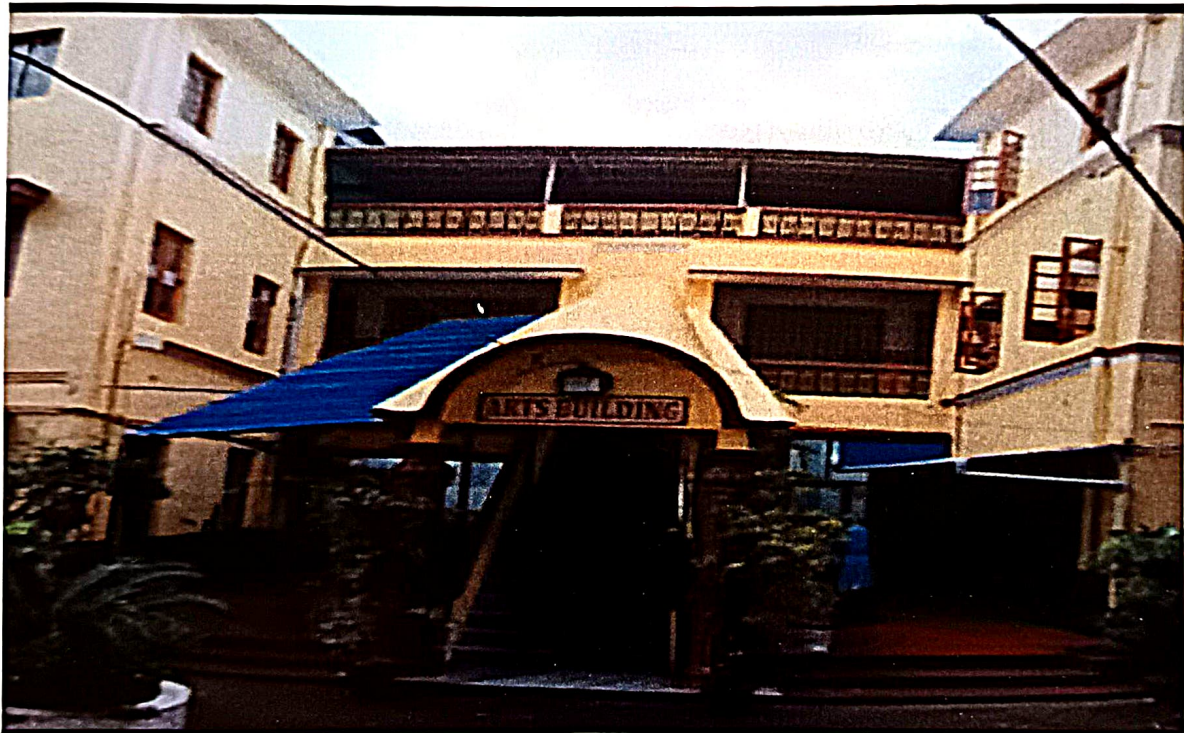




Victoria Institution (College)

78B, APC Road; Kolkata – 700009



GENDER AUDIT REPORT

2024 – 2025

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Preface

In the pursuit of creating inclusive and equitable educational environments, the concept of gender equality has emerged as a foundational principle. Gender equality represents the fundamental principle that all individuals, regardless of their gender, should have equal rights, opportunities, and treatment. It is not merely a concept but a moral imperative rooted in the principles of human rights and social justice. Gender equity, on the other hand, recognizes that achieving equality may require differential treatment or interventions to address historical and systemic injustices.

Stereotypes, ingrained in societal norms and perceptions, perpetuate harmful narratives that limit individuals' potential based on their gender. Women, in particular, have historically been subjected to systemic discrimination and marginalization, resulting in profound inequities across various spheres of life, including education. Women have faced myriad barriers to accessing education, navigating academic spaces, and realizing their full potential. Systemic oppression, perpetuated through societal norms and institutional biases, continues to impede progress towards gender parity. Within the confines of educational settings, these inequalities manifest in various forms – from unequal opportunities for leadership to gender-based violence and discrimination. However, it is within these very spaces that the seeds of empowerment can be sown, challenging prevailing norms and nurturing a culture of inclusivity.

The gender audit conducted at Victoria Institution (College) is not merely an exercise in data collection but a testament to the collective commitment to fostering an environment that nurtures the holistic development of all individuals, irrespective of gender. This report serves as a lens through which the institution scrutinizes existing structures, policies, and practices with a commitment to fostering empowerment and equity. By interrogating existing policies and practices through a gendered lens, the institution aims to uncover hidden biases, address systemic inequities, and pave the way for transformative change. It is through this process that the college can create an educational space that not only empowers women but also cultivates a sense of belonging and agency for all members of the community.

About the College

Victoria Institution (College) established in 1932 is one of the oldest women's colleges affiliated to the University of Calcutta. Founded with a clear mission to empower women and instill in them a spirit of resilience, the college's vision was shaped by its founder, Brahmananda Keshub Chandra Sen, and his daughters, Maharani Suniti Devi and Sucharu Devi. Keshub Chandra Sen, the great Humanist and Reformist of the late nineteenth century envisioned a future where women could access quality education without barriers. His daughters, Suniti and Sucharu, shared his passion and played pivotal roles in realizing this vision. Together, they worked tirelessly to create an educational environment that nurtured the intellect and spirit of young women, enabling them to thrive in a society that often marginalized their potential. The institution's historical legacy and contemporary infrastructure coalesce, fostering an environment that nurtures intellectual curiosity and develops leadership skills. The faculty members are fully committed to providing learning opportunities to students and equipping them with the knowledge they need to thrive in this rapidly changing global landscape.

In addition to its commitment to academic excellence and empowerment, Victoria Institution (College) prioritizes the safety and well-being of its students through various support systems and initiatives. The college has established dedicated bodies such as the Women's Cell, Grievance Redressal Cell and Anti-ragging Cell, aimed at ensuring a safe and inclusive environment for all students. These cells work diligently to address any concerns or issues related to gender-based discrimination, harassment, or violence, providing students with a platform to seek assistance and recourse when needed.

Moreover, Victoria Institution (College) places a strong emphasis on gender sensitization and awareness among its student body and staff. Through workshops, seminars, and training programs, the college strives to foster a culture of respect, understanding, and equality. These initiatives aim to challenge stereotypes, promote empathy, and encourage dialogue on gender-related issues, ultimately fostering a more inclusive and supportive community within the college campus. By prioritizing the safety, well-being, and gender sensitization of its students, Victoria College reaffirms its commitment to creating an inclusive educational environment that not only nurtures academic growth but also fosters personal development and empowerment for all individuals.

What is Gender Audit

A gender audit is a systematic assessment of an organization, institution, or program to evaluate how effectively it integrates gender equality principles and promotes gender equity. It involves examining policies, practices, and outcomes to identify areas where gender biases exist and to develop strategies for improvement. Gender audits can help organizations identify and address gender-based disparities and ensure that their activities promote equal opportunities for all genders.

