

GAUUHATI UNIVERSITY A NAAC 'A' GRADE INSTITUTION **GOPINATH BARDOLOI NAGAR, JALUKBARI**

GUWAHATI-781014 (ASSAM) WWW. GAUHATI.AC.IN



SUPPORTING DATA

NAAC 4TH CYCLE OF ACCREDITION PROVIDED BY-IQAC, GAUHATI UNIVERSITY

CRITERION 7 Assessment term: 2018-2023 **Sub criterion 7.1**

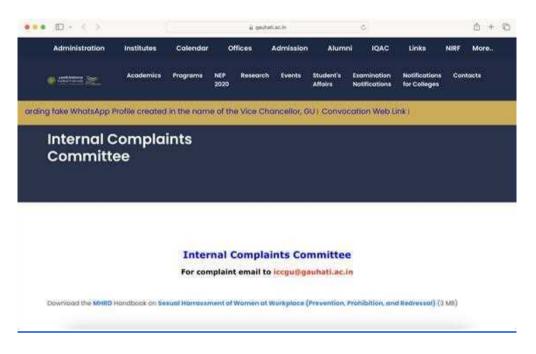
Institutional Values and Social Responsibility





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

The University has an Internal Complaints Committee to help in providing justice on any sexual harassment issue or any other gender issue. The details of the same can be found in the following link :<u>https://gauhati.ac.in/footer/download/internal-complaints-committee</u>

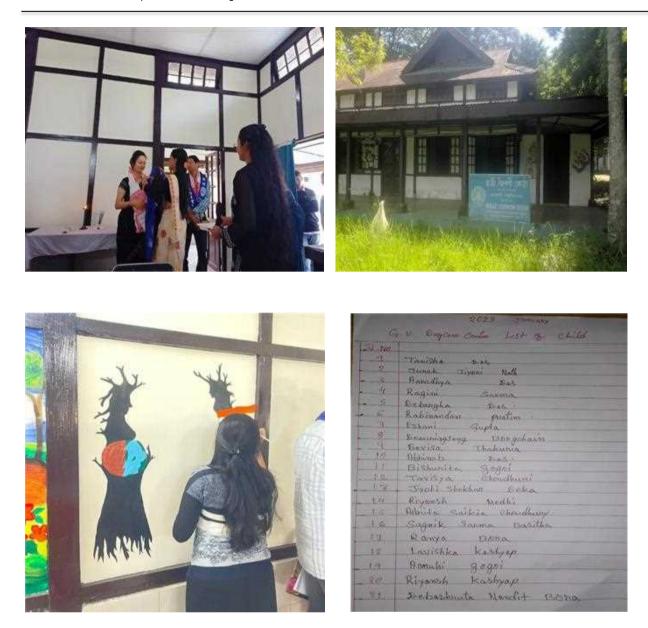


The University Facilitates a daycare centre for Kids of the faculty of the university :https://web.gauhati.ac.in/daycare



Girls Common Room: The University facilitates a common room for the female students of Gauhati University, where the students host different events and activities. Given below are a few pictures of events held during the variety week of 2022-23





A daycare center can play a significant role in facilitating gender equity by promoting an inclusive and supportive environment where all children, regardless of their gender, feel valued and cared for. This in turn also enables the women employees to focus on their research, teaching, etc in the department. As the daycare centre is on campus itself, they can visit the child, any time. This thought also gives solace to the mother, and as such, she can contribute her time and full focus to her work.









