



GAUHATI UNIVERSITY

A NAAC 'A' GRADE INSTITUTION

GOPINATH BARDOLOI NAGAR, JALUKBARI
GUWAHATI-781014 (ASSAM)
WWW. GAUHATI.AC.IN



SUPPORTING DATA

NAAC 4TH CYCLE OF ACCREDITATION
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 :<https://gauhati.ac.in/footer/download/internal-complaints-committee>



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



2023 January

G. V. Daycare Centre List of Child

1	Tanisha	Sas
2	Dinak	Jyoti Nali
3	Ranidhya	Sas
4	Ragini	Sarita
5	Lebagha	Sas
6	Rabindran	Pratim
7	Lshani	Supra
8	Kauninyang	Bengcharis
9	Devita	Ushanta
10	Ashwini	Sas
11	Bishwita	Jogai
12	Tanisha	Chandhuri
13	Jyoti Bhaktar	Soka
14	Riyansh	Medhi
15	Abrita	Saikia Chandrup
16	Sagnik	Sanna Basitha
17	Ranya	Borra
18	Lavishka	Kashyap
19	Bonubi	Jogai
20	Riyansh	Kashyap
21	Deekshanta	Nandit Borra

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.





ATTENDANCE LIST OF G-U DAY CARE CENTRE		2023 MAY																														
Sl. No.	NAME OF CHILD	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31
1	Tanisha Das	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
2	Jenakirani Nath	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
3	Aaradhya Das	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
4	Ragini Sarma	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
5	Sehorgha Das	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
6	Rabinandari Pratim	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
7	Esthara Gupta	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
8	Deviningsang Dargocham	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
9	Tanisha Choudhury	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
10	Jyoti Shikha Seka	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
11	Bishwanta Gogoi	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
12	Devi Shya Thakuria	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
13	Anushi Gogoi	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
14	Anavi Kashyap	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
15	Lebanshanta N. Bora	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
16	Somya S. Basista	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
17	Annamab Das	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
18	Adrita Saikia Choudhury	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
19	Ranya Bora	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
20	Reyanab Kashyap	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	

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



9/c


GAUHATI UNIVERSITY

File No. Office/Department/Branch

Subject : Note Sheet No.

Approval/Comment from Competent Authority	Notes & Orders
	<p style="text-align: right;">Date: - 11/03/23</p> <p>To</p> <p style="text-align: center;">The Registrar, Gauhati University, Guwahati -14</p> <p>Sub:- Resolutions of security advisory Committee meeting Held on 03.03.2023.</p> <p>Sir,</p> <p style="text-align: center;">With reference to the subject cited above I am submitting herewith the resolutions of the Security Advisory Committee Meeting held on 03.03.2023 for your information and necessary action. It is also requested for approval of Hon'ble Vice-Chancellor, G.U. as required.</p> <p style="text-align: right;">Yours faithfully,  Security Officer & Convenor, Security Advisory Committee, Gauhati University</p>

**DETAILS OF PERSONNEL OF OUTSOURCE 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	GU IT
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.	Pratainjit 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	GU IST
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: https://drive.google.com/file/d/1-hZUq_1z0yqXfU6_SCZ5a_ubWntMRHPD/view

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

Anthropology: https://drive.google.com/file/d/1By1FpM9bwCt5AVqUV1iNIWKf1b_FKI3a/view

Sanskrit: https://drive.google.com/file/d/1itGHOiu_0UKQbZyiMSSzhGQJRr6jEXNJ/view

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>

The screenshot shows a web browser displaying the Internal Complaints Committee page. The page has a dark blue header with the text "Internal Complaints Committee" in white. Below the header, there is a central section with the text "Internal Complaints Committee" and "For complaint email to iccg@gauhati.ac.in". There is also a link to download the "MHRO Handbook on Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) (3 MB)". At the bottom, there is a table listing the committee members.

Sl No.	Name	Position	Email
1.	Prof. Polly Vouquiline Department of Women's Studies, GU	Presiding Officer	pollyvouquiline@gauhati.ac.in

Safety and Security:

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

The screenshot shows a web browser displaying the Campus Security page. The page features a large banner with the text "Gauhati University" and "campus security" in a stylized font. Below the banner, there is a section titled "Campus Security" with a paragraph explaining the role of the Security Advisory Committee. There are also sections for "Overall Security Plan" and "GU Vehicle Pass".

Campus Security

This is the webpage of the Campus Security of Gauhati University. The security of the university campus is controlled by the administration under the advise of an advisory body (Security Advisory Committee), which provides the guidelines for overall campus security and suggest the overall framework for the security plan for the university.

Overall Security Plan

The security arrangement for the university campus is two tier. The internal security i.e. various departments, offices, and hostels are covered by our inhouse security staff (comprises of the Security Officer, Chowkidars, and Havildars). The blanket security of the campus i.e. the gates to the campus and to different department and offices are covered through Professional Security Guards.

GU Vehicle Pass

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



GAUHATI UNIVERSITY GENDER POLICY

(Version - 1.0)



Guwahati - 781014, Assam



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.

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.
2. Integrate principles of gender equality and women's empowerment into the University's curriculum.
3. 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.

5. 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.
7. 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.
8. 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.
3. Decisions and actions taken by the committee will be made in consultation with higher authorities, with no independent decision-making or communication.
4. Comprehensive support will be extended to address instances of harassment or inequality effectively.
5. Thorough investigation and inquiry will precede any decisions made by the committee.
6. 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 non-teaching 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

APPROVED BY: Vice Chancellor, GU

SIGNATURE:


24/02/2022

Director
Internal Quality Assurance Cell
Gauhati University, Assam

SIGNATURE :


24/02/2022

Vice-Chancellor
GAUHATI UNIVERSITY
GUWAHATI-781014