Objectives of Gender Audit

- a) Assess the current status of gender equality and inclusivity across various aspects of college life.
- b) Identify areas for improvement in policies, practices, and infrastructure to promote gender equity.
- c) Evaluate the effectiveness of existing programs and initiatives aimed at addressing gender issues using data gathered from the majority of staff and students.
- d) To prevent gender discrimination, sexual harassment, ragging in any form in the college campus.
- e) Ensure accountability and transparency in efforts to advance gender equality within the college community

Gender Audit Committee

Member	Designation & Department	Institution
Dr. Sriparna Dutta	Principal	Sonarpur Mahavidyalaya
Smt. Banani Das Bose	Associate Professor & Presiding Officer ICC	Vidyasagar College, Kolkata
Dr. Tapasi Bandyopadhyay	Member of Governing Body	Victoria Institution (College)
Dr. Debjani Das (Ghosh)	Member of Governing Body	Victoria Institution (College)

Compiler: Dr. Madhumita Basu – Associate Prof. of English & Convenor, Women's Cell, Victoria Institution (College)

Gender Policy

Staff

The Workplace Gender Policy applies to all faculty and non-teaching staff; whether full time or part time, temporary or permanent. It includes:

- a) Promote inclusivity for all gender identities with a zero tolerance policy for discrimination and harassment.
- b) Ensure prompt disciplinary action against gender-related grievances.
- c) Ensure equal access to resources and facilities.
- d) Provide equal opportunities for career advancement.
- e) Ensure representation of both male and female staff in leadership roles for diverse perspectives and equitable decision making.
- f) Conduct awareness programs, talks, and seminars to promote gender-sensitive practices.
- g) Adopt effective measures for security & safety of all genders.

Students

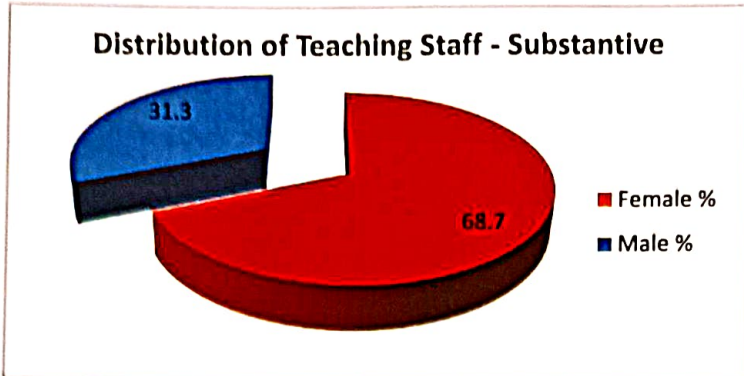
- a) Promote inclusivity for all gender identities with a zero tolerance policy for discrimination
- b) Ensure prompt disciplinary action against grievances
- c) Ensure equal access to resources and facilities
- d) Prohibit discrimination and harassment based on gender
- e) Conduct awareness programs, talks, and seminars to promote gender-sensitive practices
- f) Collaborate for continuous improvement in gender equity
- g) Ensure safe infrastructure, including surveillance through CCTV and both male and female guards, to enhance security
- h) Adopt effective measures for security & safety of all genders.

Gender Ratio

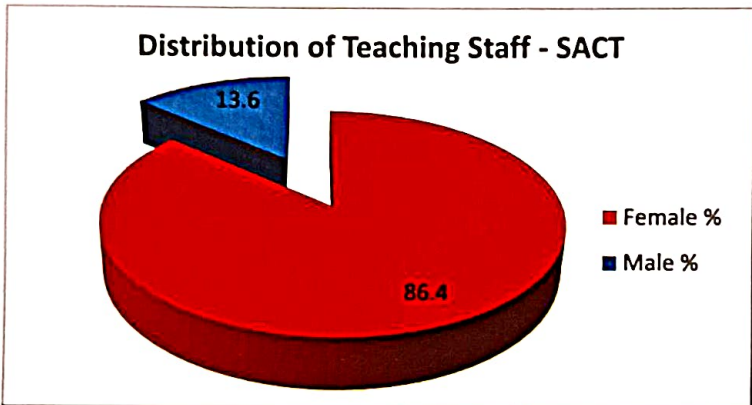
Students

As the college caters exclusively to female students, the consideration of gender ratio of students is not applicable. Therefore, gender distribution statistics for students are not included in the assessment

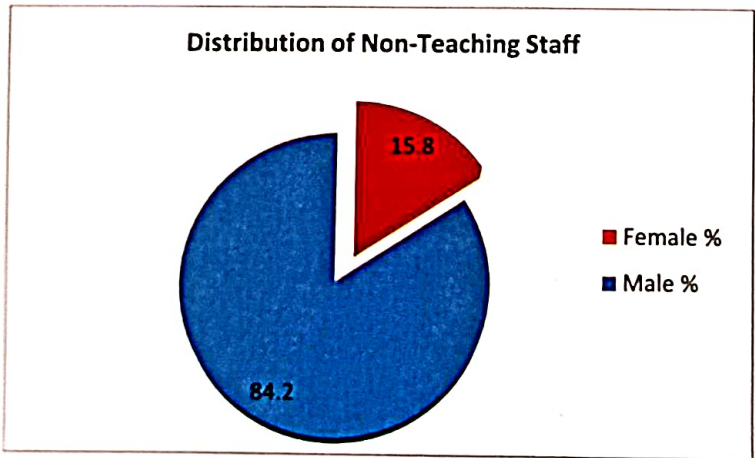
Teaching Staff – Substantive: 2024 – 2025



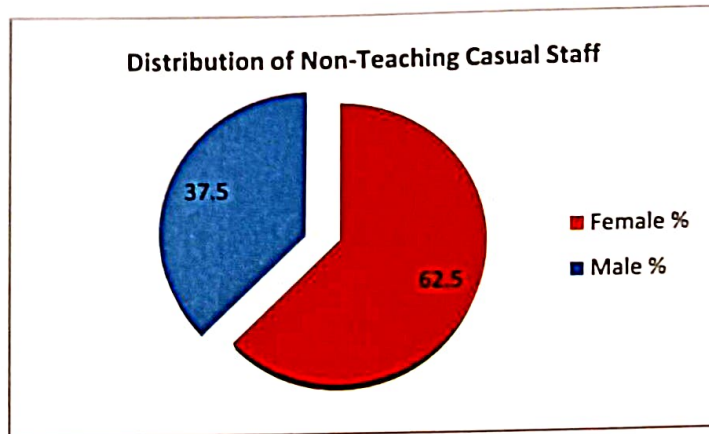
Teaching Staff – SACT: 2024 – 2025



Non-Teaching Staff: 2024 – 2025



Non-Teaching Staff: 2024 – 2025



Initiatives to Improve & Promote Gender Equity

Curriculum Dissemination

Gender-related content is integrated into the curriculum of most subjects taught in college. Across disciplines, students engage with current gender issues such as roles, inequalities, and representation. Additionally, the college provides opportunities for open discussions on gender-related issues that contribute to a campus culture that promotes gender equity.