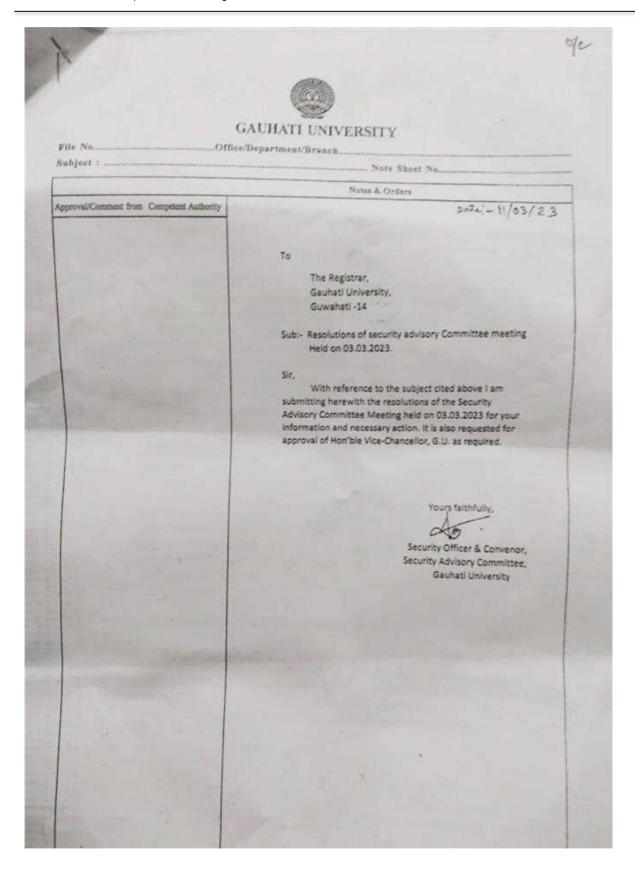
GAUHATI UNIVERSITY A NAAC 'A' Grade Institution Gopinath Bardoloi Nagar, Jalukbari, Guwahati-781014

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Lady security guard: The university also employs lady security guards; a list of the same is given below



GAUHATI UNIVERSITY A NAAC 'A' Grade Institution Gopinath Bardoloi Nagar, Jalukbari, Guwahati-781014





No

DETAILS OF PERSONNEL OF OUTSORCE DOLOPHIN SECURITY AGENCY

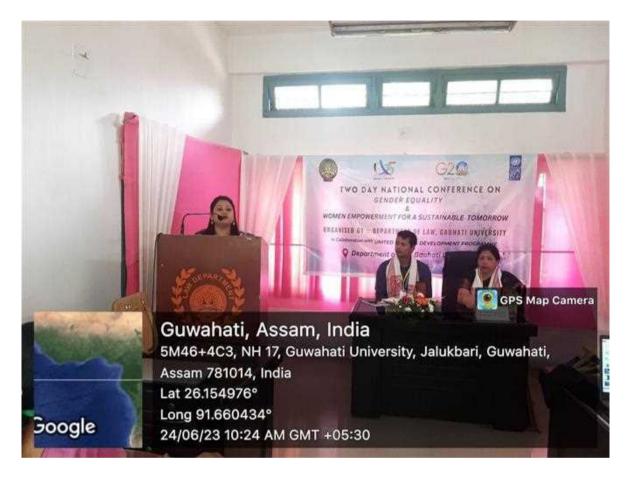
SL No.	Name	Present place of duty	
1.	Hareswar Rajbongshi	Security incharge	
2. Ajoy Das		Supervisor	
3. Ashok Kumar Swargiary		Supervisor	
4. Reban Nath		Supervisor	
5. Ripon Das		GU IST	
6. Ajijur Rahman		Arts Building	
7. Amal Das		Satmile Gate	
8. Apurba Hazarika		GU Medical	
9. Ashwini Pathak		Namghar Colony	
10.	Bibi Basumotary	KKH Library	
11.	Dorbesh Ali	Satmile Gate	
12.	Debajit Das	GUIT	
13.	Dibakar Deka	Satmile Gate	
14.	Dulu Ali	Satmile Gate	
15.	Girish Kalita	Patrolling	
16.	Gulfar Sheikh	Satmile Gate	
17.	Hahiram Kalita	Sundarbari Gate	
18.	Husnur Ali	Sundarbari Gate	
19.	Jogesh Rajbongshi	Sundarbari Gate	
20.	Kamal Kalita	GU IST	
21.	Kamleswar Bayan	Sundarbari Gate	
22.	Minu Das	GU IST Girls Hostel	
23.	Parash Das	Arts Building	
24.	Pradip Barman	GU Guest House	
25.	Radhika Basumotary	GU IST Girls Hostel	
26.	Rajima Khatun	Arts Building	
27.	Ramu Boro	Patrolling	
28.	Joshna Ara Begam	GU IST Girls Hostel	
29.	Rekha Das	GU IST	
30.	Sewali Borah	GU IST	
31.	Utpal Das	GU Guest House	
32.	Motaher Ali	GU Guest House	
33.	Rupali Ghosh	GU Exam Branch	