Ensuring Safety and Security

The college campus emphasizes safety with comprehensive CCTV surveillance. This vigilant system effectively monitors key areas, ensuring a secure learning environment for all. Male and female security guards are deployed in the college, to enhance safety. Additionally, ID cards are issued to students, without which they are not allowed to enter the campus.

Basic sanitation facilities in the form of separate toilets for students and staff are provided on campus. The Students' Common Room has a Sanitary Napkin Vending Machine. The Teachers' Room and the College Office have separate toilets for male and female staff. The college has a safe and secured affordable on-campus hostel with a female warden for outstation students.



Male & Female Security Guards



CCTV Surveillance



Hostel



Sanitary Napkin Vending Machine

College Support Cells

The college has established various support cells to promote gender equity and ensure safe and inclusive ambience for all students.

Anti-Ragging Cell

The anti-ragging cell operates in strict accordance with guidelines set by both the UGC and the State Government to ensure a safe environment within educational institutions. The vigilant Anti-Ragging Cell ensures a campus free from harassment and intimidation.

Women's Cell

The cell promotes gender equality and creates awareness about women's rights within the college community. Additionally the cell organises workshops, seminars, and awareness campaigns on topics such as women's health, safety, and empowerment. The Women's Cell serves as a dedicated space for

addressing gender-related concerns. Students can confidentially email their concerns to the Women's Cell at the provided email address listed on the college website.

SC, ST & OBC Cell

The SC, ST, and OBC cell of the college serves as a dedicated platform for addressing the needs and concerns of students belonging to Scheduled Castes, Scheduled Tribes, and Other Backward Classes. It endeavors to promote inclusivity, equity, and social justice within the campus community. Through various initiatives, including counseling, advocacy, and support services, the cell strives to ensure equal opportunities for academic and personal growth. It also facilitates access to scholarships, financial aid, and other resources aimed at empowering students from marginalized backgrounds.

Minority Cell

The Minority Cell of the college is dedicated to fostering an inclusive and supportive learning environment for students from marginalized & minority backgrounds. Through various initiatives, the Cell aims to empower students by providing access to resources & opportunities for personal & academic growth

Grievance Redressal Cell

The Grievance Redressal Cell addresses complaints related to harassment or misconduct. It provides a confidential platform for students to report incidents, ensuring timely investigation and resolution. The complaints are submitted in a designated grievance box. The committee promptly investigates and addresses each complaint in a fair and transparent manner, striving to resolve issues and promote a supportive campus environment.



Grievance Box



Introducing Student Support Cells

Internal Complaints Committee (ICC)

The college has constituted Internal Complaints Committee as per University Grants Commission (Prevention, prohibition and redressal of sexual harassment of women employees and students in higher educational institutions) Regulations, 2015. The committee commits itself to a zero tolerance policy towards sexual harassment in campus and ensures a safe & healthy working environment.

NCC & NSS Units

National Cadet Corps (NCC) is a youth development movement which has enormous potential for nation building and provides opportunities to the youth of the country for their all-round development with a sense of duty, commitment, dedication, discipline and moral values so that they become able leaders and useful citizens. The NCC provides exposure to the cadets in a wide range of activities, with distinct emphasis on social services, discipline and adventure training. NCC cadets of our college regularly participate in a wide range of social awareness and community service activities. Apart from memorial days like National Youth Day, World Environment Day, International Yoga Day, they participate in raising awareness regarding infectious diseases and conduct blood donation camps, Swachh Bharat Abhiyan and Puneet Sagar Abhiyan.

NSS unit of Victoria Institution (College) provides a platform to the students for community work and developing a sense of involvement in the tasks of nation building. NSS volunteers work to ensure that a needy get help to enhance their standard of living. A variety of activities are organized every year to channelize the energy and idealism of the younger generation into creative pursuits. They educate students and society regarding many issues like health, sanitation, palliation, etc. Various health camps and cleanliness drives across campus and slum areas nearby are taken out regularly to create awareness and also to motivate people to work towards a clean environment.

Scholarships

Various scholarships like Talent Support Programme (TSP), Post Matric Scholarship for minority students, SVMCM (for minority students), Swami Vivekananda Merit cum Means (SVMCM), Kanyasree and OASIS Scholarship are available to the students.

Strategies for Women’s Economic Empowerment and Self Defence

The college adopts various strategies through add-on courses to promote the economic empowerment of women, aiming to equip them with practical skills and knowledge to enhance their employability and entrepreneurial potential.

These initiatives not only enhance women's economic independence but also foster a supportive community that encourages women to pursue their career aspirations & overcome gender-based barriers.

Gender Sensitization Programmes: 2024 – 2025

International Women’s Day – Earn While You Learn: Accelerate Action, Build Sustainability

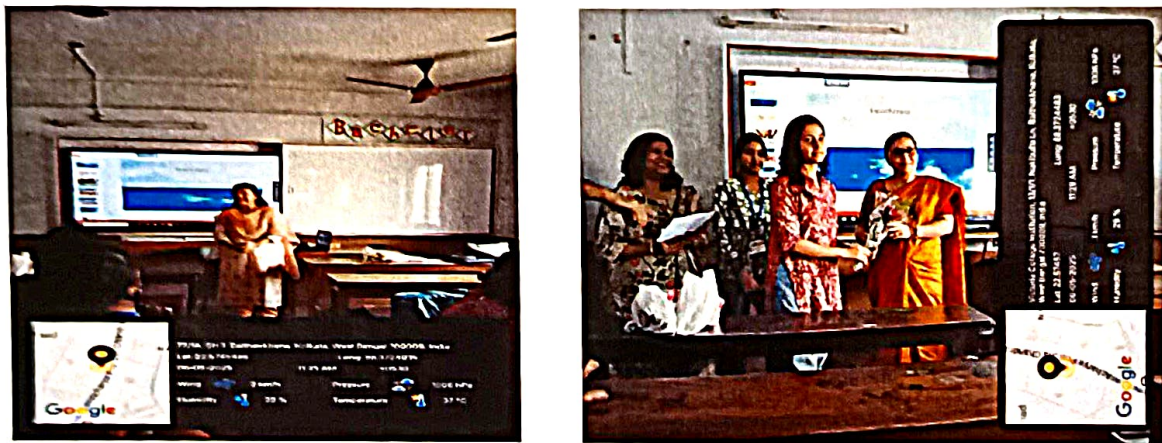
In celebration of International Women’s Day 2025, the Women’s Cell and NSS Unit of Victoria Institution (College) in collaboration with the District Rural Development Cell, Howrah, Government of West Bengal, organised an event under the patronage of Principal Dr. Maitreyi Ray Kanjilal. The initiative aimed to transform the college into a space not only for learning but also for generating income, fostering self-reliance, and encouraging entrepreneurship among students. As part of the event, students set up stalls to display and sell a variety of handmade products, including herbal abir, handmade jewelry, cupcakes, greeting cards, bookmarks, tote bags, and savory snacks. This initiative provided them with a platform to showcase their creativity and entrepreneurial skills while promoting financial independence. It also highlighted the importance of economic empowerment in the broader movement for women’s emancipation. Additionally, students presented a cultural program on women’s empowerment, adding depth to the celebration by emphasizing the significance of gender equality through artistic expression.