71	Mridul kaiborta	GU IST	
72.	Mantu Pathak	Saraighat colony	
73.	Sanjib kalita	GU IT	
74.	Rajesh Boro	DSW	
75.	Dimpu Das	Satmile Gate	
76.	Thairing Kampari	Satmile Gate	
77.	Roment Phanglo	Satmile Gate	
78.	Pratamjit Jidung	GU IST	
79.	Nipesh Langthasa	DSW	
80.	Rupam Borah	GU IST	
81	Nayan Basumotary	GU IST	
82.	Dinesh Chetri	DSW	
83.	Naren Pathak	Bhupen Hazarika Gate	
84.	Maneswar Rajbongshi	Bhupen Hazarika Gate	
85.	Surajit Ray	Bhupen Hazarika Gate	
86.	Bhagaban Das	GUIST	
87.	Kaustirika Devi	Bhupen Hazarika Gate	
88.	Bitupan Phukan	Namghar Colony	
89.	Tirtha Hazarika	Namghar Colony	
90.	Ranjit Das	Namghar Colony	
91.	Rajib Ray	GU IST	
92.	Kamaleswar Ray	GU IST	
93.	Hirakjoyti Choudhury	GU IST	
94.	Kanak Kalita	GU IST	
95.	Basanta Deka	GU IT	
96.	Akash Das	GU IT	
97.	Sanidul Islam	GU IT	
98.	Bitupan Swaigiary	GU IT	
99.	Jitu Swaigiary	GU Market	
100.	Manoj Gogoi	GU Market	



Several departments of the university are actively organizing events and initiatives to sensitize people about gender equity. Here's a summary of the activities conducted by a few of them: a) Department of Law, GU: The department organized a two-day national conference on Gender Equality and women's Empowerment for a sustainable tomorrow in collaboration with UNDP on June 24 and 23,2023. This conference aimed to raise awareness and promote discussions on gender equity.



b) Department of Botany: On the occasion of International Women's Day, the department organized an interaction and awareness program on "Gender Equality Today for a Sustainable Tomorrow." This event aimed to educate and engage participants in discussions about gender equality.







c) Departments like Arabic, Anthropology, Applied Sciences, Sanskrit, and English, among others, have formed a gender equity cell to promote activities and monitor inclusiveness within their respective disciplines. The aim is to foster gender equity and ensure equal opportunities for all.

Arabic:<u>https://drive.google.com/file/d/1-hZUg_1z0yqXfU6_SCZ5a_ubWntMRHPD/view</u> Applied Sciences <u>: https://drive.google.com/file/d/1KqOegJovbe4hb5nQQgagAfDz7bg-</u>c8Fv/view

Anthropology:<u>https://drive.google.com/file/d/1By1FpM9bwCt5AVqUV1iNIWKf1b_FKI3a/view</u> Sanskrit:<u>https://drive.google.com/file/d/1itGHOiu_0UKQbZyiMSSzhGQJRr6jEXNJ/view</u>

d) Women's Studies Department: This department plays a pioneering role in promoting gender equity. All teaching, learning, research, and extension activities are based on the principle of gender sensitization, with the goal of achieving gender equality and equity in society.



Additionally, teachers from this department are assigned gender sensitization sessions in all programs organized by the UGC-HRDC, Gauhati University.

https://drive.google.com/file/d/1Ebn3fKg7goZqi8liQFVkBSDP_kkdMmGP/view

Womens' Day 2023 was celebrated on the lines of "Technology and Women", a few glimpses are attached below





These efforts across various departments highlight the university's commitment to raising awareness about gender equity and promoting inclusivity in both academic and social spheres.



Annual Gender Sensitization Action Plan (2022-23)

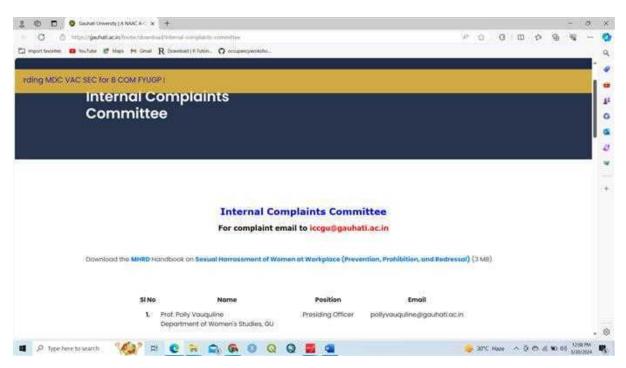
- Foster a safe, secure, and inclusive environment that upholds gender equality and promotes respectful behavior at all levels.
- Implement induction and orientation programs for students to raise awareness and sensitivity towards gender-related issues.
- Conduct awareness programs for female students, covering topics such as self-defense, AIDS awareness, and combating female foeticide.
- Promote activities centered around health, cleanliness, personal hygiene, and nutrition.
- Organize workshops to equip students with the courage and presence of mind to handle critical situations.
- Facilitate activities focused on entrepreneurship development and career enhancement for students.
- Address issues like depression and frustration resulting from failures through expert counseling sessions.
- Conduct workshops on cybercrime awareness and safety, especially for female students in various departments and hostels.
- Regularly review the minutes and Action Taken Reports of the, Internal Complaint Committee, and Grievances Redressal Committee to ensure timely resolution of issues.
- Develop and implement a Student's Code of Conduct that promotes gender equality at the governance level.
- Encourage female students' participation in NCC (National Cadet Corps) and NSS (National Service Scheme) activities, ensuring equal opportunities in regular cultural events.
- Enforce a "No Discrimination Policy" in all academic and administrative matters.
- Ensure adequate representation of women employees in all college committees