Celebration of International Women’s Day – 2025

Three-day Workshop on Meditation & Stress Management

The Women’s Cell of Victoria Institution (College) in association with the IQAC collaborated with HEARTFULNESS organization to hold a 3-day Workshop on ‘Meditation and Stress Management’. The inauguration of the workshop was graced by the presence of Dr. Maitreyi Ray Kanjilal – Principal, Convenor of Women’s Cell Dr. Madhumita Basu, members of Women’s Cell & other faculty members. Dr. Kanjilal while encouraging the initiative, spoke about considering ‘Meditation as a way of life’. The Workshop provided an insight on meditation through ‘Yogic Transmission.’



Workshop on Meditation & Stress Management

Karate Workshop

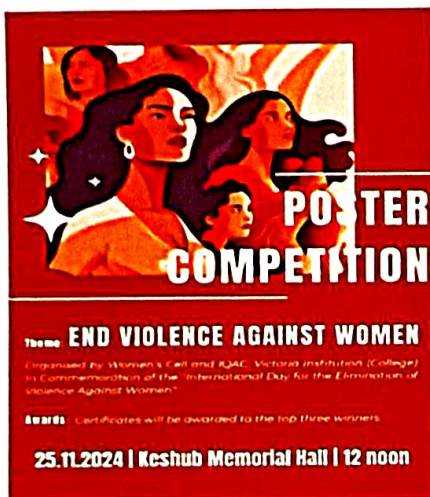
On 10th July 2024, the Karate-kas of the college appeared in the Grading and were promoted to the next kyu grade, under the Supervision of Shihan Utpal Chakraborty. The initiative helped participants to develop confidence, discipline & awareness about personal safety.



Karate-Do Unit

Poster Competition – International Day for Elimination of Violence Against Women

The Women's Cell and Internal Quality Assurance Cell (IQAC) of Victoria Institution (College) organized a poster competition on 25.11.24 to commemorate the "International Day for the Elimination of Violence Against Women". The event aimed to raise awareness about the issue and promote a culture of respect and equality. A total of 30 students participated in the competition and expressed their thoughts on the theme. The posters were judged on their creativity, message, and overall impact. The winners were awarded certificates of appreciation. Principal, Dr. Maitreyi Ray Kanjilal addressed the students, emphasizing the importance of promoting gender equality and challenging patriarchal norms. She encouraged students to use their voices and talents to raise awareness about social issues and promote positive change. Collective action, she stressed, is necessary to create a society free from violence and discrimination. She congratulated the winners and thanked participants for their thoughtful submissions. The event inspired students to become active advocates for a violence-free and equitable society.

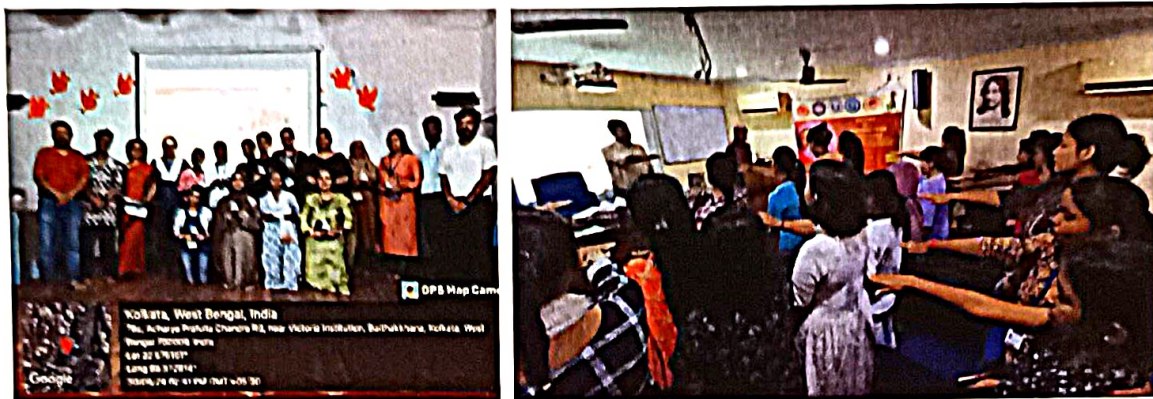


International Day for the Elimination of Violence against Women

Sensitization Workshop – Gender Equality: Let's Make it a Reality

The Child in Need Institute (CINI), in collaboration with the NSS Unit, Women's Cell, and IQAC of Victoria Institution (College), organized a sensitization workshop titled "Gender Equality: Let's Make it a Reality," supported by Terre Des Hommes, Germany. The event opened with a speech by Dr. Chitrita Bhowmik, NSS Coordinator, who stressed the vital role of youth in promoting gender equality. A play on gender sensitization by CINI's children vividly portrayed gender-based challenges. Dr. Madhumita Basu, Convenor of the Women's Cell at VIC, delivered a talk on gender inclusivity, while Nilanjan Ray from Sappho for

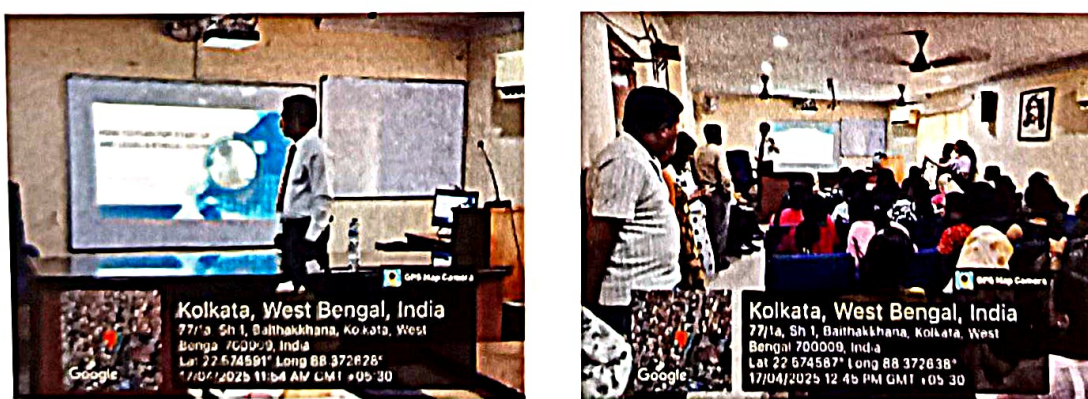
Equality led a film screening & Interactive session on gender, sex & sexuality. Sujal shared a moving testimony on marginalized gender experiences. The program concluded with the felicitation of NSS students for their contributions. The success of the event was made possible with the support of Dr. Maitreyi Ray Kanjilal, Principal of VIC & Dr. Swati Chakraborty, Assistant Director, CINI.