Link to internal Complaints Committee

Women's Sexual Harassment Redressal Cell:

https://gauhati.ac.in/footer/download/internal-complaints-committee



Safety and Security:

https://security.gauhati.ac.in/campus-security

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o	GU Vehicle Pass	
		GU Vehicle Pass is a self-althesive, round sticker, which you put
	In order to enter the campus, you need to have a GU Vehicle Pass, or you are subject to interception at the gates. The	



www.gauhati.ac.in



GAUHATI UNIVERSITY GENDER POLICY

(Version - 1.0)





Gender equality - Policy Document

Gender equality entails ensuring equal rights, responsibilities, and opportunities for both women and men. It signifies a state where women, girls, men, and boys have equitable access to opportunities, resources, benefits, and legal protections, acknowledging their inherent human dignity, worth, and unalienable rights. This principle recognizes the diverse needs, interests, and priorities of individuals, irrespective of gender. Women comprise half of the resources and potential in any society, yet these remain unrealized in the face of inequality and discrimination. Globally, women encounter violations of their fundamental rights and discrimination in various spheres including education, employment, social protection, inheritance, economic assets, resource allocation, and participation in decision-making processes. Persistent disparities between genders have detrimental effects on society at large. In alignment with this, Gauhati University has crafted its curriculum to instill a positive shift in students' mindsets, thereby contributing to a more inclusive and equitable India.

The University's vision is to foster a thriving and harmonious nation where individuals of all genders - women, girls, men, and boys - enjoy equal access to economic, social, cultural, civil, and political rights. This includes empowerment to improve their lives, families, and communities. Our dedication to empowering women and girls nationwide is integral to our pursuit of self-reliance, as a nation cannot thrive if it marginalizes the talents and perspectives of half its population. Ensuring that women and girls realize their full potential is not only essential for achieving gender equality and empowerment but also for advancing sustainable development goals. To this end, the University organizes Skill Development Programmes aligned with the 5th target of the Sustainable Development Goals (SDGs) - Gender Equality. Additionally, University conduct various awareness programs and training sessions, supported by the Ministry of Women and Child Development and the National Commission for Women, to promote recognition and support for the unique skills, leadership, and contributions of women and girls. These efforts aim to foster their economic, social, and political empowerment, benefiting individuals, communities, and society as a whole.

Gauhati University Gender Policy

Gender Equality Policy

Gauhati University, deeply embedded in Indian traditions and culture, remains steadfast in its commitment to promoting gender equality. Aligned with the principles enshrined in the Indian Constitution, including its Preamble, Fundamental Rights, and Fundamental Duties, the university upholds the dignity of every individual and recognizes the paramount importance of human beings, irrespective of gender, within society. It ensures equal opportunities for all without discrimination based on gender.

The University demonstrates unwavering dedication to the empowerment of women and girls. It builds upon extensive research and acknowledges significant legislative and policy strides made in advancing women's empowerment. Women's empowerment is realized when women possess the freedom to participate fully in society, enjoy equal legal rights to men, and fulfill their potential as valued members of society. This includes their ability to shape their life trajectories, assume leadership positions, and contribute to decision-making processes at various levels, including households, communities, and societies. Continuous enhancement of a comprehensive, gender-balanced campus is achievable through systematic evaluations and expert recommendations.