Gender Sensitization Workshop

Session on Women Empowerment – How to Plan for Startup

On 17th April 2025, the Institution's Innovation Council (IIC) and Entrepreneurship Development Cell (EDC) of Victoria Institution (College), in collaboration with IQAC, successfully conducted a Level 1 session on “How to Plan for Start-up and Legal & Ethical Steps”. The session aimed at igniting entrepreneurial thinking and strengthening startup knowledge among students. It focused on building startup planning and legal awareness and fostering innovation & startup culture on campus. Mr. Sukanta Nag’s engaging talk served as a catalyst, empowering students especially young women to explore viable startup ideas and take their first steps toward becoming future changemakers.



Session on How to plan a Start-up

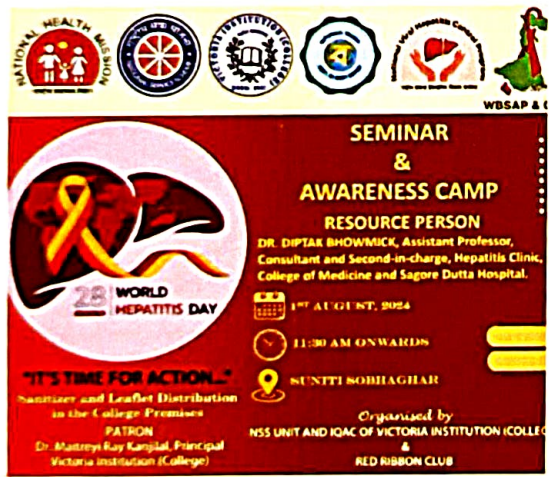
Session on Women Empowerment – Mastering Personality & Aptitude

The Career Counselling and Placement Cell, in collaboration with IQAC of Victoria Institution (College), proudly hosted a transformative ADD-ON course titled "Speak, Shine & Succeed: Mastering Personality & Aptitude" from 7th April to 22nd April 2025. This enriching program was designed to empower our students with key life skills, from grooming & personality development to Vedic mathematics & spoken English. Engaging, hands-on sessions by competent in-house facilitators, Dr. Devleena Majumdar & Mr. Pinaki Sarkar, helped students build confidence, sharpen their communication & enhance problem-solving skills.



Programme on Personality Development

Snippets from various programmes on health, wellness, self-defence and sports, organized during 2024 to 2025



Health Awareness Camp – NSS



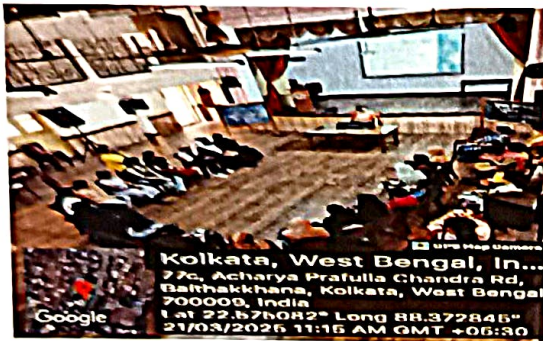
Social Awareness Camp – NSS



World Yoga Day



College Sports



NSS Awareness Camp



NSS Awareness Camp

Survey

An institutional self-survey was conducted through the distribution of questionnaires via Google Forms. The survey solicited feedback from various stakeholders, including students, faculty, and staff, to gauge perceptions and experiences regarding gender equity within the institution. This comprehensive evaluation aimed to assess the effectiveness of the policies, practices, and overall organizational culture concerning gender equality. Analysis of the responses revealed that while there is a general perception among most participants that the policies and programs adequately address gender equity, there are still areas for improvement. (Refer Annexure)

Implementation of Recommendations from the Previous Gender Audit

Based on the recommendations of the previous Gender Audit, the college has taken several steps to promote gender sensitivity and inclusivity on campus. Awareness sessions and discussions on

understanding and respecting LGBTQ+ rights and identities have been organized to foster a respectful and inclusive environment among students and staff. The college has also conducted wellness programs with trained counsellors, providing a supportive platform to address gender-specific challenges, mental health concerns, and overall well-being of students and staff. In addition, the institution has collaborated with NGOs, government bodies, and other organizations to organize gender equity programs, seminars, and awareness activities that highlight issues of gender justice, legal rights, and social responsibility. The college has also arranged inclusive workshops and skill-development programs aimed at enhancing entrepreneurial abilities and leadership skills among students, encouraging equal participation from all genders. Through these initiatives, the institution continues to work towards creating a supportive, inclusive, and gender-sensitive academic environment while empowering students with knowledge, awareness, and practical skills for their future.

Observations

The gender audit conducted at the institution indicates notable progress in promoting gender equity across different aspects of campus life. Analysis of institutional data and feedback from stakeholders suggests that the college has taken meaningful steps to ensure greater gender balance in academic opportunities, faculty participation, student support systems, and the development of a safe campus environment. Efforts such as incorporating gender-sensitive perspectives in academic activities, organizing mentorship and awareness programs, and implementing safety measures have played an important role in strengthening inclusivity. The installation of CCTV cameras, the presence of both male and female security personnel, and the use of identity cards for students have further enhanced campus security. Collectively, these initiatives have contributed to creating a safer, more inclusive, and supportive atmosphere for students and staff of all genders.

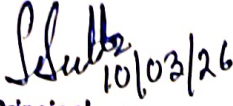
Recommendations for Improvement

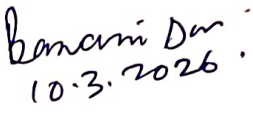
- Encourage industry and alumni interactions focusing on gender equality in workplaces, helping students understand professional challenges and opportunities.
- Develop digital awareness campaigns and online resources on gender rights, cyber safety, and responsible social media use.


- Introduce financial literacy and career planning workshops, especially aimed at empowering female and gender-minority students for independent decision-making and career growth.
- Organize community outreach programs on gender awareness in nearby schools and communities to promote social responsibility and extend gender equity initiatives beyond the campus.

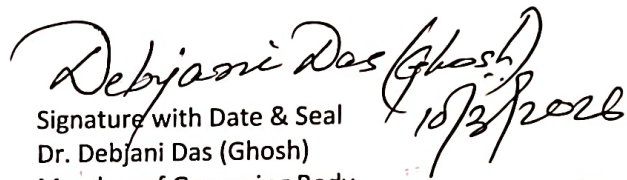
Conclusion

In conclusion, the findings of this audit reveal that the college has made significant efforts to promote gender equality, inclusivity, and a supportive environment for all students and staff. Various initiatives such as awareness programs, wellness activities, collaborations with external organizations, and skill development workshops have contributed to strengthening gender sensitivity on campus. The institution has also taken steps to address gender-related concerns and promote equal opportunities in academic and co-curricular activities. While the existing measures demonstrate the college's commitment to fostering an inclusive and equitable environment, there remains scope for further improvement through continued awareness, broader engagement with industry and alumni, and the use of digital platforms for gender education. By sustaining these efforts and adopting the recommended measures, the college can further strengthen its commitment to gender equity and create a more inclusive, respectful, and empowering academic community.

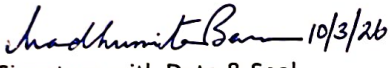

Principal
SONARPUR MAHAVIDYALAYA
S. B. Sarani, Rajpur, Kol.-149
Signature with Date & Seal
Dr. Sriparna Dutta
Principal
Sonarpur Mahavidyalaya

Presiding Officer
ICC
Vidyasagar College
Kolkata- 700006

Signature with Date & Seal
Smt. Banani Das Bose
Associate Professor and Presiding Officer, ICC
Vidyasagar College, Kolkata


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Convenor
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Victoria Institution (College)


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Dr. Sumallya Karmakar
IQAC Coordinator
Victoria Institution (College)

IQAC Coordinator
Victoria Institution (College)

Signature with Date & Seal
Dr. Maitreyi Ray Kanjilal
Principal
Victoria Institution (College)


Principal
VICTORIA INSTITUTION
(College)

Annexures – Institution Gender Equality Self-Assessment

- Institution Gender Equality Self-Assessment for Teaching & Non-Teaching Staff
- Institution Gender Equality Self-Assessment for Students

Institutional Gender Equality Self-Assessment 2024-25 (for Teaching & Non-Teaching Staff)

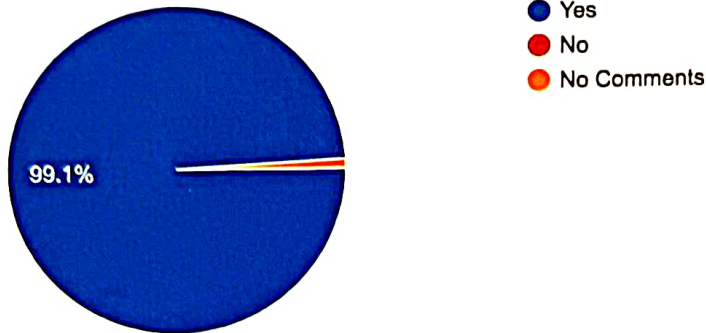
107 responses

Publish analytics

1. The College conducts Gender Sensitization Program

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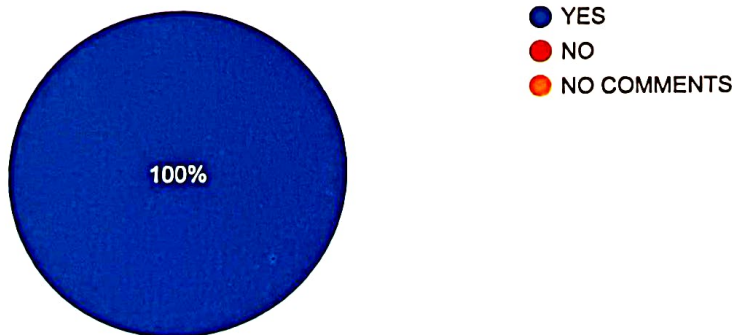
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2. The College promotes teamwork involving male and female employees

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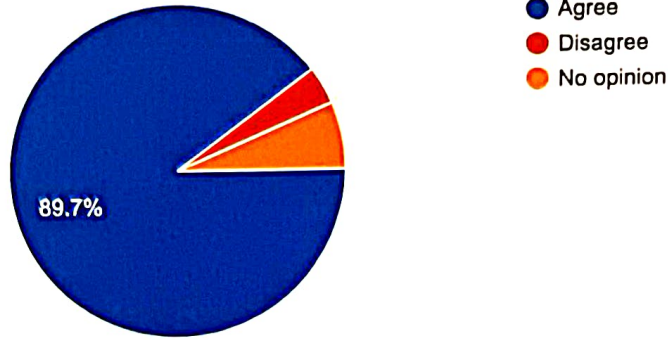
107 responses



3. Leaves like Parental and Child Care are available to the employees readily



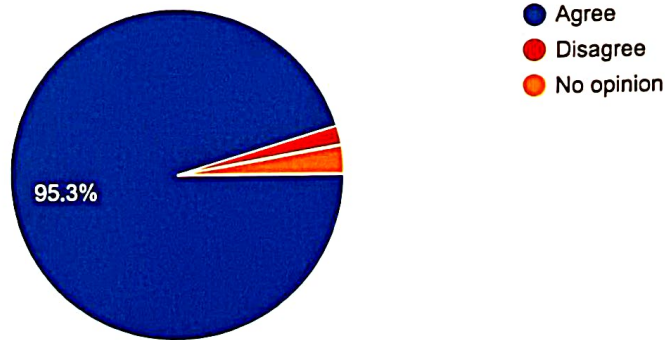
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4. The College offers flexible working hours in case of real emergency



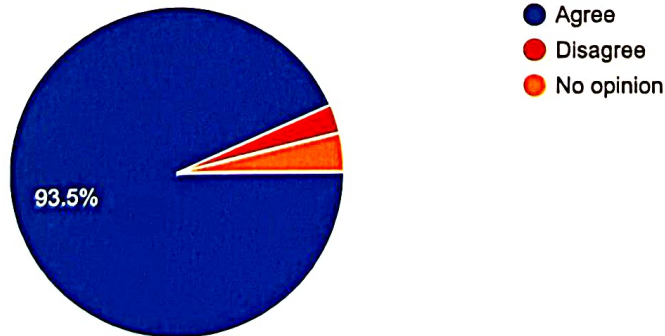
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5. The College has a Women's Cell to empower and support female employees and students.



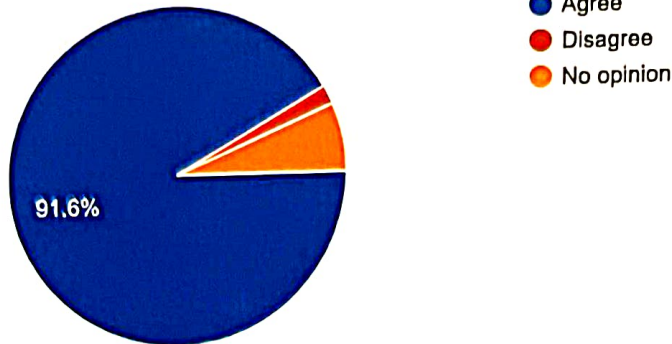
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6. The College has a Grievance Redressal Cell to address gender related issues at workplace

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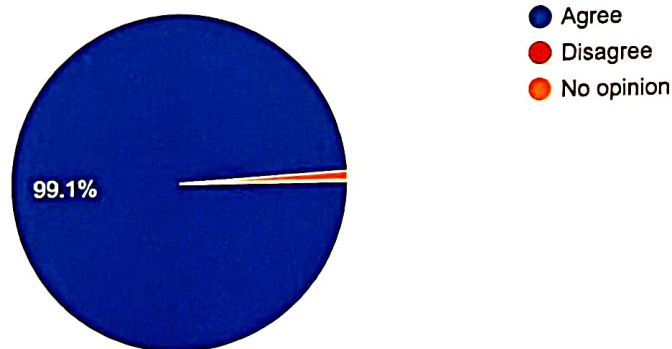
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7. The College promotes equal opportunities for all genders for free and fair expression of ideas.