Objectives

- 1. Ensure a secure working environment for female staff and students at the University, in accordance with the POSH Act of 2013. Should any harassment complaints arise under this Act, the Internal Complaints Committee (ICC) of Gauhati University is tasked with impartially investigating and resolving them according to the Act's guidelines and institutional service regulations.
- Integrate principles of gender equality and women's empowerment into the University's curriculum.
- Involve men and boys in fostering gender equality within both the campus and society at large.
- 4. Ensure equitable distribution of unpaid and paid work between women and men, along with wages and salaries sufficient for independent living.

- Enhance selection processes to uphold equality in recruitment, promotion, and support for researchers across the University and its affiliated colleges.
- 6. Develop mechanisms to enhance women's representation in academic and research leadership roles within the University and affiliated colleges.
- Address disparities between women and men in accessing, controlling, and benefiting from various resources, opportunities, and services in economic, social, political, educational, and cultural domains.
- Work towards eliminating gender-based violence, which impedes women's ability to thrive and succeed, thus enabling all individuals to lead healthy and productive lives.
- 9. Promote a development approach that is non-discriminatory, inclusive, and integrated, ensuring that all individuals can participate and benefit from developmental processes and initiatives.

Scope of the Policy

The Gender Equity policy at Gauhati University extends to students and employees across various domains, including:

- Work environment
- Regulatory framework
- Admission procedures
- Teaching, Learning & Assessment practices
- Recruitment and selection processes
- Promotions
- Grievance handling
- Job placement
- Professional development opportunities
- Compensation and benefits
- Utilization of infrastructure facilities
- Research and Consultancy initiatives

Execution Plan

- ✓ Hosting workshops focused on diversity and gender-sensitive communication for members and employees.
- Regularly organizing awareness-raising activities for both students and staff.
- Encouraging collaborative work, fair representation in leadership roles, and fostering gender balance in team projects during classes.
- Ensuring equitable gender representation in hiring committees.
- Incorporating gender parity principles into our student code of conduct at the governance level.
- ✓ Conducting periodic gender sensitization programs.
- ✓ Facilitating discussions and debates on topics related to women.
- Arranging leadership camps aimed at the personality development of female students.
- ✓ Offering empowerment programs for female students and staff to nurture their potential and abilities.
- ✓ Observing International Women's Day annually with a focus on women's safety and empowerment.
- ✓ Providing awareness programs on women's rights and workplace harassment prevention laws to the student community.
- ✓ Collaborating with various agencies and institutes to conduct seminars and annual surveys on women's safety and security.
- ✓ Offering certificate and refresher courses in gender sensitization for both male and female participants.
- ✓ Gender Audit to be conducted every year as per the protocol and by the approved committee by the University authority.

Protocol for Redressal of Complaints related to Gender Equality/ Sexual Harassment

- 1. Any complaints, whether written or oral, filed by female faculty, staff, or students will be treated with utmost confidentiality, except for the committee members.
- 2. The committee will promptly report all complaints to the appropriate higher authorities.
- Decisions and actions taken by the committee will be made in consultation with higher authorities, with no independent decisionmaking or communication.
- Comprehensive support will be extended to address instances of harassment or inequality effectively.
- Thorough investigation and inquiry will precede any decisions made by the committee.
- Measures will be taken to ensure that the process of investigation or discussion does not cause further distress to the complainant.
- 7. Any matters falling within the scope of the law will be reported to the police or government authorities as necessary.

Anticipated Results

The anticipated outcomes of the Gender Equity policy are expected to include:

- Establishment of a work environment that is sensitive to gender issues.
- Ensuring equality and non-discrimination between women and men in terms of rights, responsibilities, and opportunities.
- Advocacy for women's rights and the advancement of gender equality.
- Creation of a supportive and welcoming atmosphere for both female and male students and staff on campus.
- Guaranteeing equal opportunities for all genders (male and female) within Gauhati University, including students, faculty, and nonteaching staff.

- Encouragement of a culture rooted in positive values, respect, and equality for all genders, particularly for women.
- Ensuring equal access to all facilities provided by Gauhati University for all stakeholders, regardless of gender.
- Ensuring the availability of a secure and liberated environment for both female and male students and staff to exercise their rights.
- Offering capacity development and/or enhancing the competency of staff and students in gender analysis.

ISSUED & CONTROLLED BY: MR /Director, IQAC, GU

SIGNATURE:

24/02/2022

Director Internal Quality Assurance Cel' Geuhati University Assura

APPROVED BY: Vice Chancellor, GU

SIGNATURE :

02/2022 GAUHATI UNIVERSITY GUWAHATI-781014