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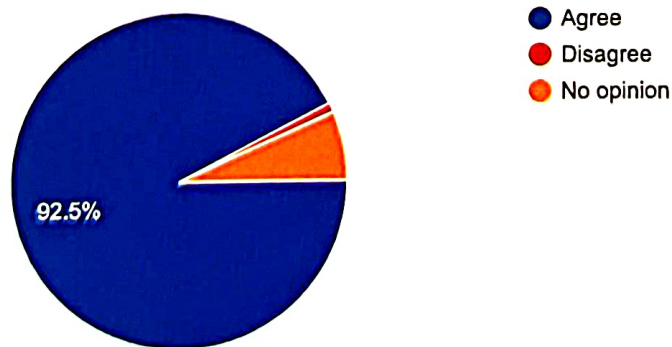
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8. The College has equal representation of male and female in the senior decision-making positions of the College.

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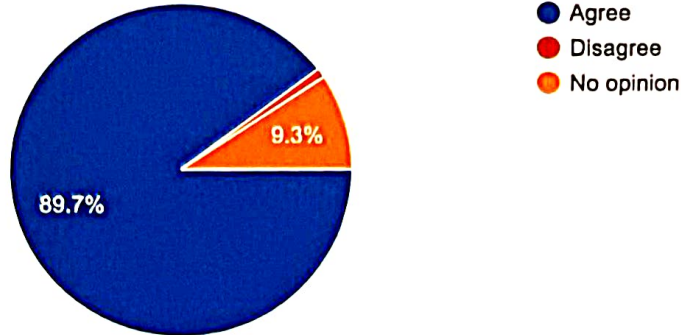
107 responses



9. The College Campus has adequate security arrangements during day and night



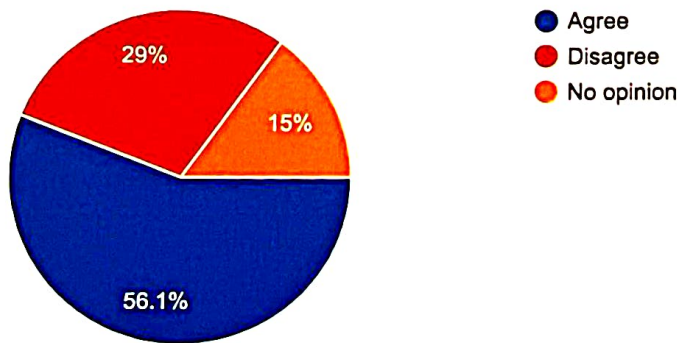
107 responses



10. Adequate number of Toilets are available in the College for male and female employees.



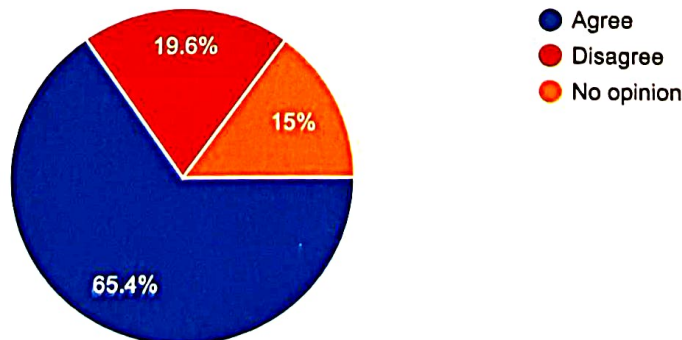
107 responses



11. Adequate facilities are available in the Toilets including disposal bins



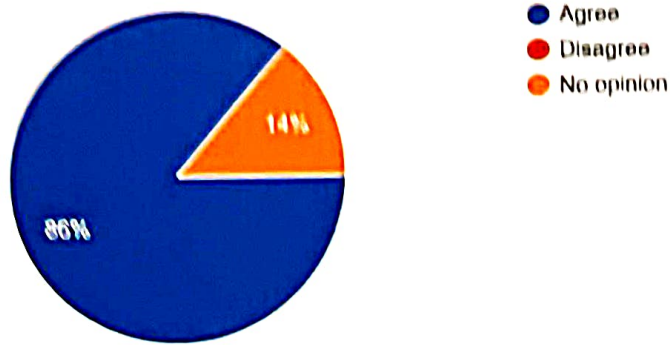
107 responses



12. The College conducts programs that contribute to changing unequal gender relations.

 Copy

107 responses



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Institutional Gender Equality Self-Assessment, 2024-2025 (for Students)

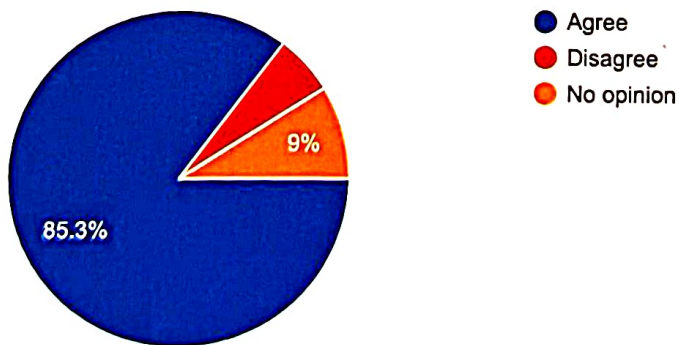
815 responses



1. The College has CCTV Surveillance

815 responses

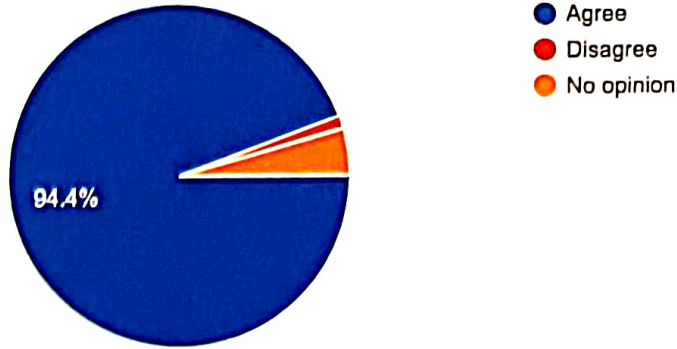
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2. Adequate Security Is available inside the campus during day and night.

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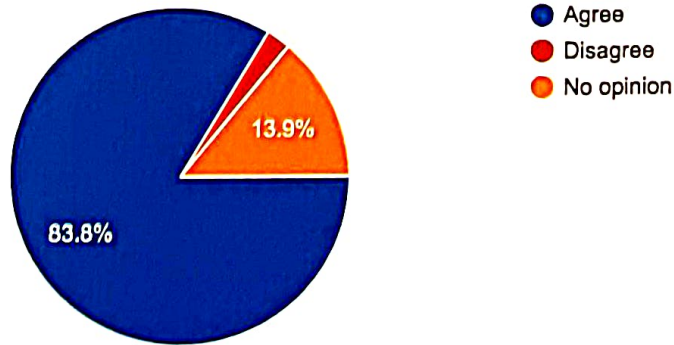
815 responses



3. Adequate lighting is available in the campus during night.

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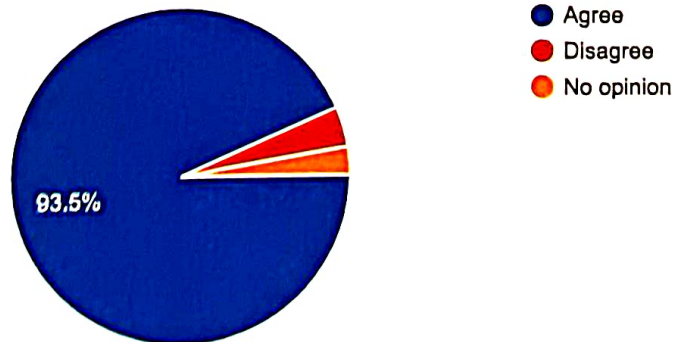
815 responses



4. The College has adequate number of toilets.

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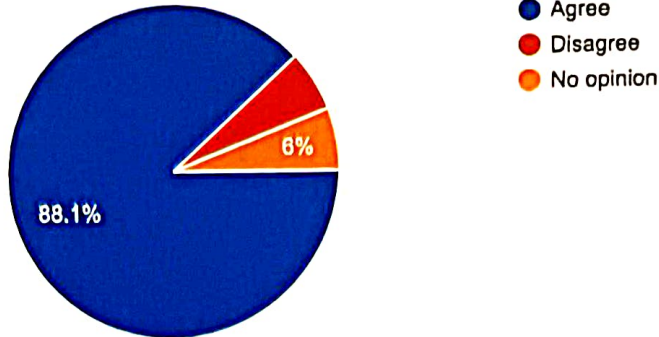
815 responses



5. Adequate facilities are available in the toilet including disposal bins.

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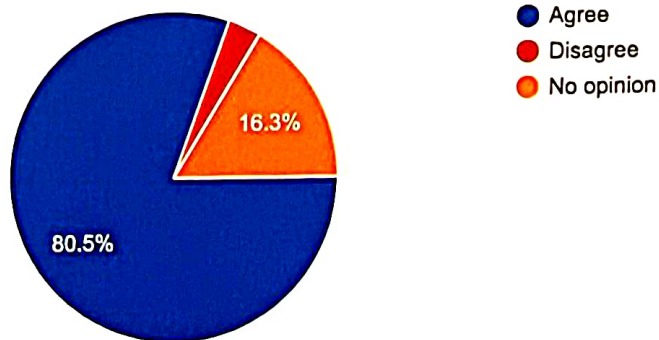
815 responses



6. Timing of the Laboratory is appropriate.

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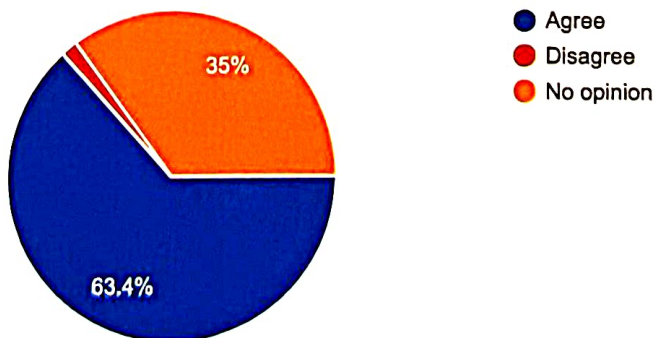
781 responses



7. Entry and Exit time of the Hostel are appropriate for the Hostel inmates.

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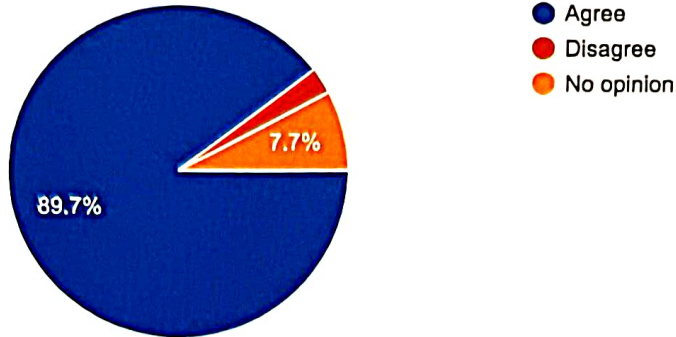
771 responses



8.The College has Anti-Ragging Cell and Grievance Redressal Cell.

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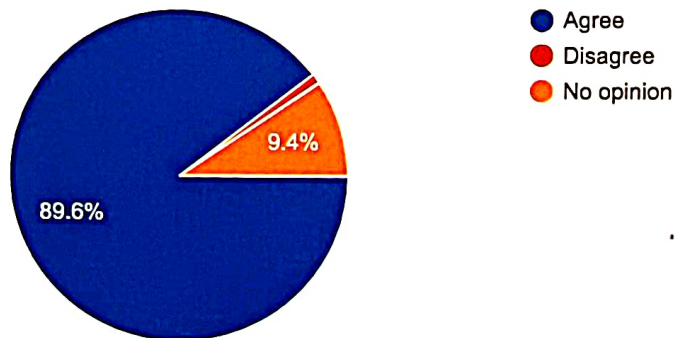
815 responses



9.The College has a Women's Cell

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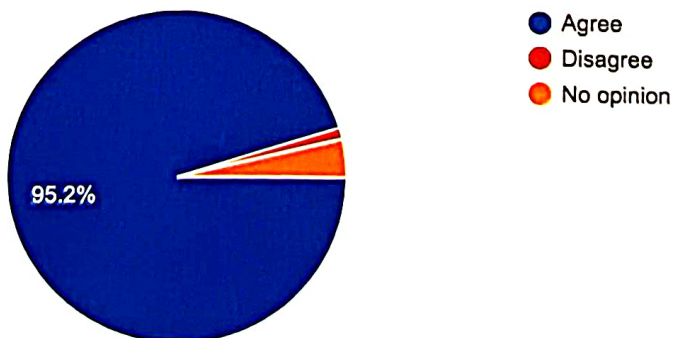
815 responses



10.The College conducts programs for women empowerment.

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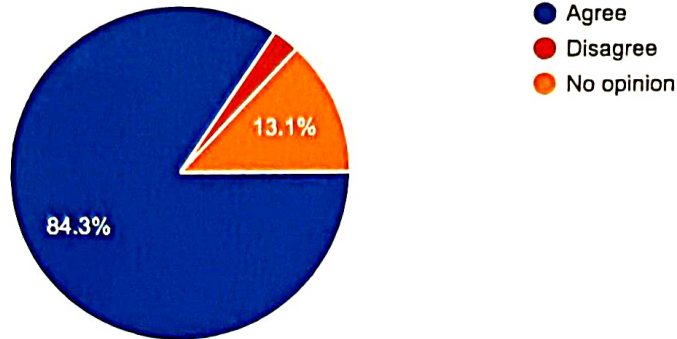
815 responses



11. The College conducts Gender Sensitization Program.

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815 responses



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